



October 23rd, 2023

To Whom It May Concern,

I am pleased to write a recommendation letter for Solongo Battumur.

I have known her for seven years. Solongo has served as a Board Member and the current Vice President at REPAT Leaders NGO, where I currently serve as President. She served on the board for three consecutive years from September 2016 to August 2019 and has been Vice President since September 2019. REPAT Leaders is a non-government organization based in Ulaanbaatar, Mongolia, consisting of voluntary members. It was founded in 2011 by like-minded individuals who were educated abroad and aimed to create a supportive community in Mongolia for returning overseas graduates. Our mission is to help these individuals settle back into their home country and to support younger generations in pursuing high-quality education abroad in countries like the USA, UK, Japan, and China.

All of our Board Members serve voluntarily and without pay, requiring a deep commitment and passion for youth education. During Solongo's tenure at the NGO, she successfully organized major events, including our signature quarterly "Studying Abroad and Beyond" seminar, which aims to inspire and motivate high school students to study abroad and secure scholarships. She also organized monthly "Career Path Series" expos for university students to help them choose their majors. Throughout this time, I had the opportunity to closely witness her outstanding moral character. Solongo demonstrates genuine care and empathy toward the younger generation and their future. She listens attentively to those around her, treats others with courtesy and respect, all while leading and mentoring students toward a brighter future.

I wholeheartedly endorse Solongo Battumur and am confident in her ability to excel in any endeavor she undertakes. Should you require further information or have any questions, please do not hesitate to contact me at derugeru@gmail.com.

Sincerely,

Delger G.

President of REPAT Leaders NGO





Ulaanbaatar, Mongolia

2022.09.24

TO WHOM IT MAY CONCERN,

As the Vice Chairwoman of Munkh Sustainable Development Foundation and former President of Repat Leaders NGO, it is my great pleasure to write a letter of recommendation for **Ms.Solongo Battumur**, COO of Steppe Group and current Vice President of Repat Leaders NGO. I have known Ms.Solongo for over 5 years when we first were elected as Board Members of Repat Leaders, a non-governmental organization which promotes equality and equity through equal access to education and employment through holding free training, workshops, conferences, networking events, fundraising and scholarships targeted for students in the most remote areas of Mongolia.

Ms.Battumur has shown to be a highly skilled leader not only in her professional career but in philanthropy work as well. As board members of NGOs, our work is based on the hours we volunteer to make our projects successful. Throughout the years Ms.Battumur has been the backbone of our projects, a strong communicator of our initiatives and the voice of reason and logic. She is one of our finest leaders and has always generated work at levels above expectation. Her willingness to challenge herself and desire to continuously learn inspires others to set the bar higher.

Ms.Solongo is an outstanding young woman, with exceptional leadership and communication skills. I am more than confident that she is an ideal candidate for your program and will represent your organization to the best of her capabilities and the community will highly benefit from the program through her work.

Should you have any further questions please feel free to contact me via (+976) 99013322 or email me at ariun@munkhfoundation.mn

Sincerely,

Ariun Chinbat
Vice Chairwoman
Munkh Sustainable Development Foundation
Monpolymet Group



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Letter of Recommendation
To whom it may concern,

As Chief Executive Officer of Hunnu Mall Co.,Ltd I am honored to offer this letter of recommendation on behalf of Solongo Battumur.

Solongo worked with us as a General Manager of Home-Fix, Mongolia at Hunnu Mall Co.,Ltd from 2014 to 2016. During her time here she showed genuine commitment to the organization and brought great value to Hunnu Mall Co.,Ltd by continually excelling at work.

As I have worked directly with Solongo Battumur, I'd like to point out few examples of her strengths and qualities that was greatly appreciated by myself and the organization.

First, Solongo has strong work ethics and persistently worked towards achieving any goals and has great problem solving skill. Home-Fix is a Singaporean home improvement and retail store, operating 31 chains worldwide. Hunnu Mall is a franchisee of Home-Fix Singapore and Solongo Battumur was initially employed as a project manager in 2014 to open the first store in Mongolia. Solongo's dedication and hard work was a key element to making the store a success in Mongolia. Along the way she has taken on multiple roles and responsibilities in opening, managing and marketing Home-fix in Mongolia.

Second, Solongo has shown great leadership skill throughout her time here. Her subordinates always looked up to her and respected her clear vision of the future of the company. Many of her colleagues and associates command on her professionalism and the endeavors that she put into her work.

Finally, Solongo has vast knowledge of our products, market and the operating procedures. She possesses the ability to get grip of things pretty quickly and has always been a fast learner. She has proven to be a valuable asset to our organization and I am confident that she will continue to find success and exceed the expectations of any organization.

If you have any other questions, please feel free to email me at bolormaa@hunnumall.mn.

Sincerely,


Bolormaa Natsagdorj
Chief Executive Officer





To whom it may concern:

RE: Ms. SOLONGO BATTUMUR

- LETTER OF RECOMMENDATION

I have known Solongo for about a year in my capacity as the President of McCrary Engineering. She has worked for our Company on various projects, and based on her work, I would rank her among one of the most competent employees I have had working for us.

Solongo distinguished herself by consistently submitting well-researched and well-written reports on her assigned projects. Solongo is highly intelligent and has good analytical and communications skills.

If her performance in our company is a good indication of how she would perform in yours, she would be an extremely positive asset to you and your company.

It is my pleasure to recommend Solongo, and if I can be of any further assistance, or provide you with any further information, please do not hesitate to contact me.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'T. Adeyemi', with a stylized, cursive script.

Thomas Adeyemi
President



To whom it may concern,

My name is Justin Harting and I am the Technical Marketing Officer of McCrorry Engineering. I've had the pleasure of working with Ms. Solongo Battumur since last year, and it is unfortunate to see her leave.

Ms. Battumur assisted me and the company with various tasks, including the creation and implementation of various marketing programs, as well as market research. With her assistance we were able to accurately and efficiently identify and target specific demographics that enabled McCrorry Engineering to consolidate its current client base, as well as grow it to include previously untouched areas and clientele.

Ms. Battumur proved a valuable asset to our company, one which will be missed. I can say without a doubt that she would prove a competent and valued employee to any company or organization she joins.

If you have any questions regarding Ms. Battumur, I can be reached at:

Phone: (402) 570 – 8999

Email: Justin@McCrorryEng.com

With regards,

A handwritten signature in black ink that reads 'J. Harting'.

Justin Harting
Technical Marketing Officer
McCrorry Engineering