



Mr. Tony Lando  
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**October 3, 2007**

**Letter of Reference for Jay Kshatri – The Kensho Group**

This is a formal letter of recommendation for The Kensho Group's recruiting services. I am President & COO of The Innovation Factory – TIF finds promising Medical Device technology ideas in their earliest stages, develops them into groundbreaking products, and leads them to market via new companies we launch and manage.

Jay Kshatri and his team have executed on a number of searches for us and our portfolio companies, ranging from Manager to C-Level across various functions, including R&D, Clinical, Project Management, and Finance.

Having used the "Big 5" global retained firms over the years along with a number of the large boutique players, I can confirm that Jay delivers service and results that match or exceed what is provided by those organizations, and he does so in a more personal and value oriented manner. I believe Jay achieves this by leveraging his own corporate technical and leadership background to truly understand the key attributes needed for the position. He then employs multiple methods to expeditiously identify and attract top level candidates possessing those critical strengths, skills and experience.

Jay is relentless in his pursuit of the right candidate and earns every penny of the recruitment fee. He quickly gains trust with his candidates and insight into their strengths and weaknesses. And, just as importantly, he is candid in briefing us completely on both the positives and any potential issues, demonstrating his sincere concern for our best interest. Jay's follow-up and consistent feedback throughout the entire recruitment process is extremely valuable, including his ability to help determine and negotiate the optimal compensation package that is a win-win for both parties. He genuinely cares that our next hire will be a long-term success for all involved.

I recommend Jay and his team whole-heartedly for any candidate search in the Medical Device field.

Regards,  
Tony Lando  
President & COO  
The Innovation Factory  
[www.TIF.net](http://www.TIF.net)