



Our Ref: AF/YD-R

8 April 2009

Jan Golding
Jan Golding HR Consultancy
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Dear Jan

Thank you very much for completing the initial phase of our review of our current reward levels, structure, policy and processes, and for the analysis and recommendations you provided as an outcome of this. You have asked me for feedback on this which I am very pleased to provide.

The work included research, reports and presentations, all of which were completed on time, in a professional manner and were highly relevant to and aligned with our business. The Chair of our Board commented on the thoroughness of your work, and there has been a very high level of acceptance from our management team for proposals that will be very different for us in practice.

The research also informed the service delivery and costings for the three tenders we recently submitted. We were successful in two of these, winning contracts to the value of £3m in a cost-driven arena where innovation was key. We attribute much of this success to the information provided by your work.

We are now considering your recommendations for implementation within our existing services and will be in touch with you about this in the near future.

We are happy for you to use this letter as a testimonial and have no hesitation whatsoever in recommending your services to other organisations.

Yours sincerely

Annette Fleming
Chief Executive