



November 1, 2006

To Whom It May Concern:

I have known Bill Bonnell for 16 years in various capacities throughout the years. I was first employed by Bill when I started out in my career and worked for him for 9 years. He was instrumental in my development as a search and staffing professional and we have stayed in close contact throughout the years. Most recently, I have been in a position to and have hired him/his search firm to conduct senior level searches, including CEO and VP level assignments, for my current company, a Fortune 100 Financial Services organization, which he successfully completed. His advice and counsel have been instrumental in the success of our hires and the completion of searches. I am confident that he is objective in his evaluation of candidates and of his full disclosure for both parties involved in the assignment. I have often received very positive feedback from candidates in terms of how Bill handled communication with them and his representation on our behalf.

Throughout the years, Bill has been a true mentor and coach, an outstanding business partner and a confidant and friend. I know him to be a consummate professional, always conducting himself with the utmost integrity and the highest ethical standards when dealing with client organizations and candidates. Bill has exemplified his honesty and integrity on numerous occasions, turning down assignments or contacting me if he believed there would be any chance of a conflict of interest with a prospective candidate or potential new assignment for a competitor.

Finally, I have had the opportunity to interact with and observe Bill over the years with his family and he has continuously demonstrated his devotion as a loving husband, a giving father and more recently as a proud grandfather.

In summary, I recommend Bill without hesitation.

Sincerely,

C. Pallman-David

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