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Gastroenterology
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Matthew R. Grabell, Esq.
Employee Relations Solutions
Two University Plaza, Suite 507
Hackensack, New Jersey 07601

Dear Matthew:

I want to acknowledge the positive impact that you have had on our practice. You have educated us on various aspects of employment law and have updated our Employee Handbook to conform to current law and practices.

When I first contacted you last year to update our handbook and to ask a legal question about one of our employees, I thought I was going to get a typical lawyer response with a typical (hefty) legal bill. But after spending some time with you and listening to your approach to legal issues, I knew that you were different from most lawyers.

We have since retained your services and over the past year or so we have had occasion to contact you regarding employment issues. You have provided excellent advice each time making sure that we completed tasks that we would have otherwise ignored. In fact, I recall on one occasion contacting you with an "emergency" situation while you were out of the country on vacation. You spent over one-half hour on the phone with me, talking me through the situation, and, ultimately, solving the issue. Not many consultants/attorneys will do that!

Since retaining ERS, we feel more relaxed in dealing with our employees and we approach all employment related issues without fear, knowing that you are behind us all the way.

We look forward to our continued relationship.

Sincerely,



Barry M. Zingler, M.D.