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## To Whom It May Concern

I am pleased to write a letter of recommendation for Marta Neubauer, who directly reported to me during 2017 – 2019 as a Customs Manager at DSV International Shared Services.

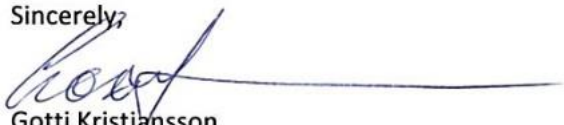
Marta has built stable and strong operational department starting with 20 + employees and growing up to 100+. She developed 4 independent, very skillful Leaders, and was acting as their leadership mentor and a coach.. She has an exceptional eye for recognizing talents and inspiring them to develop their potential. The department was achieving great financial and Customer Satisfaction results, exceeding the KPI's. She was also responsible for outsourcing global processes within EU, change management activities and stakeholders management. She gained a big trust with her department. With her interest in the HR area and creating a best work environment that supports development and growth, she was acting as a Champion in the Strategy pillar " Be an Attractive Employer".

Marta is an experienced leader with extended set of skills gained in the top global international organizations, which equipped her to be a mentor and a coach for leaders.

What I appreciate about Marta is her very positive approach to challenges and her good eye for talent. Her strong ability of coaching people by giving guidance, responsibility and accountability.

If you have any questions feel free to contact me at +48 507 042 744

Sincerely,



Gotti Kristjansson  
Director, Business Support Services  
DSV International Shared Services - Warsaw