



# C O M P A S S

To Whom It May Concern:

Compass Marketing is a mid-size marketing & advertising firm in San Francisco's East Bay, serving a variety of regional, state and worldwide clients. During the firm's 25-year history peak creative department employment reached 20 people.

For more than a decade Theresa Arstingstall was Compass' Senior Creative Director, responsible for branding, creation and execution of substantially all major client initiatives including:

- Tenet Healthcare: 20+ Hospitals Throughout California including USC and the Jack LaLanne Arthritis Center
- Exclusive Resorts, creating the Destination Vacation Club industry, from member 1 to 3,500 and \$2 billion in real estate
- Adecco, branding across 30 countries for the world's #1 supplier of temporary help
- Timbers Resorts, worldwide leader in development of boutique luxury resorts

Along the way Theresa has helped to establish Compass the East Bay's most awarded agency by the Art Directors Association of America, including countless Best of Show (Hyatt Hotels) and a national award for the best collateral piece in the U.S. (Timbers Resorts).

Equally vital to the agency's continued success is our technology platform, from hardware to software, archiving and transfers, all of which were developed and managed by Theresa.

Fast, original, inspiring and excellent with clients and staff, Theresa's contribution to Compass' success is without equal, and without reservation we can recommend her as an asset to any endeavor.

For further background please do not hesitate to contact me directly at Compass Marketing.

Sincerely,

Paul Schweibinz  
President