



Buchanan Building Buchanan Square
160 Sir Lowry Road Cape Town 7925
PO Box 165 Cape Town 8000 South Africa
NPO Registration: 004-482 NPO

Telephone +27 21 461 8338
Facsimile +27 21 461 6823
www.ikamva.org info@ikamva.co.za
Section 18A: Tax Exempt Organisation

August 2007

TO WHOM IT MAY CONCERN

It gives me pleasure to present this letter of recommendation for **Leonard Shapiro** who was contracted as General Manager of the Community Creations factory for 18 months.

Under his management the factory was transformed into a well-structured operation with increased productivity.

He achieved this by successfully implementing the piecework system and introducing the work force to the potential of determining their own income.

He has excellent marketing skills and initiated a number of long-term partnerships.

Leonard had a keen ability to spot opportunities and connect them with the relevant sector in Ikamva Labantu. This was beyond his call of duty.

I worked well with him and I know he will continue to achieve great heights. I may be contacted on 021 4618338 or 0825787180.

Yours sincerely

A handwritten signature in purple ink, appearing to read 'Ishrene Davids', is written over the typed name.

Ishrene Davids
Chief Executive Officer