

July 1, 2019

Dennis Troyanos & Norman Sherman
The Troyanos Group
106 North Broadway
Third floor
Irvington-on-Hudson
Irvington, NY 10533

Dennis & Norman,

Thank you for finding our new CEO! While many ‘headhunters’ have impressive rolodexes (metaphorically speaking; do rolodexes actually exist anymore?) you guys have a process that 1) enabled us to walk through a comprehensive examination of the company’s and the owners’ needs. This step is one we would not have been able to do on our own — that old, can’t see the forest for the trees thing. And 2), restate the information gathered during that examination in an accurate and compelling profile of the company and the opportunity that was attractive to the most qualified candidates imaginable. You made my job very, very difficult: All 6 candidates could have done this job and all 6 were *really good people* as well.

Equally as impressive as your ‘rolodex’ is the power of your combined backgrounds and skillsets. While not a very “CEOish” way for me to state this, the mix is almost magical in its ability to address with a fully informed business case, one of the most important decisions I have ever made. I know this will be the case for many others with whom you will work. So, please share this with anyone who is making a decision about working with you and encourage him or her to call me with any specific questions.

I look forward to our paths crossing again in the future!

Warmest regards,



Phyllis Horne
Chairwoman of the Board and former CEO
Horne Creative Group, Inc.