

22 September 2015

Dear Sir/Madam,

I have known Keith Churchill since 2003 when he joined MWEB Pty Ltd., an Internet Service Provider based in Cape Town, South Africa, as a Senior Network Engineer. Keith reported directly into me from then until December 2014, when he was promoted to Head of Software Services and IT Infrastructure for our division, Optinet.

Upon his appointment, I immediately noticed Keith's energy, both on a personal and professional level. He was passionate about his job and his willingness to learn got him involved in a wide variety of projects, which gave him the opportunity to expand his knowledge and experience.

In 2006, Keith was promoted to Network Manager, leading a team of engineers, being responsible for their key performance indicators and personal development plans. This team was well managed and Keith was able to keep the team members motivated despite challenging work hours.

From 2009 to 2011 Keith was instrumental in an aggressive broadband and content network delivery rollout. During this period, Keith's ability to remain calm under pressure, and to motivate his team to rally behind him, enabled him to build a high capacity countrywide network within a period of 9 months. During this period, Keith's ability to independently find alternate solutions to unexpected challenges, was key to the successful delivery of the project.

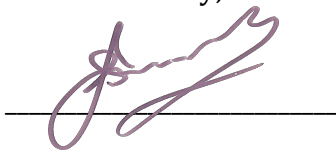
In 2013 Keith was responsible for planning fibre routes in a new Wi-Fi metro network that was rolled out. His attention to detail while taking many variable aspects into account, was key to a successful rollout of Wi-Fi solutions in more than 150 large locations, including shopping malls, airports and hospitals.

During his career at this company, Keith has successfully operated within the ITIL framework, performed incident management for the network division, managed customer communications and managed a large CAPEX and OPEX budget.

I always admired Keith for his positive attitude, commitment and ability to manage both downwards and upwards. He is a well liked person and he will be missed by his team members and colleagues.

Based on my experience working with Keith, I can strongly recommend him as a candidate for any technical and technical management position to which he might apply. I am confident that he will also make an invaluable contribution to that company. I can be contacted on tel: +27 82 565 6625 or email: jaco.muller@optinet.net to confirm any information or address any questions that may arise.

Yours sincerely,



Jaco Muller
General Manager: Core Networks
Internet Solutions (Optinet), a division of Dimension Data (Pty) Ltd.