

To Whom It May Concern:

This letter is my official recommendation for Rob Kaye Han who was employed as a business consultant by Paper Stone Scissors from April 2015 until he left Shanghai in December 2016 and from whom we have gotten very positive results for the business.

Rob is the consummate business consulting professional, as he knows how to put everyone at ease the moment he enters the room. He is diligent about collecting information and insisted on developing custom reports and charts that resulted in very effective presentations. Most importantly to us, Rob always indicated the practical applications his work had for our organisation and future revenue generation. He is one of the main reasons why our company has been successful in generating a year on year growth within a very competitive market here in Shanghai.

Specifically speaking, Rob's responsibilities included the review of our sales process and the analysis of data to extrapolate key insights with the objective to improve success within the new business initiative. His evaluation of our marketing channels, work processes, and underlying culture was done in a systematic way and therefore proved to be very effective.

We also found that Rob had strong group communication skills and an innate capability of providing clarity for some of our more complex and confused internal projects. Rob's professional and refined approach made his work much more valuable to us and he also had a great way of motivating and exciting our team. This led to focused results that everyone felt they could own and celebrate.

Rob's advice as our business consultant has allowed our organization to expand revenue in less than two years. His eye for detail has helped us to implement changes to our policies that have made our organization more efficient and profitable. I would therefore have no hesitation in recommending Rob for any future role within his expertise and I would be very happy to discuss his capabilities further if required. In many aspects, we owe much of our success to Rob Kaye Han.

Yours sincerely,

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