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PIERRE BERGEVIN
Vice-President
Corporate Services

September 30, 2002

To whom it may concern,

Jim Nuffield served as Director of Corporate Services for Royal LePage Commercial Inc. for over eight years. Jim was a founding member of the group and was involved in the many iterations of the group as it evolved to its current form. Jim's primary role was as a senior client representative, responsible for all aspects of service delivery to our clients including and not limited to pitching and securing business, managing a team, leadership and direction of the group, conflict resolution, process improvement and innovation.

Jim is a knowledgeable and focused individual who applies himself to the fullest to solve problems and deliver solutions. Jim is very adept at managing complex situations at a senior level. While Jim is well grounded in his skills, he remains a flexible individual who can "think outside the box" and arrive at innovative solutions to very complex problems.

Jim is highly intuitive and logical. He has an intellect which enables him to quickly get to the root of a problem. Jim is adept at conflict resolution thanks to his ability to separate the problem from the person and focus everyone's attention on the issues. Jim has a strong sense of values and is a high level of integrity. He is very well respected among his colleagues and is well liked by all of his staff.

In the eight years that I have known Jim and the four years that I have worked closely with him, I would have to say that he is one of the most dependable and professional individuals with whom I have ever had the pleasure of working. On numerous occasions, I sent Jim in to "slay the dragon". In every instance, he accepted the task at hand and delivered results in a highly professional manner with great respect for all involved.

I would certainly recommend Jim for virtually any senior level real estate role.

Should the recipient require further information, please feel free to call me.

Yours truly,


ROYAL LePAGE COMMERCIAL INC.

Pierre Bergevin



CLIENT FOCUS

CORPORATE STRENGTH

OUTSTANDING RESULTS

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