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26 September 2017

To whom it may concern

**Re: Khanya Bouma**

After working with young engineers and novices to the field for 20 years, few individuals succeed in surprising or genuinely impressing me.

Khanya Bouma is one of a handful of exceptions to that rule. Khanya is an extraordinary person and engineer, one that I selfishly wanted to stay part of my team to help us excel, but I realize that someone of Khanya's calibre is destined to spread her wings towards greatness.

Although she still has a lot of experience to gain, Khanya can quickly grasp intricate concepts, translating it into understandable messages and productive solutions for clients, her team and other stakeholders. During the time she has worked for me, I have seen numerous examples of her taking complex concepts and problems, adhering to their possible constraints and come up with solutions to satisfy the client and inspire the team.

If Khanya were ever to indicate that she would like to re-join my team, I would rehire her in a heartbeat. She is the type of individual that can join any organisation and immediately start making a difference towards improvement of delivery, client satisfaction and team development.

I sincerely wish Khanya well in all her future endeavours.

Should you have any further questions, please don't hesitate to contact me.

Regards

A handwritten signature in black ink, appearing to read "Mulder", with a stylized flourish at the end.

Jacques Mulder  
Technical Director

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18 September 2017

Dear Sir,

**RE: LETTER OF RECOMMENDATION: KHANYA BOUMA**

I understand that you will be receiving an application from Khanya Bouma for a position in your prestigious organisation.

Khanya stated working for Aurecon South Africa (Pty) Ltd in 2013 and her first assignment was to assist on the Bankable Feasibility Study for the Nyamagasani II Hydropower Project for a Danish developer. Whilst continuing in the Water Unit team, Khanya worked on several other hydropower projects in East Africa and in South Africa. She also substituted the site engineer's position during the construction of the Stortemelk Hydropower Project, whilst the resident engineer took leave.

Just before resigning from Aurecon to relocate to Oslo, Khanya was the Design Leader for the implementation of the Ntaruka A Hydropower project in Rwanda and was responsible for the entire design aspect of the project, drafting of the tender documentation, liaison with clients, presentation to the Lender, amongst others.

Whilst at Aurecon, Khanya excelled in many aspects of the career. She is a bright and very hard working person and was selected to be part of the "I40" which is a group of elite individuals working together to improve design efficiency, bringing innovative measures to the design aspects and presenting to clients; engaging with clients, etc.

Khanya was considered a peer amongst her junior colleagues.

I would therefore have no hesitation in recommending Khanya to pursue her bright career in your organisation and have no doubt that you will enjoy working with her.

Should you have any queries, please do not hesitate to contact me on [Bertrand.Collet@aurecongroup.com](mailto:Bertrand.Collet@aurecongroup.com) or mobile +27 82 2552177 or office +27 12 427 3144.

Yours faithfully

A handwritten signature in black ink, appearing to read "BJ Rochecouste Collet", written over a horizontal line.

**BJ Rochecouste Collet**  
Technical Director

**Pr Eng**