



We are writing today to let you know about the excellent experience that we had when working with Doug Works of CBRE on our recent headquarters lease renewal.

Doug came fully prepared for our first meeting. He provided a very thorough survey of possible spaces in several different areas of interest to give us perspective on the market and provide opportunities. He listened to our needs and realized that it was important for us to have the flexibility to move in a year if necessary. He reminded us that in most cases, Landlord's will charge a premium for anything less than a three year renewal. He came up with a strategy of creating the perception that California Boardsports (Osiris) was considering changing markets and the only way that we would renew would be for a one year period.

Doug prepared a proposal on our behalf. He negotiated so well on behalf of California Boardsports (Osiris) that the Landlord agreed to a renewal rate just a few cents per square foot per month over what we had been paying instead of at a big jump in rent as we had anticipated. Doug's knowledge of the Landlord's motivations helped us achieve a below market rental rate and the flexibility of the short term lease. In addition, he was able to get the property management to clean the carpets and perform a few repairs.

Doug saved us the headache of moving and enabled us to have the flexibility that we need to grow at the right pace. Doug truly understands and cares about the Action Sports Industry. He is a terrific resource. We won't hesitate to call on him in the future for all of our real estate needs.

Sincerely,

Brian Barber

A handwritten signature in cursive script that reads "Brian Barber".

Operations Manager - California Board Sports Inc. DBA OSIRIS SHOES