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To Whom It May Concern:

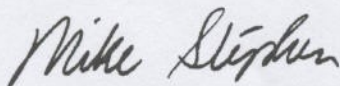
I have known Bill Bonnell since 1989. At that time I was President of Aetna Canada. As an important advisor and recruiter he made a substantial contribution to our success in the market place.

He continued to play an important role when I was appointed President and later as Chairman of Aetna International Inc.

His network is global. Because of this he is able to identify outstanding candidates well beyond the domestic North American market place.

Over time I came to rely on his judgment and advice. He is a superb practitioner of building enduring, positive relationships with his clients. His performance, friendship and advice had a profound, positive impact on my performance and that of our senior management team.

Sincerely,



Michael A. Stephen