

July 2016

To whom it may concern

Recommendation

Julie Dawson – JD Employment Solutions

In my capacity as HR Manager for Origin Limited I have known Julie for almost 15 years and have relied on her help to meet a number of challenges arising over this extended period. Although employed as a consultant, I regard Julie as part of our organisation and in the very top tier of those we would not be without.

Julie is a role model in professionalism. She is reliable, efficient, discreet, conscientious and absolutely trustworthy. Julie has been our adviser covering virtually everything from updates in employment law through to challenges of relocation, redundancy, and face to face meetings with employees and union representatives.

With Julie's help we have established a clear and concise system for induction, training and monitoring of our personnel. A robust employment contract supported by regularly updated staff handbooks are issued to all staff at Origin, these documents (developed largely by Julie) have assisted us in creating a clear and simple structure within our organisation.

Origin has a culture of care and respect that has developed consistently over the years despite changes in work practises, relocation of premises, significant growth, and increasing competitiveness. I attribute a degree of our team success to Julie's commitment to Origin and we are proud of our low turnover of staff (current average 12 years).

Julie has exceptional people skills. I have witnessed first-hand her ability to quickly assess a situation and provide leadership in addressing elements of discontent before they become an issue. When the support is needed Julie has always made herself available at a moments' notice, even going so far as providing her personal contact details and out-of-hours support.

Julie is an exceptional person that we consider truly indispensable to our organisation.

Sincerely,

A handwritten signature in black ink, appearing to read "Jon M. Lant".

Jon M. Lant
HR Manager - Origin Limited