

20 January 2010

Dear Mr. Marinus Coetsee

**RE: LETTER OF APPRECIATION FOR SPECIALISED WORK DONE BY
MARINUS COETSEE AND THE UNIVERSAL PROJECT MANAGEMENT
COMPANY FOR INTEGCOMM (PTY) Ltd.**

I write this letter as a record of appreciation and respect that I have for you and your company, The Universal Project Management Company (PTY) Ltd.

My working relationship with you and The Universal Project Management Company dates back many years and I have personal knowledge of your great business acumen, integrity and successes over the years.

Your efforts in finding training and mentoring the right candidates for Integcomm's +/- 1 (one) Billion Rand contract with The South African Police Services (SAPS) for the multi-disciplined and turnkey TETRA Network in the Eastern Cape, ensured the success of the project.

You and your company "pulled" as you termed it the correct people (skilled and unskilled) into the various positions and project management structure from almost nothing. This you then developed into a company structure and team of more than 60 (sixty) specialists in less than a period of twelve months. The dedication and efficient manner in which you achieved this is indeed highly commendable.

You created Integcomm's structure as a people orientated company, the employee's growth being entirely reliant on the individual's personal motivation and ability as well as the willingness to succeed. To write down all your contributions, efforts and successes during this period will require many hours of writing and this is not the intention.

In summary I wish to thank you for your contribution and request that you accept this accolade as a token of the respect I have for you as a person and the Universal Projects Management Company.



Danie van Tonder

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