

Our Ref: BRS/01

To whom it may concern

29<sup>th</sup> June 2016

**Re: Mrs Julie Dawson**

I personally met Mrs Julie Dawson back in 2006 when I invited the company then named Drury PSM to help my company establish numerous elements of company policy and procedures and contracts of employment etc.

From our very first meeting I found Julie to be extremely polite and professional in every aspects of her business. At this meeting we arranged to enter into a three year contractual agreement for the company to provide HR support, and which we have successfully continued to operate to this day.

Over the past ten years we have predominantly dealt directly with Julie on many numerous and varied issues and problems, and of which on every occasion I found her to be very helpful, reliable, efficient, knowledgeable, current, pro-active and responsive, not only did Julie spend time with me and my company issues, she always told me the true and correct information and advice, even when it was not what I wanted to hear. This advice was always followed up with a very clear and precise explanation and action plan required.

I believe that with Julie's help and support my company is very well up to date with all our obligations and responsibilities in our duty towards our employees and company legislation.

Julie is a pleasure to work with, and has a wealth of knowledge to support her genuine desire to help others when required.

I would be delighted to recommend Julie to any company or organisation, who may be interested in procuring her vast experience and knowledge in the future.

Please feel free to contact the undersigned to discuss at anytime.

Yours sincerely

**LLOYD AND SMITH LIMITED**

Bryan R. Smith **MCIOB**  
Managing Director