



8th December 2017.

Attention Mr Mark Souter.

SANDBOX HOLDINGS GROUP MARKETING AND COMMUNICATIONS MANAGER

To whom it may Concern,

During my five years as the CEO of Sandbox Holdings, we grew the company from R12 Million to over high of R350 Million Annual Turnover and flushed the group into nine fully fledged Subsidiaries, Mark joined about three and a half years before the majority Private Equity holder decided to liquidate their investment and the individual subsidiaries where sold off. During this time Marks contribution was most significant, as the group would have been about R100 million in size when Mark joined , but with his unique skills and easy integration into a 10-12 person Exco we more than tripled the turnover.

Apart from being a huge asset, I cannot remember one instance where his calm steady and level-headed approach to opportunities and challenges wavered, - for a Marketing Executive this is a rare and admirable quality. In the Group dynamic he was respected for his quick assessment of situations and pragmatic proposed course of action, which he would then execute with the precision. He is able to re-assess a situation, offering alternative paths and scenario outcomes, so the companies approach would ratchet up or down in tandem to pre-planned anticipation market moves and reactions.

With nine subsidiaries where the ultimate marketing budget and performance rested with Mark, he would start early and with apparent ease plan execute and monitor campaigns across the group, these subsidiaries had physically separated offices, and each subsidiary had its own unique brand supported by the Corporate CI, appeared a calm walk in the park. Mark would tend to leave early enough to still enjoy family time, a balance we encouraged and welcomed.

I wish him and his family nothing but good fortune and happiness on their new journey and am sure Mark will pleasantly surprise any employer quick enough to snap him up and onto their team.

Yours Sincerely

A handwritten signature in black ink that reads 'Paul Wootten'.

Paul Stracy Wootten

Director, www.Atisagroup.co.za

+44 7885555807

+27 834412468