

April 1, 2005

Mr. Brian Greenberg
Managing Director
Kaulkin Ginsberg
8120 Woodmont Avenue, Suite 700
Bethesda, MD 20814

Dear Brian:

I want to offer a big, "Thank You", for the work you and the rest of the team at Kaulkin Ginsberg did on the sale of Signia Partners to Find/SVP. This was a long and twisty road, and I do not think I could have traveled it so well and with such confidence without your ongoing advice, expertise, and support.

I know that this turned out to be a longer and tougher sale than any of us hoped or expected. When we started in the Summer of 2001, who could have anticipated the devastating impact of 9/11 and the need to pull the business off the market to wait for things to settle. Kaulkin Ginsberg provided sound, clear-headed advice about how to work through our post-9/11 challenges and maintain as much business value as we could.

You personally made a huge impact during 2002 when you helped me negotiate the best deal I could with a prospective buyer who had approached us, and then fully supported my decision to walk away rather than take a sub-par valuation and potentially bad working relationship. You did a fine job of marketing and selling the business when we took another run in mid-2003 and, again, were a good partner in helping me decide that my most profitable course would be to drive to grow the business further and sell later rather than continuing to seek a buyer right away.

Over the past 4 years, you've provided valuable insight and consultation on a wide range of business issues, including helping me make what has proven to be one of my best decisions, hiring a highly paid COO. At every point, you've shown me that you take the long view of relationship, and you repeatedly counseled me well, even when the "right" thing to do for me and my business wasn't necessarily the most lucrative for yours.

In fact – other than your skill, hard work, and sound judgment – the thing that has most impressed me about working with you and your firm is this: at no point did you behave like you were working on a contingent fee basis. Instead, throughout our relationship, you and everyone at Kaulkin Ginsberg have fully lived up to the role of trusted advisor with the true best interest of your client front-and-center at all times.

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So thank you for helping to make this happen. I will gladly recommend you and Kaulkin Ginsberg highly to any prospective client – feel free to have them just give me a call!

Sincerely,

A handwritten signature in black ink, appearing to read 'Douglas House', with a large, sweeping flourish extending to the right.

Douglas House