



«KASPI BANK» АКЦИОНЕРЛІК ҚОҒАМЫ АКЦИОНЕРНОЕ ОБЩЕСТВО «KASPI BANK»

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На № _____ от _____

LETTER OF RECOMMENDATION

This letter is to serve as my formal recommendation for Oleg Tsoy. In 2006, I was a member of the Board of Directors in Caspian bank when Mr. Tsoy had a position of the Chief Security Officer. Mr. Tsoy was responsible for several significant Departments such as the Economic Security Department; duties included vetting clients for financial solvency, information and data protection, Cash and Funds Transportation Department and Telecommunication Services Division. He was a temporary member of the Loan Committee and the Committee for Problem Loans. The bank had 32 branches at that time and there were representatives of departments with the total number of employees more than 300.

Mr. Tsoy positioned himself as a conscientious person with excellent analytical skills. He has a high level of executive decision making and does not fear to take decisions and be responsible for projects. Oleg is capable of working with an array of information, processing, analyzing and as a result drawing logical conclusions. He also has a mathematical mind. He expresses his opinions and communicates his ideas very precisely and accurately. In my opinion, he has abilities to work under time constraints and meet all the deadlines. In the course of work, Mr. Tsoy showed his ability to deal with changing and emergency situations. While analyzing any kind of input or information, Oleg could easily recognize weaknesses and strengths, advantages and disadvantages in different job-related situations, thus defining top priorities and reaching fair and reasonable decisions.

Mr. Tsoy is known as a just and sensible manager. He usually allocates roles and responsibilities so that all the work-related activities are equally and fairly distributed among the staff. In other words, his approach to work is very methodical and systematic. Mr. Tsoy is well organized and he can manage a large number of employees. Many of his workers seek his support and advice. Oleg gave them a helping hand, coaching and guiding them. Oleg is an effective team leader and can motivate people through his personal examples. He is able to encourage and unify people. Mr. Tsoy has excellent multicultural communication skills which enabled him to work successfully with people with different cultural and ethnic background.

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Last but not least, Oleg is good at multitasking. His ability to complete several tasks at a time was very essential in banking activities. While accomplishing tasks, he could easily manage his time using specific tools and techniques. This ability will definitely help him in his academic life as well. For the aforementioned reasons, I highly recommend Oleg Tsoy as a candidate for your EMBA program. I am confident that Mr. Tsoy will be an asset to your educational institution. If you have any questions regarding Oleg or this recommendation, please do not hesitate to contact me.

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