



To Whom It May Concern:

This serves as an enthusiastic letter of endorsement for the Troyanos Group.

Having worked with myriad executive search firms over the years, my experiences have covered the spectrum. Our project with Norm and Dennis was a pleasure from start to finish. Their connectivity, professionalism and wisdom set a very high standard for others.

Norm was a sage, guiding light who communicated clearly, thoroughly vetted prospects, and provided insights that only decades “in the trenches” could instill.

I whole-heartedly endorse the Troyanos Group and welcome any inquiries seeking elaboration.

Sincerely,



John Heffner
CEO, Drybar



drybar