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Ravalli County Commissioners

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October 8, 2012

Robert Jenni
Human Resources Director
Ravalli County
215 South 4th Street, Suite B
Hamilton, Montana 59840

RE: Eric Anderson, P.E.

Dear Mr. Jenni:

WGM Group, Inc. was recently contacted by Eric Anderson, P.E., Ravalli County's Road Supervisor, in response to a Water/Wastewater Engineer position we have been advertising since early May. We have made an offer of employment to Eric and he accepted as a water/wastewater engineer and also to assist our hydrologist with water modeling.

Our professional working relationship with Ravalli County is important to us. We are sensitive that there may be a perceived conflict of interest with this hire regarding our engineering projects with Ravalli County. Eric was not hired to provide services to Ravalli County and he will not be involved with Ravalli County projects for a time of not less than one year.

We look forward to a continued working relationship with Ravalli County. If you have any questions or you feel we should discuss this in person, please contact me.

Sincerely,
WGM Group, Inc.



Brent A. Campbell, P.E.
President / CEO

cc: Ravalli County Commissioners