



D.A. Davidson & Co.
Davidson Trust Co.
Davidson Investment Advisors
Davidson Travel

June 23, 2004

RE: Letter of Recommendation for Bill Beck

Dear Bill:

Thank you for your help in making our endeavors to procure lease space in downtown Boise successful. Thru your recommendations and knowledge of the local commercial leasing economy and relationships with the building owners we were able to find space that not only met our high company standards but also at very competitive and agreeable terms. The information you provided regarding the potentially suitable locations and then your assistance in evaluating them to establish the best alternatives was of great importance and saved valuable time.

It is my opinion that because it was your position as strictly a tenants broker, and you represented only D.A. Davidson & Co. in this transaction, that led to a timely and successful conclusion in our finding and leasing space in downtown Boise.

I would not hesitate to recommend you to another organization needing you professional services.

Sincerely

A handwritten signature in blue ink that reads "Bruce McCracken".

Bruce McCracken
Facilities Engineering Manager
Davidson Companies
(Ph) 406-791-7349
(Fax) 406-791-7380
bmccracken@dadco.com

cc:file



2125 East Katella Avenue, Suite 100
Anaheim, CA 92806

714 939 2234 Tel
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Garrett.Ellis@cbre.com
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Garrett Ellis
Sales Assistant

CB Richard Ellis, Inc.
Brokerage Services

December 17, 2004

Mr. Bill Beck
TENANT REALTY ADVISORS
225 North 9th Street, Suite 601
Boise, ID 83702

Dear Bill:

It is always a pleasure to refer a valued client such as Capella Technologies to an outside agency and hear such wonderful feedback on the level of service that they have received. Such is the case here as my client was 100% satisfied with your representation of their interests.

Throughout the entire process, you have been more than responsive and considerate of my clients' needs.

I would not hesitate to refer you any other clients or prospects that I have with needs in the Boise region. Your hard work is unquestionably appreciated by myself and my client.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Garrett Ellis". The signature is fluid and cursive, with a large initial "G".

Garrett Ellis

Access Behavioral Health Service, Inc.

1276 W River St. Suite 100

Boise, ID 83702

Phone: 208-338-4699

Fax: 208-322-4722

To Whom It May Concern:

I am writing regarding Bill Beck at TRA to thank him for all his help and support during our move process as well as to recommend that everyone seeking commercial lease property look into utilizing Bill's services to assist them in relocating to different work space.

We worked for several months with Bill to obtain a new office space in 2009. Bill was outstanding in his support, professionalism, and insight into our needs. We never would have been able to negotiate the lease and make the transition into the new space without Bill's insight, and incredible dedication to our cause. He maintains extensive knowledge of the market, has amazing contacts, and was able to give us common sense advice on how to proceed and what would suit our needs.

Bill was always available, kept us in the loop, and yet was able to handle the day to day issues associated with finding the building and negotiating the lease without us having to always be involved. We were able to continue growing our business and handling day to day operations without becoming completely overwhelmed with the process.

I would highly recommend that anyone looking to relocate their office contact Bill to assist them in finding and acquiring new office space. Bills services are invaluable to any organization.

Please feel free to contact me with questions.



Laura Scuri
President

Access Behavioral Health Services, Inc.

FEDERAL DEFENDER SERVICES OF IDAHO

SAMUEL RICHARD RUBIN
EXECUTIVE DIRECTOR

BOISE OFFICE
350 NORTH NINTH STREET, SUITE 300
BOISE, IDAHO 83702
(208) 388-1600
FAX (208) 388-1757

THOMAS MONAGHAN
ROBERT K. SCHWARZ
LINDSEY R. SIMON

December 1, 2008

William R. Beck, SIOR
Tenant Realty Advisors
950 West Bannock Street, Suite 620
Boise, ID 83702

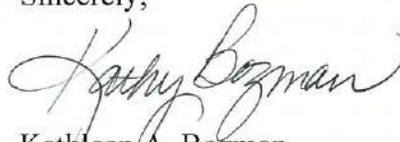
Dear Bill,

You have been such a great help in finding our new office space. You worked diligently to find us space that would meet our needs and with all of the details involved with the process. You always kept our goals in mind during the search. Your knowledge of the market and guidance in the lease negotiations made all the difference. We are so pleased with the outcome and I am thankful to have had your help.

Hopefully we will not be faced with moving again in the near future but if needed, we would not hesitate to call for your assistance. We would be happy to recommend your professional services to anyone inquiring.

Thanks again Bill!

Sincerely,



Kathleen A. Bozman
Administrative Officer
Federal Defender Services of Idaho, Inc.

MOSCOW BRANCH
317 W. 6th Street
Moscow, Idaho 83843
(208) 883-0180
Fax (208) 883-1472

POCATELLO BRANCH
707 North 7th Ave
Pocatello, Idaho 83201
(208) 478-2046
Fax (208) 478-6698



March 3, 2016

To Whom It May Concern:

It is with great pleasure that I write this letter to recommend Karen Warner for your real estate needs.

Karen did an absolutely incredible job of helping my company to enter the Boise market. Balsam Brands had the unique task of needing to find a new location for our 60-seat call center. Our search was narrowed to five cities in the western region of the United States. Fortunately, Boise, Idaho was on our list.

From the moment we met Karen at the Boise airport we knew that we were in extremely capable hands. She was so welcoming and went far above-and-beyond what we expected. Truly, she is one of the reasons we ultimately chose to open our call center in the Treasure Valley.

Not only did Karen help us find the perfect office space, she also negotiated a competitive rate that was well-below market for the area. We could not be more pleased with our location and the terms of our lease. Our experience was so positive that we have moved more of our operations to Boise than we originally intended and plan to continue to grow our Boise office.

I highly recommend Karen Warner and look forward to working with her again.

Sincerely,

Thomas Harman
Founder & CEO

Better Business Bureau

Start with Trust



February 9, 2015

To Whom it May Concern:

I am writing to recommend the commercial real estate services of Greg Gaddis. Greg has assisted us with our facility needs beginning with a relocation 5 years ago and culminating in the realization of a long term goal; the purchase of our own building.

The recent process involved the vetting of a number of 'for lease' and 'for sale' properties, due diligence on multiple locations, an offer and negotiations on the preferred site, securing of a co-tenant, and the eventual closing on the property with time to spare for the move. We appreciated Greg's attention to detail, patience and thorough professionalism. He acted as a trusted advisor; negotiating on our behalf and educating us on the processes and responsibilities of commercial ownership. This undertaking is not to be taken lightly and I would advise anyone to seek a professional such as Greg.

Sincerely,

Dale Dixon
President/CEO

Better Business Bureau serving the Snake River Region

Standards for Trust

Advertise
Honestly

Tell the
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Be
Transparent

Honor
Promises

Be
Responsive

Safeguard
Privacy

Embody
Integrity



February 21, 2011

To Whom It May Concern:

Having recently completed another transaction with Greg Gaddis, it is without hesitation I would recommend his services to others in search of a qualified commercial real estate broker.

Our office works with corporate clients that have office locations throughout the country. Of course, having established these corporate client relationships over many years, we don't take an outgoing referral lightly. We have trusted Greg with 3 requirements in the Boise area over the past 5 years. In each case, he has handled the assignment with the utmost in professionalism, integrity and efficiency. The end result in each case was a job well done and a satisfied client.

Best Regards,

A handwritten signature in blue ink that reads "Jenny Goodall". The signature is written in a cursive, flowing style.

Jenny Goodall
Vice President
Terrus Real Estate Group



10221 W Emerald, Ste. 120
Boise, ID 83704
Office (208) 377-8181
Toll free (800) 366-3902
Fax (208) 377-8183

February 17, 2015

To Whom It May Concern:

It is with much pleasure that I can write this letter recommending Greg Gaddis' services in the commercial real estate arena.

Our office engaged Greg 18 months prior to our lease expiring in order to find a suitable long-term facility. With over a year to find and acquire a site, one would think this would be a simple undertaking. However, the uniqueness of our needs and the lack of suitable options found us moving into our new location with only days to spare. Greg's dedication and commitment to the job was profoundly refreshing. Each and every potential location was presented and reviewed, and a number of offers were made. Greg stayed focused and positive throughout the process and his commitment to seeing that our needs were met was truly appreciated.

I would not hesitate in hiring Greg in the future!

Sincerely,

A handwritten signature in blue ink that reads 'Paul Kearsley'.

Paul Kearsley,
Branch Manager



April 11, 2016

To Whom It May Concern,

My firm represents a large national technology firm. We were hired by this client to assist them with their national real estate needs and drive better financial terms and more flexible structures into their lease obligations. We recently partnered with Greg Gaddis for a requirement in Boise, Idaho. This was one of our first transactions with this client and so we had a desire to produce positive results right out of the gate.

We were faced with a need to downsize and provide for future uncertainty with flexible options and yet at the same time maintain existing lease rates that were set in place 5 years prior. However, the market had significantly tightened in favor of Landlords since that time. Through his knowledge of the local real estate market and the area's various landlord motivations, Greg was able to provide significant leverage in allowing us to negotiate the terms we needed in this location. Greg spent considerable time on the ground and on the phone working through solutions for each deal point. He even went so far as to manage the installation of some carpeting the local office needed!

Greg is a great partner and I would not hesitate to recommend his services!

Sincerely,

A handwritten signature in black ink, appearing to read "Jay Farmer".

Jay Farmer
Managing Director



TRANSFORMATIONS IDAHO PLLC

Redefining Women's Health Care and Transforming Lives

November 2, 2015

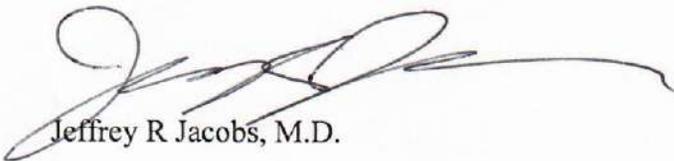
To whom it may concern:

I was first referred to Tenant Realty Advisors by the Small Business Development Center. Greg Gaddis was both impressive and professional during our first meetings. His knowledge of commercial real estate was outstanding. His acumen of the local real estate market and leasing procedures is both broad and detailed.

Greg goes well above and beyond the line of duty. During our process in finding office space, we had an emergency on the day of lease signing (a Friday). Through no fault on our part or Greg's, the deal fell through! He met with us immediately following and revisited at least a dozen listings over the next few days. He was a champion for our business.

At Transformations Idaho, Tenant Realty Advisors will always be considered a business partner. And more importantly, we think of Greg as a friend. I would highly recommend Greg to anyone. Please feel free to contact me anytime with questions.

Sincerely,



Jeffrey R. Jacobs, M.D.



GENERATIONS
LAW GROUP

April 4, 2018

Dear Sir/ Madame:

I have known and worked with Bill Beck for over 15 years. He has advised and assisted my former law firm of Cosho, Humphrey, LLP twice in securing new office space and renewing their existing lease. Last year when I formed my law firm I engaged Bill for yet a third time. Bill's advice on dealing with landlords was very helpful and led to us getting favorable terms.

When you have worked with a person that long and on several projects, you get a good understanding of who and what they are.

Bill's professional services as a corporate real estate advisor to businesses are unique in our Boise market. His firm Tenant Realty Advisors is the only commercial real estate firm that makes a clear commitment regarding whose side they are on. They don't try to work both sides; they don't ever take listings that often create divided loyalties. With Bill, you are always comfortable that there are no unknown agendas or unresolved or undisclosed conflicts of interest that could potentially hurt you or your position.

I could relax in knowing I was seeing all the options and coached on what questions to ask and where we should push back and not accept the owner's first proposal. Those are the kind of issues that a commercial real estate broker whose company or colleagues most often represents owner/ landlords/ developers cannot bring up or risk not acting as a responsible fiduciary to the clients who hired them to lease or sell their properties.

And here is the last great point, because Bill and Tenant Realty Advisors share in the real estate fee that the owner/landlord/developer already will pay their leasing broker, it didn't cost my firm or me a single dollar to have the benefit of his 40 plus years of experience helping me.

Very truly yours,

THOMAS G. WALKER
tom@genlawgroup.com