

January 18, 2007

To Whom It May Concern:

Synovia previously performed some consulting work for Flint which we were pleased with. When Flint Energy decided to hire a CIO, I asked Synovia for their input as to how to approach and hire the best candidate. Synovia aided Flint in determining our requirements and completed a very fast and systematic executive search, casting a wide net over the industry.

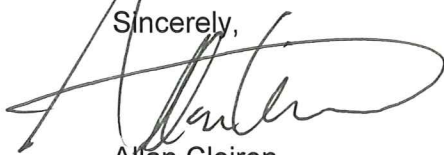
Using a combination of traditional recruiting methods and their industry and personal contacts, Synovia obtained over 100 resumes, screened 57 applicants, and performed detailed knowledge and skill testing on 12 of the candidates before presenting four very highly qualified candidates.

Each of the four final applicants met Flint's requirements and Synovia participated in the final interview process to help Flint select one and then helped to negotiate the employment contract.

Throughout the process Synovia exceeded my expectations. Knowledge testing proved to be an invaluable part of Synovia's success and a powerful aid for our Company making a critical hiring decision for our business.

I highly recommend Synovia's services to anyone making a critical leadership hire in their domains of expertise.

Sincerely,



Allan Cleiren
Vice President Finance