

To whom it may concern

Cova Advisory used the services of DMSA to conduct a climate survey, compile a report with the results and make recommendations.

The survey was handled professionally, and the report of the results were delivered timeously. The presentation of the results was comprehensive with clear recommendations, on steps that can be taken to improve the good results even more.

We appreciate the professionalism, dedication, the attention to detail, hard work and exceptional service of DMSA and especially Dr Mark Paiker and Nadine Lewis.



Duane Newman

Director

15 February 2021



Francisca Strauss

HR Manager

15 February 2021