



Jaros Consulting s.r.o.
Senovážné náměstí 978/23
110 00 Praha 1 - Nové Město

March 25, 2013

REFERENCE LETTER

Our company contacted Jaros Consulting Ltd. based on several personal references from the automotive and electronics industry in May 2012.

We hereby refer that Jaros Consulting Ltd. delivered the following services for Avia Ashok Leyland Motors, Ltd. in the period between June 2012 and January 2013:

1. Motivational training course for the international sales team of Avia Ashok Leyland Motors under the title "How to succeed in negotiation with Customers", which took place in Prague on 25 June 2012.
2. Consulting services aimed at improving efficiency in the planning, procurement, internal logistics and the production process at Avia Ashok Leyland Motors, starting from the procedural and personnel audit towards implementation through the specific improvement projects:
 - a) Revision of the of external and internal processes in the purchase (Supply Chain Management)
 - b) Revision of the of external and internal processes in the production (Operational Excellence)
 - c) Interim management of the purchasing department (Procurement)

The motivational training of the sales team as well as the realized process improvement projects have fulfilled our high expectations. Jaros Consulting Ltd. have delivered all the ambitious goals completed at 100% and thus have contributed to improving the competitiveness of our company on the European and North American truck markets.

We have evaluated the cooperation with this company as highly successful. A characteristic feature for Jaros Consulting Ltd. is the high commitment to goals, flexibility and responsiveness, professionalism arising from the deep theoretical knowledge and practical experiences, together with the strong customer centric attitude.

Ing. Tomáš Jiříčka
Chief Operating Officer, Proxy

Ing. Vít Subert
Human Resources Director, Proxy

Annex 1: List of projects delivered by Jaros Consulting for Avia Ashok Leyland Motors

Tel:	+420 225 141 111	IČ:	27422356	Avia Ashok Leyland Motors s.r.o., Beranových 140, 199 03 Praha 9 Registrováno Městským soudem v Praze, oddíl C, vložka 112025	Bankovní spojení:
Fax:	+420 225 142 051	DIČ:	CZ27422356		RBS BANK, Praha, ČR účet č. 210817 / 5400
E-mail:	info@aal.cz	Web:	www.avia.cz		HSBC Bank plc, Praha, ČR účet č. 1018003108 / 8150

