

22 February 2021

Dr Mark Joel Paiker
Data Management and Statistical Analysis T/A DMSA Cc

REF: DMSA REFERENCE LETTER

To whom it may concern

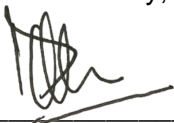
This letter serves to confirm the work that DMSA conducted for SALGA:

1. Culture survey process which included data management and data clean up
2. Draft communique to use during the survey process ensuring that our employees are kept engaged
3. Regularly updated us on the participation rate which meant that they kept focus on our project
4. Provided Organisational and Business Unit Results
5. Presented to the Executive Team the results and the recommendations

We would like to recommend DMSA for their excellent services and professionalism. The entire DMSA team was easy to work with and they were always willing to take the time to discuss concerns and respond to questions. Their knowledge and attention to detail have aided in keeping our project on track and delivering according to project timelines.

I am confident about DMSA's services and am delighted to recommend their professional services. Feel free to contact me on dmbatha@salga.org.za for any further questions you might have.

Yours sincerely,



DIANA MBATHA
SENIOR MANAGER: ORGANISATION EFFECTIVENESS