



June 26, 2009

Mr. Rich Reynolds
President, Principal
AREA Tenant Rep
800 LaSalle Ave, Suite 243
Minneapolis, MN 55402
RNR@Areatenantrep.com

Dear Rich:

I am the sole contact with our commercial real estate guys since 1998. When asked who Blizzard's real estate guy is, we say Phil Cohen. We have stayed with Phil from CB Richard Ellis to Lee & Associates for all of our future commercial real estate needs in North America. This is a decision that is a no-brainer to me and Mike Morhaime, our President and CEO.

Phil Cohen has handled the Blizzard account for going on 15 years now. Phil has been an integral part of over 15 successful commercial real estate transactions for Blizzard's relocation and expansion needs, most notably the recent move in 2007 to our current headquarters, the largest R&D campus in the Irvine Spectrum consisting of 3 buildings totaling over 235,000 square feet of Alton Parkway. Most recently, Phil helped us secure a 40,000 square foot call center in Austin, Texas as well as a 45,000 square foot office building in the Irvine Spectrum in 2008 for our customer service division. In addition, he is handling our current expansion for an additional 60,000 square feet in Austin, Texas. We are a rapidly growing company that continues to have ongoing real estate requirements, and Phil has provided exceptional and diligent service each time, securing the best terms and conditions on each transaction that has resulted in significant savings and increased efficiency for Blizzard.

Phil's unrivaled creativity, tough negotiating skills, market knowledge, and experience with the Irvine Company allowed us to acquire certain terms and conditions out of the Irvine Company that we feel we would not have achieved otherwise with someone else. Phil was able to create a positive relationship with all parties involved in each transaction with the Irvine Company, who is our current Landlord for our 280,000 square foot portfolio in the Irvine Spectrum.

I can confidently say that Phil is one of the best people that I have ever worked with. I cannot give a more positive endorsement. Please let me know if you need anything else. Feel free to give me a call with any questions you may have or to discuss.

Best Regards,

A handwritten signature in blue ink, appearing to read "Paul W. Sams", with a stylized flourish at the end.

Paul W. Sams
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