

Jonathan Farn
Farn & Williams Executive Search
16-25 Batwick Street
London EC1V 3PS

July 10, 2006

Dear Jonathan,

I want to express our gratitude for the work you have done for us this year in placing our new Country Manager for Czech, Slovak and Adria, and for conducting our CTO search.

As you probably recall, I came to you with complaints about some of the larger recruitment firms and their "off the shelf" search solutions, which I feel often fall short of meeting client needs. I think FarnWilliams has been a great antidote to this. The approach has been more personal and I think you are excellent listeners about the real needs of your clients. I have also been extremely pleased with the depth of the work conducted prior to finalizing a short list of candidates. In both instances, there were multiple candidates with excellent potential and a real choice to made among them.

I would without hesitation recommend FarnWilliams in our region, and am confident that you will have great success in building your client base.

Sincerely,



Linda Jensen
CEO
HBO Central Europe