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**BASIN ELECTRIC  
POWER COOPERATIVE**

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January 7, 2011

To whom it may concern:

Due to the retirement of Basin Electric's Chief Financial Officer (CFO), I recently engaged NRECA Executive Search to assist me in finding an accomplished and successful leader to lead the ongoing and challenging financial efforts of our cooperative. Ken Holmes personally assisted me in my effort and with the strong and capable back office resources that are within the Executive Search group, I never found myself having to worry about the respective and necessary tasks getting accomplished.

Ken and I spent initial time talking about exactly what I was looking for and then he assisted me in the development of questions we both thought would get me to the understanding of the strengths and weaknesses of each person that I interviewed. He spent considerable time reaching out to his industry contacts and other sources in an effort to find the right type of candidates that I was looking for. He also sat in on the first two interviews to get a sense of the successful candidates he screened and if the questions we developed would accomplish what we set out to accomplish. After each one of those interviews, we talked and compared notes and then after each one of the interviews that I did by myself, I used him as a sounding board.

Following my selection, he reached out to the unsuccessful candidates in a very professional manner and kept the integrity of the process and the candidates in tact. Confidentiality throughout the entire process was essential to the success of the process due to the candidates selected for the interviews and Ken and the Executive Search group did an exceptional and excellent job accordingly.

As a result of the hard work and dedication by Ken and his group to make sure my CFO search was a success, I would highly recommend them for your management search activities.

Sincerely,

A handwritten signature in blue ink, appearing to read 'R. Harper'.

Ronald R. Harper  
CEO & General Manager  
Basin Electric Power Cooperative