

June 22, 2010

Dennis Troyanos
Norm Sherman
Troyanos Group, The
106 North Broadway
3rd floor
Irvington-On-Hudson, NY 10533

Dear Dennis & Norm,

I just wanted to formally thank you for the outstanding job you did for us in our recent Executive Vice President search.

As you know, this addition to our team was extremely important to us and our ability to sustain our growth. While we began the search with a solid foundation of defined success factors, you took the time to understand and vett those success factors, and also fully explore our culture and core values to ensure a great cultural fit as well.

Moreover, you provided great guidance and counseling throughout the search. As a result of this collaboration, I consider you not only great professionals, and a joy to work with but also partners critical to helping me move the business forward.

I look forward to a long and mutually beneficial professional relationship with you both.

Sincerely,

Jay Bigelow
President & CEO