



Date: December 01, 2013

To Whom It May Concern

REFERENCE LETTER FOR TADBEEN CONSULTING INC.

I as the Team Leader / Project Manager of the Engineering & Supervision Consulting Services Project (ESCS) of the Water resources Development Investment Program of the Ministry of Energy and Water, on behalf of SNC Lavalin Inc. do hereby confirm that TADBEER Consulting Inc. has been sub-contracted to SNC Lavalin since March 2012 for the provision of Human Resources Management.

TADBEER Consulting Inc. has been responsible for the provision of Afghan National Specialists in the fields of; Water Resources Engineering, Irrigation Engineering, Structural & Hydraulic Engineering, River Basin Management, Social Safeguards, AutoCAD Technicians, and GIS Specialists.

Over the past 22 months TADBEER Consulting Inc. has provided competent staff in the above fields and has cooperated in partnership with SNC Lavalin Inc. towards the implementation of successful project.

TADBEER Consulting Inc. has managed their Human Resource Management activities professionally and has always been willing to listen to proposals offered by SNC Lavalin and a keen willingness to comply and change needs and requirements readily for improved relationships and staffing needs.

If you require further information or background on TADBEER Consulting Inc.'s human resource management capabilities and application, please do not hesitate to contact myself via the contact details below.

Sincerely yours,

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