

21 December 2022

To whom it may concern

This serves as a reference for DMSA, for work done for the year 2022. DMSA was contracted to conduct a Culture and Climate survey in our organization.

Our relationship with DMSA has been an extremely fulfilling journey, especially for our staff & stakeholders.

The caliber of the work conducted was of a high standard. They demonstrated reliability, commitment, and professionalism in their engagements with all our staff members always.

The work was completed to our satisfaction, and we have successfully implemented their recommendations.

We appreciate the work done here and wish them all the best in all their future endeavors.

Regards



Lebo Mangcwatywa

Marketing & Stakeholder Relations Officer