

May 15, 2011

To Whom It May Concern:

I have been working with The Troyanos Group for approximately five years.

When I first met Dennis and Norm, I was immediately impressed by their passion and commitment to a thorough and rigorous process to help their clients make some of the toughest decisions in business – attracting and selecting the right talent. I was also impressed that unlike many recruiters, they take the time to truly understand the organization, the position, and the key success factors before presenting resumes. Lastly, as a client, you get the personal attention of the principals.

Over the years, we have used their services for our more challenging and unique searches, where normal, cookie cutter approaches will not suffice. I found them to be relentless and extremely resourceful in their efforts to source the best talent. They take a long-term view of their business relationships, and are not afraid to share their advice, even if it isn't what I may want to hear. Overall, I have been well served by following this advice, and have regretted the times when I did not.

In addition to our retained executive searches, The Troyanos Group is always on the lookout for interesting people and making introductions to potential M&A prospects.

For these reasons, The Troyanos Group delivers an exceptional service, and I would have no hesitation recommending them.

Yours sincerely



Gavin Swartzman  
Managing Director, MDC Partners Inc.