



October 26, 2011

Pay Solutions
c/o Shirley Combe
11 North Road
Pinetown, South Africa

RE: Reference for Pay Solutions Services

Dear Shirley:

It has been a pleasure working with you over the past few years. As you have requested, I am happy to provide a reference for the payroll services we have received from Pay Solutions.

We began our relationship near the end of 2009 when I contacted you concerning our interest in setting up a South Africa payroll. We needed a payroll service for our new SA office and your terms and services were very competitive with other vendors.

Upon engagement we had immediate issues trying to finalize the paperwork with our SA bank. Your help saw us through getting set up and registered with the SA authorities for payroll. These services were way beyond what a normal payroll provider would have done and were invaluable.

You have continued to provide off cycle calculations and last minute adjustments to meet our business needs. We are exceedingly happy with the level of service Pay Solutions has provided us. We have employees in multiple countries and have engaged many payroll providers. None of them compare to the service we receive from you.

Thank you for everything you do. I wish all our providers were as flexible and supportive.

Best regards,

A handwritten signature in black ink, appearing to read 'Linda Tercek'.

Linda Tercek
Sr Payroll Manager
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