

Ref: BPL/09/02/11 IBL-cc
21 September 2011

To Whom It May Concern:

Dear Sir / Madam,

LETTER OF REFERENCE FOR MR. MARINUS HAVENGA COETSEE

I met Marinus Havenga Coetsee some 24 years ago when I was a Director, at the time, of one of South Africa's largest telecommunications groups and employed him as a Telecommunications Engineer on a major microwave transmission project.

From the outset, Marinus proved himself to be an exceptional person. Through his dedication, commitment, drive and ever willingness to learn, Marinus very quickly became top of his field in Project Engineering and was revered and respected by all technical personnel he came in contact with. While Marinus was demonstrating his extraordinary technical abilities he was honing his project management skills and it was very clear to me that this is where his true passion and remarkable capability lay.

Within a year, Marinus was appointed as a Junior Project Manager shadowing some of the finest and most experienced Project Managers in Africa, Europe and the USA at the time.

As expected, Marinus applied himself to the most ultimate degree and like a sponge soaked up all the knowledge he could from these master Project Managers. During his two year apprenticeship, Marinus started taking on projects by himself and it was not long before he was recognised by these project masters as being a master himself. From there on Marinus' life revolved around project management and in all this time every project that he managed, and there were some extremely challenging projects amongst these, was 100% successful – delivered on time, within budget and he was revered and respected by customers, suppliers and colleagues.

In later years I had the privilege of again working with Marinus when he was appointed as the CEO of one of our subsidiary companies in Kenya. Besides his having to run the company, his assigned area of maximum focus was to structure the project management capability of the Company. In the space of a year, Marinus uplifted the project management skills of this Company to a level that the Company is today recognised as being the leading telecommunication projects project management house in East Africa. Customers, competitors and even the board of Directors of our group were astounded by Marinus' achievements in establishing exceptional project management capabilities of this nature in this Company in such a short space of time.

Marinus has all the attributes of a Master Project Manager – he is:

- articulate
- detailed
- courageous
- open minded
- creative
- methodical
- adventurous
- charming
- committed
- thorough
- accurate
- focussed
- structured
- receptive
- positive
- a true gentlemen



When it comes to integrity there are very few people that I know today that have the integrity of this man. Marinus has demonstrated over and over that he is a person of the highest integrity imaginable.

It has really been a privilege and honour for me to have personally had the opportunity to work with and learn from this great person – a person of such great integrity and a master of masters in project management.

Should you have any further queries to the above, kindly contact the undersigned at your convenience.

Yours faithfully,
BROLAZ PROJECTS (PTY) LTD

A handwritten signature in black ink, appearing to read 'Ivo B. Lazic'.

IVO B. LAZIC
CHIEF EXECUTIVE OFFICER AND CHAIRMAN OF
THE BROLAZ PROJECTS GROUP OF COMPANIES