



Date: November 18, 2016

Ref: R&D EOC/0294/16

To whom it may concern

We would like to certify that Mr. Ivo VanHoeve took up a financial consulting assignment for our joint program with Cordaid called Resilience Business Development Service (R-BDS in) August 2015.

During his assignment in the R-BDS project Ivo made an assessment of the financial system of our client companies, delivered a day-long training workshop, consulted on cash flow and internal control mechanisms and developed custom excel-based financial management tool.

The result of his assignment proved that Ivo is a dedicated professional who was able to deliver high quality service within a tight timeline that satisfied us and our client companies.

Ivo took little time to seamlessly integrate into our multicultural team and it was thanks to admirable cross cultural understanding and agreeable demeanour.

We are very thankful for Ivo's contribution and we recommend him to similar assignments without any reservation whatsoever.

Regards,



Nahom F. Abraham
Business Development Manager

Tel: +251-115-57-73-82

P.O.Box: 41583, Addis Ababa, Ethiopia

Web: www.randdethiopia.com mail: info@randdethiopia.com

Lideta Subcity, Woreda 09, Mexico: Sengatera Road, Yobek Buld. 13th Floor