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20<sup>th</sup> June, 2012

**TO WHOM IT MAY CONCERN**

**REFERENCE: MR BRUCE MCKAY – CAMPBELL HOTEL GROUP  
MANAGING DIRECTOR**

I write to confirm that Mr. Bruce McKay was engaged by Sunbird Tourism Limited to carryout an operational audit of Sunbird's seven hotels.

During his assignment which took place in October 2009, he visited six of the seven hotels where he assessed operating procedures of all sections focusing mainly on Food and Beverage, Front Office, Housekeeping, Properties and Facilities as well as Human Resources Development.

A comprehensive report of his findings and recommendations for improvement were some of his key project deliverables.

He carried this assignment to our satisfaction and most of his recommendations were implemented.

Further, Bruce also has been handy in arranging site visits of other hotels in Republic of South Africa for our Directors and Senior Management.

Based on the above and on our professional interaction with him we will not hesitate to recommend him to any prospective organization or individuals who might want to engage him on similar assignments.

Yours faithfully

Edward Chunga  
**HEAD OF HUMAN RESOURCES & TRAINING**