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To whom it may concern,

Over the past four years, ATNS has employed the services of Clé Human Capital in the area of remuneration and reward management. Most recently Clé Human Capital has assisted ATNS with the design and implementation of a Retention Scheme for Principal Air Traffic Controllers (PATC's), Engineers and Specialists within ATNS.

This scheme has resulted in an approximate take up of 90% by the PATC's, despite other lucrative packages offered in the international market in the face of a 13% global shortage of Air Traffic Controllers. The retention scheme introduced by ATNS will ensure that we continue to provide efficient and sustainable air navigation service to meet our clients' needs as well as achieving the right mix of competencies and staffing numbers in the Air Traffic Services component of our business.

Clé Human Capital, through the services of Leslie Yuill and Marc de Chalain, provided a professional and comprehensive consulting intervention; which played a significant role in the successful implementation of the Retention Scheme.

I have no hesitation in recommending Clé Human Capital to other organisations for similar projects and assignments. Should you require any further information in this regard, please feel free to contact the undersigned.

Sincerely

Nkokeng Morufane
Executive Manager: Strategic Human Resources
Air Traffic Navigation Services