



November 8, 2006

To Whom It May Concern:

Integrity, persistence, candor, perspective, a strategic focus...these are some of the attributes you look for when building a relationship with an executive search consultant. In my opinion, Bill Bonnell embodies all of these attributes and more.

I have known Bill Bonnell for over 20 years; first, as a colleague when we both worked for The Hartford Insurance Group, and, in recent years, as a client who called upon his services to complete several difficult searches.

During the two decades I have known Bill; I have found him to be a very dedicated professional who devoted himself to providing his clients with exceptional service. Bill is a consultant who consistently delivered more than was expected. I have been impressed with the time and effort Bill puts into analyzing and understanding the client's business and the client's culture. Bill clearly understands and appreciates the fact that matching a candidate with a job involves much more than lining up a resume with a job description. He works hard to understand the dynamics of the organization and to make sure the candidate possesses the necessary intangibles to maximize success.

Bill is passionate about his profession and that passion is demonstrated in his strict adherence to the highest standards of professional conduct. Bill does not compromise his client, the candidates he represents, or himself, in order to make a placement. He is candid with the client in his assessment of each candidate and, as I have learned from successful placements with my organization, he is direct and honest about the pros and cons of the organization with the candidate. When Bill Bonnell presents a candidate to a client organization, there are no surprises for anyone.

While my relationship with Bill has primarily been professional, I am honored to also call him a friend. On a personal level, Bill is a warm, engaging individual with an enthusiasm for life and a zest for knowledge. He is intelligent and inquisitive, with an open and sincere interest in the perspective others have to offer. I have the utmost faith and trust in Bill's judgment and I have complete confidence in his personal character. Thus, I have no reservations whatsoever in offering this character reference on Bill Bonnell.

Sincerely,

Robert D. Warren
Senior Vice President