

9 January 2024

## REFERENCE FOR MR PETER NEL

Peter joined Mabilo Investments as Maintenance Manager on 11 July 2022. While this role is very different from many of his previous roles, we made the decision to appoint him because we thought that his extensive skillset and experience could possibly bring many benefits to the company.

This proved to be the case. Not only did he transform the role that he was entrusted with, he also proved to be a safe pair of hands for major capex projects worth tens of millions of rands.

Every project that was entrusted to him was completed successfully, contributing to either large increases in revenue or large reductions in expenses. Many projects and initiatives were Peter's brainchild, which he conceived, planned and carried out with little assistance from others.

Peter is an organised and trustworthy individual who can easily deal with complex challenges and who successfully forms and manages teams to achieve goals.

Since Peter stepped into his role the company has only benefitted from his contributions.

I can also confirm that there have been no disciplinary or any other negative issues pertaining to his employment.

We will be sorry to see him go – he has expanded his role to such an extent that it will be very difficult to find a replacement for him.



Marcus Odendaal  
COO



**Private & Confidential**

Dear Whom it May Concern,

**Re: Peter Nel**

I am writing with regards to the above named individual, who I can confirm worked with ourselves on a consultancy basis from the 20<sup>th</sup> December 2017 until the 10<sup>th</sup> May 2018.

Peter's role was the project management of setting up our overseas call centre, infrastructure set up and to ensure the recruitment requirements were met. These duties were met and completed to the company standards and in line with the deadlines provided.

This reference is provided in the strictest confidence and without liability on the part of Card Saver Ltd.

Yours sincerely



Andy Pilley  
Chairman

**Phone:** 0844 2938 850 | **Email:** [customer.services@card-saver.co.uk](mailto:customer.services@card-saver.co.uk) | **Web:** [www.card-saver.co.uk](http://www.card-saver.co.uk)

Card Saver Ltd is registered in England & Wales No. 09188754 and its registered office is  
Unit 2 Darwin Court, Hawking Place, Blackpool, Lancashire, FY2 0JN.

April, 2018

Re: Letter of reference for Peter Nel

To Whom It May Concern:

I have been involved in the Call Centre industry in various roles and capacities since 1999. Having been involved in this industry for so long you become aware of individuals who quietly, without fanfare, deliver time and time again. Peter Nel is a name I first heard about some time ago where he was involved in spearheading a Business Process & Call Centre Operation for a large international company in the Medical field.

At the time, the local Call Centre industry was still evolving and what Peter managed to achieve at the time is, in my opinion, one of the reasons why we have so many international companies operating in Cape Town at the moment.

He managed to assemble and set up the technical infrastructure to co-ordinate operations on a global scale and the local operation became the international hub with more than 500 staff filling a 5-story building in Cape Town.

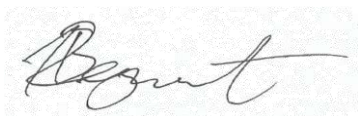
This set the benchmark and Cape Town's ability to deliver global operations was realized.

Over the years, Peter has occupied several senior positions at prominent operators within the industry and he has established a reputation of building successful operations. He has managed a multitude of teams on many varied campaigns, representing a diverse range of industries, ranging from Financial, Legal, Customer Service and others. His reputation is that he has always delivered results in excess of the original expectations. Anyone who understands the complexities of running multiple operations with varied technical requirements, with staff who may not be fit for purpose, to a tight budget, will appreciate this accomplishment.

In my career, I have been lucky to work with many experienced professionals. I personally met Peter for the first time late last year (December 2017) where we were both contracted to launch a local company for a British conglomerate. I have been in awe of his organizational aptitude and broad industry knowledge. Surprisingly, Peter is extremely easy to work with. He has a calm professional manner that instils confidence in those around him. Most importantly though, staff also respond to him positively.

I consider myself lucky to have met Peter and worked with him. I observed a consummate professional from who I have learned from. I am quite proud to consider Peter a friend and mentor and I would highly recommend him for any positions where deadlines are tight, expectations are high and operations are constrained.

Yours sincerely,



Robert Bezuidenhout

Tel: 083 784 9755

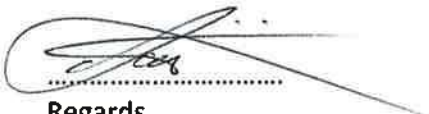
Email: robobez121@gmail.com

21/08/2017

Recommendation: Peter Nel

I've had the pleasure of working with Peter Nel for three years, June 2014 - August 2017. Peter is a highly motivated individual with strong interpersonal skills. He has a highly focused, yet dynamic approach to business which sets him apart from his peers. His ability to execute detailed and delicate projects is phenomenal. In addition to these skills he has an assertive leadership style and approaches tasks with a win-win mind set. Peter was not only proactive, but his personal character of sticking to timelines and due dates has gone beyond expectations.

I can highly recommend Peter for any role in project management and general management of resources.



Regards,

Eben Louw

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M: +27 82 466 4635

To whom it may concern

I would like to recommend Peter Nel as a candidate for a position with your organization. Peter has played an integral part in the growth of Mango5 over the past 3 years. His strength in setting up processes and policies has laid good foundations for campaigns to grow and prosper. His ability to deal with complex situations, find viable solutions and execute them has meant that he could be left to work independently and efficiently.

His skills and hard work ethic will be missed by Mango5 and we are sure he will be a great asset to his future employers.



Reinhardt Scholtz  
COO/CFO



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Reg. No. 2003/025596/07 VAT No: 4810228389

## Confidential Reference – Peter Nel

My designation, for the purposes of this Confidential Reference, was as Group HR Manager at Mango5, overseeing both the Cape Town and Durban HR departments.

Peter Nel was initially appointed to the position of Business Unit Manager at Mango5 on the 23<sup>rd</sup> of June 2014. Peter was the only applicant among many, who successfully passed Mango5's stringent pre-interview assessment (he achieved a 95% passmark). The assessments are notoriously difficult and consists of Mathematical, Logical reasoning and managerial accumen tests. Peter was eventually promoted to Operations Manager overseeing Mango5's USA client project.

Peter is excellent at implementing and following through on HR policies and procedures and has an arsenal of HR applicable knowledge, is up to date with latest legislation and possesses a keen understanding of human capital management.

Projects Peter and I collaborated on included (but not limited to); staff resource planning for the onboarding (or downscaling) of new/existing clients, recruitment and selection for backfill, Hearings and CCMA cases, Retrenchments, Remuneration and benefits, payroll, implementation of new policies and procedures/ review of existing policies and procedures, induction and candidate onboarding as well as many other ad-hoc projects.

Peter's industry knowledge is far reaching and he acted as sounding board to myself, on many occasions. I still take great pleasure in engaging with him, regularly, in conversation on matters related to business and leadership.



Rudé Alley  
Director  
0874700317

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*web* www.a24group.com

27 November 2012

To whom it may concern

Re: Reference Peter Nel

This serves to confirm that Peter Nel (**ID Number: 7002115028085**) was permanently employed at A24Group in the capacity of a Business Support Manager. His full time employment commenced on the 19<sup>th</sup> of November 2009 and came to an end on the 5<sup>th</sup> of October 2012.

The A24 Group is a UK medical staffing company that operates its own call centre operations in Cape Town. The business provides services to five UK staffing businesses and two South African staffing businesses. In Peter's role he was a member of our senior management team and his responsibilities and duties were predominately to manage our compliance operations. This involved him having detailed knowledge of the UK healthcare industry and the onerous compliance required of us by our regulators. Peter was a member of our risk team as well as taking responsibility for special projects as they arose.

Peter is a highly efficient and organized individual with strong management skills. He has the ability to problem solve and understands complex situations easily. Peter has been involved closely with a major acquisition that we undertook in 2010 and was able to implement strong processes that allowed this large UK paper based business to integrate smoothly with our existing businesses with the minimum of fuss.

Peter has managed and recruited large numbers of staff and is a strong people manager, he is adept at managing and motivating teams.

Should you require any further information please do not hesitate to contact me.

Yours faithfully

Penny Streeter OBE  
Managing Director  
Cell 082 4999 773

2009/11/24

To whom it may concern,

I confirm that Mr. P. Nel was employed as General Manager for this company from 1<sup>st</sup> of July 2009 to the 18<sup>th</sup> of November 2009.

His job of General Manager carried the following responsibilities:

- Control and maintaining activities of the company in the most cost effective and time efficient manner.
- Motivating and mentoring members of the management team and chair meetings.
- Leading the company and developing the existing corporate culture of the organization.
- Responsibility for both the day-to-day running of the company and developing profitable business plans for the long term future of the company.
- Ensure continuance of current customer and intercompany relationships.
- Reporting to the Board of Directors to keep them informed of the company performance.

In my opinion Mr. Nel could perform well under challenging conditions if he put his mind to it. He have the ability to remain focussed while at the same time taking ranging factors into account making managerial decisions. He is resourceful and self motivated at times and well capable of achieving any goal he sets his mind to.

The services of Mr. Nel were voluntary terminated due to operational reasons.

I would recommend Mr. Nel for a suitable job as I consider him to be a valuable member of the team, who achieved good results and delivered all expectations.

Yours faithfully



P.Booyesen

Director

16<sup>th</sup> April 2007

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To whom it may concern

Dear Sir/Madam

Re: Peter Nel

I am Managing Director of Ambition 24Hours a staffing company with operations throughout England and Wales and South Africa.

I employed Peter Nel in September 2004 initially as a Sales Manager in our Sales Support Operations, in early 2005 Peter was promoted to Head of Support Services for the group and his responsibilities included the direct management of the Human Resources Department as well as our compliance management and ICT services.

Peter worked very closely with me in the implementation of policies and procedures for my company and was an integral part of our decision to develop specialist recruitment software in-house. Peter, not only worked closely ensuring the design and functionality of the software was correct, but he recruited and managed the software team responsible for the development.

Peter has excellent project management skills is a methodical person and a very strategic thinker. I am sorry that he has made the decision to leave Ambition 24Hours but I am sure that he has a very exciting career path ahead of him and I wish him every success.

Should you wish to discuss matters further please do not hesitate to contact me.

Yours faithfully



Penny Streeter OBE  
Managing Director

*address* Ambition House,  
107 Voortrekker Road,  
Bellville, South Africa 7530

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*e-mail* info@a24.co.za

*website* www.a24.co.za

16<sup>th</sup> April 2007

To whom it may concern

Peter Nel

Peter Nel worked for Ambition from September 2004 until his recent resignation.

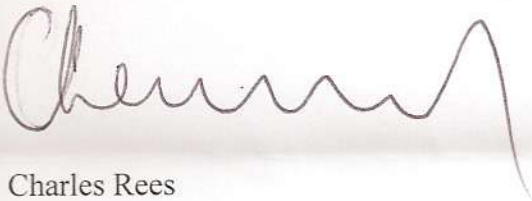
Although he did not work directly in departments under my remit much of his work crossed over into areas of the business in which I had a direct involvement.

Throughout his time with us Peter displayed a number of qualities, including but not limited to:

- strong communication skills
- clarity of thought
- single mindedness in approaches to operational problems
- ability to develop, work to and stick to a plan

We always regarded Peter as a safe pair of hands capable of dealing with a wide range of issues in a calm, reasoned and rational manner.

If you would like further information please do contact me.



Charles Rees  
Finance Director  
E-mail: [charles.rees@ambition24hours.co.uk](mailto:charles.rees@ambition24hours.co.uk)  
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**To Whom It May Concern**

**31 October 2008**

**Reference: Peter Nel**

Indiza Capital (Pty) Ltd employed Mr. Peter Nel as the Group Managing Director from May 2008 to October 2008.

In his role Mr. Nel had to be relied on to keep a complex and difficult organisational structure together, as well as oversee the financial decisions that accompanied the Group's strategic vision and decisions. The context within which he had to do this in the Indiza Group was very difficult, but I was always impressed with his level of patience and willingness to take the time to explain matters to stakeholders.

Mr. Nel has the ability to be trusted by his employees and as such his decisions and leadership were readily accepted by those who had to implement these decisions. It was always clear that he put in a great deal of thought into how issues would be communicated and also that he took great care to consult with everyone who could inform his judgment.

In my opinion Mr. Nel performed extremely well under very challenging conditions. He has the ability to remain focused while at the same time taking wide ranging factors and influences into account when making management or strategic decisions.

On a more personal note I have found him to be extremely trustworthy and honest. He will do what it takes to achieve what he has promised will be done.

Mr. Nel is an intelligent and innovative individual that provided valuable service during the six months of his contract. He has proved himself to be professional and dedicated to his work. He is a resourceful and self-motivated individual well capable of achieving any goal he sets his mind to.

During my career I have worked almost exclusively with senior executives and my experience has taught me that true management quality is rare. While I have worked with him, Mr. Nel has greatly impressed me with his business knowledge, grasp of financial implications of decisions and constant professionalism.

I do not have any hesitation in recommending Mr. Nel for future positions for which he may qualify. If you would like additional information, please feel free to contact me on 084 585 9280.

Yours truly,

A handwritten signature in black ink, appearing to read "Reinier van Vuuren".

Reinier van Vuuren  
Group HR Executive



25 October 2008

To whom it may concern

Dear Sir or Madam

**REFERENCE REGARDING MR. PETER NEL**

This letter serves to confirm the following reference on the conduct and abilities for Mr. Peter Nel in his capacity as Group Managing Director of Indiza Capital (Pty) Ltd.

Mr. Nel joined Indiza in May 2008 while I was fulfilling the function of National Finance Manager for the Group. I worked with him for the period May – October 2008.

I can confidently confirm that Mr. Nel has been one of the most professional and gifted people that I have ever had the privilege of working with. His knowledge of financial matters and principles is truly impressive and this, together with his astute insight into wider strategic issues, made him a very effective and inspiring person to work with.

Mr. Nel also has the ability to empathise with and listen to his employees, which made it possible for him to achieve far more than what the more traditional type manager would. I have served on many Boards and Exco's over the years and have very seldom seen someone so in touch with what is truly happening in his organisation.

I have witnessed that Mr. Nel is able to multi-task and time manage very effectively, resulting in a prodigious work output. He has never hesitated to do whatever is necessary and sacrifice time and comfort in order to get the job done to his own exacting standards.

In terms of being a leader I can state that Mr. Nel earns the trust and loyalty of his employees and has reached the point where his leadership is accepted without question. He achieved this by keeping the lines of communication open and making the time to ensure that employees are targeted at functions that most inspire them and best fit their respective skill sets.

I have no difficulty in recommending Mr. Nel's employment.

For any further queries, please contact me directly on 079 775 3167.

Yours faithfully

Juliet Garande

**Peter Nel**

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**Subject:** FW: Touching base

**From:** Len.Howie@absa.co.za [mailto:Len.Howie@absa.co.za]

**Sent:** 03 November 2008 08:35 AM

**To:** Peter Nel

**Subject:** RE: Touching base

Good morning Peter,

Thanks for the email, I am also moving on, I handed in my resignation on Friday. Standard Chartered Bank made me an offer I cant refuse.

With regards to the reference I have no objection to providing a reference as follows:

I have known Peter via various business interests and posts for approximately a year. In all of my dealings with Peter he has always demonstrated the highest levels of integrity. His negotiation skills are amazing, at a negotiation we went into with various other keys players I was totally amazed how he got corporates to agree to share costs on a tender which had not even been awarded as yet. It is something I would not have even brought up with the consortium members when the tender had not as yet been awarded. Peter managed to bring the topic into the consortium meeting as if it was meant to be and the commitment flowed with his legal team present at the meeting to draft the undertakings from the consortium members.

When it comes to building relationships I have noticed that Peter goes the extra mile to secure a relationship with key individuals which is crucial in today's competitive environment, you cant rely on price or products you need to build relationships and trust with the clients. This Peter has demonstrated as being very capable of doing.

I trust this meets with your approval

Kind regards

Len

Len Howie  
Relationship Executive  
ABSA Corporate and Business Bank  
Eastgate Large  
Tel: (011) 621-6051  
Fax: (011) 616-4212  
Cell: 082 446 0591  
Email: [Len.Howie@absa.co.za](mailto:Len.Howie@absa.co.za)

**Peter Nel**

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**Subject:** FW: Keeping in touch

**From:** Michael Hinton [mailto:mhinton@iqgroup.net]

**Sent:** 02 November 2008 10:42 PM

**To:** Peter Nel

**Subject:** REFERENCE

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To whom it may concern,

I was involved in a project with Mr. Peter Nel in July 2008.

Peter fully explained to me the background of the project and what was required, while giving me room to be imaginative within the parameters that were set.

He was available for comments and to bounce ideas with for the entire duration of the project.

He understood what the final product should look like, took enough time to explain how he wanted the job performed, and was able to get the deliverable in time.

With Peter's assistance we produced the required piece of work in the time frame required and to the specifications that were needed.

Peter was at all times professional and yet still courteous and easy to work with.

I would recommend him for any management type opportunity as his people skills and methodologies will be an asset to any organisation.

Regards

Michael Hinton CA (SA)

Manager, The IQ Business Group

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Regards

**Michael Hinton**

**The IQ Business Group (Pty) Ltd**

**Intelligence. Applied.**

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[www.iqgroup.net](http://www.iqgroup.net)

**Peter Nel**

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**From:** Shirley Combe [shirley.combe@paymatters.co.za]  
**Sent:** 03 November 2008 09:51 AM  
**To:** 'Peter Nel'  
**Subject:** Keeping in touch

**TO WHOM IT MAY CONCERN**

Our company had been contracted as the Payroll Bureau for the group of companies under the banner of Indiza Capital (Pty) Ltd. In May of this year, I had the pleasure of meeting Mr. Peter Nel, who had just been appointed Group Managing Director.

I was impressed with Mr. Nel; he came over as a man of great experience in his field of work a man of integrity, and a man of compassion for those around him.

Our company was brought in to sort out various payroll issues that had developed. There were many issues and Mr. Nel was a great help in helping us to resolve these.

I sincerely hope that I will have the pleasure of working with him in any future endeavours that he enters.

**Shirley Combe**  
**Your "Off-Site" Payroll Administrators**

**Tel: 031 702 0449**  
**Fax: 086 605 2670**  
**Cell: 083 661 2033**  
**[www.paymatters.co.za](http://www.paymatters.co.za)**