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09 January 2014

Dear Sir / Madam

**Reference Letter for Ricardo Dames (Leap Pty Ltd)**

This serves to confirm that Dr Ricardo Dames has successfully completed a reskilling programme for retrenched employees of Goodyear SA during the months September 2012 to December 2013.

The reskilling programme was conducted with 149 retrenched employees who were trained in a variety of skills including lifeskills and establishing entrepreneurial ventures.

The impact has been positive with more than 80% of the retrenched employees completing training and venturing either into their own enterprises or being more employable should they seek for alternative employment.

We have had a good working relationship with Ricardo and his team and would not hesitate to refer or recommend them for future training and skills development opportunities.

A handwritten signature in black ink, appearing to read "Bennie Fredericks".

Bennie Fredericks

**Employee Relations Manager**