



SOLOMON-PAGE GROUP LLC
EXECUTIVE SEARCH • CONSULTING

October 13, 2003

To Whom It May Concern:

Robert Naylor was engaged in an open-ended consulting assignment with our firm beginning September 2002 in the aftermath of a serious security breach of our firm wide databases. As Solomon-Page is an executive search firm, our databases are proprietary information and it was critical for us to close our exposure, build a highly improved security program for our company overall and put the necessary systems and people in place to accomplish our goal.

A year later, all our ambitions for this significant undertaking have been fulfilled along with many other system improvement initiatives not originally anticipated, bringing Robert's assignment to a very successful conclusion. The benefit of his tenure with us has been apparent to every user in our company and our goals were exceeded, rather than met.

Robert is a big picture guy capable of analyzing, administering and providing the implementation for complex system endeavors and providing solutions appropriate to the scale and culture of the organization he is working with.

We are extremely grateful for the plan he designed and completed for our firm and have no doubt he will bring the same level of competence and commitment to any assignment or relationship he undertakes.

If there is any way I can be helpful to you, please feel free to call upon me.

Sincerely yours,

Lloyd Solomon
Managing Director

LS/mm