

**To Whom It May Concern,**

**RE: LETTER OF RECCOMENDATION**

It is with great pleasure that I write this letter of recommendation for Beard and Partners, who Putzmeister SA recently collaborated with to fill a critical executive position. I am delighted to share our exceptional experience.

From the outset, Tinus Baard demonstrated an extraordinary level of professionalism, expertise, and dedication. His approach was not only methodical but also tailored to truly understand the unique needs of the organization. The candidates he presented were outstanding, and it was evident that a great deal of effort had gone into identifying individuals who aligned with the company's culture, values, and strategic vision.

Tinus was exceptionally helpful and approachable throughout the process, providing valuable insights and maintaining open communication at every stage. His friendly demeanour, combined with an unwavering commitment to excellence, made this collaboration seamless and highly productive. The result was the successful placement of a remarkable individual who is already making a positive impact in the organization.

Based on our experience, I have no hesitation in recommending Beard and Partners and Tinus Baard to anyone seeking top-tier executive-level talent. Their professionalism, expertise, and dedication are truly unmatched.

Should you have any further questions, please feel free to contact me directly at 011 794 3790.

Kind regards,



**Putzmeister SA (Pty) Ltd**  
**Jordan Tuohy**  
**Finance Director**



**Putzmeister SA (Pty) Ltd**  
**Bonita Willemse**  
**Human Resources**

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**Banking account**  
**Standard Bank Account Details**  
Business Current Account  
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Branch Code: 051001  
SWIFT Address : SBZA ZA JJ  
**EUR Standard Bank Account**  
Account Nr: 090325109  
Branch Code: 7254  
SWIFT Address : SBZAZAJJ  
**USD Standard Bank Account**  
Account Nr: 090761103  
Branch Code: 7254  
SWIFT Address : SBZAZAJJ

**Executive Board**  
**Director/s:**  
Jens Bawidamann  
Stefanie Rösel  
Jordan Tuohy

**Trade Registry**  
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Exportes Code: 00283208  
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