



300 Manning Road N.E., Calgary, Alberta, T2E 8K4
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December 4, 2003

TO WHOM IT MAY CONCERN:

RE: REFERENCE – STEVEN RICKARD

This is to confirm that Steven Rickard has been a Member in good standing of the Calgary Real Estate Board since July 1984 (19 years).

Mr. Rickard is one of our Members who has found time to “give back” to the industry through volunteering on various Committees, specifically:

Education Sub-Committee/Commercial (1995);

Technology Ad Hoc Committee (1999); and

Inquiry Pool of Professional Standards (2002 & 2003). During his tenure in the Inquiry Pool he was a member of a three panel investigating team on two occasions and a member of the five member Inquiry Hearing Panel for one Inquiry Hearing and one Arbitration.

Yours truly,

G.A. (Jeff) Hill, FRI, CAE
Manager, Member Services

/vlm

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Barrister and Solicitor
ARBITRATOR - MEDIATOR

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TELEPHONE (403) 245-5255
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January 21, 2003

To Whom It May Concern:

**Re: Steven D. Rickard
Letter of Reference**

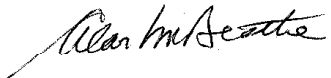
I am a full-time arbitrator and mediator in Alberta and other provinces.

Steve has been a nominee on two arbitration boards which I chaired. In both arbitrations we were determining the appropriate rental rate for a multi-year term under a commercial lease.

I have no hesitation in stating that I found Steve to be very effective, analytical and articulate. His knowledge of the subject, insight, and preparation for the hearing were invaluable in ensuring an effective functioning of the arbitration board. Steve's personality and social skills were a delightful bonus.

If I can be of further assistance, in answering any questions, please do not hesitate to telephone me.

Yours truly,



Alan V.M. Beattie
AVMB/ab