



CORNERSTONE
DESIGN+ARCHITECTS

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Re: Changes in Management at Cornerstone Design-Architects

As a small business owner in the profession of architecture, which has been identified as the hardest hit profession in 2009 per [msnbc.com \(http://www.msnbc.msn.com/id/34579183/ns/business-careers/\)](http://www.msnbc.msn.com/id/34579183/ns/business-careers/), we unfortunately can concur about the severe economic times that our profession is facing. Despite having contracts that give over eight months of backlog by the numbers, and another ten months of proposals in prospective client's hands, most of the work is dormant and not moving forward due to lack of confidence or challenges in financing.

We have taken measures over the past fourteen months to mediate and weather this storm, but the prolonged nature of this economic downturn has forced us to take even deeper measures that strike at the heart of our organizational leadership. Our volume of work has decreased to the point that we can no longer sustain four partners.

As a result of our management team working to define a core team to enable Cornerstone to service the average billable hours from the past four months, together we have determined that both John O. Yoder and Rick Walker will no longer be a partner nor an employee of Cornerstone Design-Architects effective on Friday, February 26, 2010. Arrangements to help service some contracts and clients may include outsourcing to them on a consultant basis.

We have also needed to eliminate one position at architectural intern (Pete Wittmaier) and one position at designer (Rick Brouse) in order to right size and balance our staff. All four employees are quality people and professionals, and it causes us pain to need to implement these actions.

If you have any questions and/or need clarifications, we prefer that you contact us directly rather than simply believing what you may hear in the rumor mill. My direct dial number is 717-435-1808, cell phone number is 717-629-5130 and email address is dyoder@cornerstonedesign.com.

Grace and peace,

**Dale R. Yoder, AIA
President**