

AURORA
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Dennis Troyanos
The Troyanos Group
106 North Broadway / 3rd Floor
Irvington-On-Hudson, NY 10533

December 5, 2016

Dear Dennis,

I wanted to drop you a note to wish you a happy holiday season and to thank you for a job well done! Your help in running the search for our new CMO was a complete success. Larry has been on board for 6 months now and has turned out to be the perfect executive for this role and his fit with my leadership team is great. He has dug in and demonstrated the leadership necessary to have an immediate and significant impact on our business.

I knew the first time we met that you did things differently and your process absolutely met my high expectations. Your thoroughness in interviewing me, understanding my leadership style, discussing my team's composition and in establishing the vital criteria required for success at Aurora set the foundation for a very effective process and an excellent outcome. The position description and "requirements for success" document you prepared made the difference in differentiating your approach.

I can happily and honestly attest that you managed the best search process that I have been a part of in over 30 years of building leadership teams. I cannot thank you enough and do look forward to working with you again soon.

Best,



John J. Ling
CEO – Aurora Holdings, LLC
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