

Warszawa, 20.12.2016 r.

### Reference Letter – Beata Molska

During Beata's work for initially Nestle Waters, currently GetFresh, Beata Molska has presented a high degree of professionalism and engagement, both in the business aspects and interaction with people. As the Interim HR Director, Beata has been involved in change management and challenging restructuring processes. She has successfully coordinated outplacement process and maintained high morale amongst remaining staff. Moreover, she has introduced a modernized model of competences, drafted new job descriptions and developed a new annual performance review process. It is also worth mentioning, that she has succeeded in reducing the length of the recruitment process.

Beata is an open and flexible person who has no difficulty of motivating team members. Her colleagues and staff found her trustworthy and reliable. She is highly valued for her ability to implement difficult changes in the organization without neglecting the human factor. I strongly recommend cooperation with Beata, as an interim manager, during the implementation of projects that demand change management.

Board Member/Członek Zarządu  
CEO/Dyrektor Zarządzający

*Itzhak Lugassi*

Członek Zarządu/Board Member  
Prezes/President

*Przemysław Schmidt*