

Knight Vinke Asset Management LLC
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Re: Paul Gorman

January 16, 2013

To Whom it May Concern:

Paul Gorman has been our highly valued and respected colleague for more than seven years. While we are a multi-billion dollar asset manager, we are not a large group of people and we have gotten to know Paul very well and are most appreciative of the very substantial contribution that he has made to our organization. Were it not necessary to consolidate our operations in Europe, we would very much have liked Paul to stay on as our Chief Financial Officer. His family circumstances did not permit him to accept our offer to relocate.

Paul has always had the integrity and reputation of our firm in mind as he carried out his duties. While he is very cooperative and productive as a team member, he is uncompromising with respect to compliance, reporting and any matter that concerns the firm's reputation. His high standards have been a real asset that is not only appreciated by us but, very importantly, is also appreciated by our clients.

We give Paul our unqualified recommendation to his next employer and would be more than happy to reply to any questions a prospective employer might have.

Very sincerely,



Jeffrey C. Keil, Chairman



Eric Knight, President

