



Chevron South Africa (Pty) Limited
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Date: 03 April 2012

To Whom It May Concern

Re: Letter of Recommendation

I worked with Deena at the Chevron 2012 shutdown, where he fulfilled the role of HR Manager for the main contractor on site and I fulfilled the role of shutdown area manager from the client. In this time, Deena had to deal with resignations, conflict resolutions and a sexual harassment case in addition to his daily work on payroll and HR. These were all dealt with in a swift and professional manner.

Deena is a committed and trusted individual that delivers a service that is beneficial to his company, the employees in the company and the client. Evident was his warm concern for the employees, while dealing with the facts of the matter in a cold and focused way to come to a resolution.

I will recommend Deena for his professional services, his dedication to his job and striving to satisfy the employees and the client.

Yours Faithfully

A handwritten signature in black ink, appearing to read "Johan Theron", written over a horizontal dashed line.

Johan Theron
Project Manager
Chevron South Africa (Pty) Ltd