



May 21, 2007

To Whom It May Concern:

I am pleased to write this letter of reference for the Troyanos Group.

Recently, I engaged Dennis Troyanos and Norm Sherman to oversee the recruitment of a critical, executive role responsible for Business Development for ACCENT. During the process Norm and Dennis worked diligently to understand not only the requirements of the role, but also the culture and strategic direction of ACCENT to ensure a good candidate fit. Norm and Dennis compiled extensive information on both the candidates and ACCENT to ensure that they could provide top notch candidates who were well educated about ACCENT's culture, strategic initiatives, history and team members while also meeting all of ACCENT's needs. Their thorough research fostered a candid, open two-way communication with the candidates as they were presented.

The Troyanos Group worked quickly to identify a qualified candidate slate and remained engaged throughout the entire selection process. Their network is very strong allowing them to provide a wide range of potential candidates. I am pleased with how the search was executed, and based upon this experience would recommend the Troyanos Group for executive search needs.

Sincerely,

A handwritten signature in black ink that reads "Kevin M. Foley".

Kevin M. Foley
President and CEO