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December 5, 2008

Mr. Matthew R. Grabell
Employee Relations Solutions
Two University Plaza
Hackensack, New Jersey 07601

Dear Matthew:

Thank you so much for all of your help this past year. Your legal advice whenever I contacted you with an employment question, and your anticipation of issues that needed to be addressed, were extremely helpful in the smooth operation of my business.

I will continue to rely upon your expertise of employer-employee relations, and all of its legal consequences, in the future.

Regards,

Gary H. Kronfeld
Chief Executive Officer