



TO WHOM IT MAY CONCERN

Recently I have had the pleasure of working with The Troyanos Group and with Norm Sherman specifically on an important strategic recruitment initiative in the business development area for our company and I wanted to share the highlights of my experience:

- the upfront familiarization work needed to craft the recruitment brief was far more detailed and rigorous than with other recruitment firms that I have used
- I was very impressed by their ability to capture the nuances of our culture which in our sector is a critical factor in future success
- the short list of candidates were profiled in a very creative and actionable format and the home work requested of the leading candidates by Troyanos helped paint a very comprehensive picture of each

Importantly, we ended up hiring not just one but two terrific candidates and we look forward to a long and fruitful relationship with Norm and his team. They are definitely a class act in their sector and I have no hesitation whatsoever in recommending them for your senior executive recruitment needs.

Simon Williams
President & CEO

April 5th, 2010

