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27 August 2024

**TO WHOM IT MAY CONCERN**

During our collaboration, DMSA exhibited a keen understanding of our company culture and tailored their survey tools to meet our needs. Their team provided clear guidance and support throughout the process, from survey design to data analysis and reporting. Their insights have been instrumental in helping us identify key areas for improvement and implementing strategies to enhance employee satisfaction and engagement.

Furthermore, the feedback provided by DMSA was comprehensive and delivered in a format that was actionable. Their recommendations were practical and aligned with our organisational goals, which has assisted us in our efforts to foster a positive work environment.

Based on our experience, I recommend DMSA for conducting employee engagement surveys. Their expertise, professionalism, and dedication to delivering high-quality results make them a valuable partner for any organisation seeking to gain deeper insights into their workforce.

If you have any further questions or require additional information, please do not hesitate to contact me.

Sincerely,

LUANETA LOGIE

Department Executive Human Capital