

Tshwane
Aurecon Centre
Lynnwood Bridge Office Park
4 Daventry Street
Lynnwood Manor 0081
PO Box 74381
Lynnwood Ridge 0040
South Africa

T +27 12 427 2000
F +27 86 556 0521
E tshwane@zutari.com
W Zutari.com

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IMPACT. ENGINEERED.

04 August 2020

Amanda Roothman
Exponential Brilliance
Financial & Business Consultants
072 534 0446
amanda@exponentialbrilliance.co.za
www.exponentialbrilliance.co.za
www.facebook.com/exponentialbrilliance
decide • commit • succeed

Dear Amanda

Acknowledgement of Excellent Services Provided

The Presidential address on 23 March 2020 announced the lockdown, which placed employers in uncharted territory as part of its effort to support businesses, government implemented a Temporary Employer Relief Scheme (TERS) under the Unemployment Insurance Fund (UIF). The scheme was set up to contribute to the containment of the COVID-19 pandemic by mitigating the impact of the 21-day national lockdown on workers, business and the economy.

We acknowledge that COVID-19 has a negative impact towards our overall success as a business, as this resulted in concluding consultations with our employees for salary temporary decreases or take sabbaticals where practical. Our employees understood the impact of COVID-19, however, as a business, we embarked on sourcing service provided by Exponential Brilliance to apply for TERS Funds on our behalf.

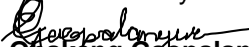
We believe that this was a great investment based on the following principles as driven by Exponential Brilliance:

- **Decide** – We believe that exponential brilliance is an excellent organisation which does its business, for the value that it provides to its clients. This value was continuously demonstrated by Amanda. We appreciate that Amanda navigated complexities with the Department of Labour when complications arose, and thus provided excellent advice and services.
- **Commit** – Amanda demonstrated Exponential Brilliance value of commitment, in that additional work hours and continuous follow-ups were done brilliantly and in a professional manner. We acknowledge that even during weekends, work was done, as Amanda regarding this process has having an impact for about 1650 plus of our employees.
- **Succeed** – We are more than excited to announce that on average we had more than 96% success rate in claiming for our employees TERS fund, and this happened due to the contribution and guidance provided by Amanda.

We believe that Amanda not only contributed to the success of our TERS applications, but rather her contribution was across various companies and industries.

Should anyone need clarity regarding this letter, kindly contact myself, Obakeng Gaopalangwe, People Business Partner at Obakeng.gaopalangwe@zutari.com and/or 0726416885.

Yours sincerely


Obakeng Gaopalangwe
People Business Partner

