



# Intersnack

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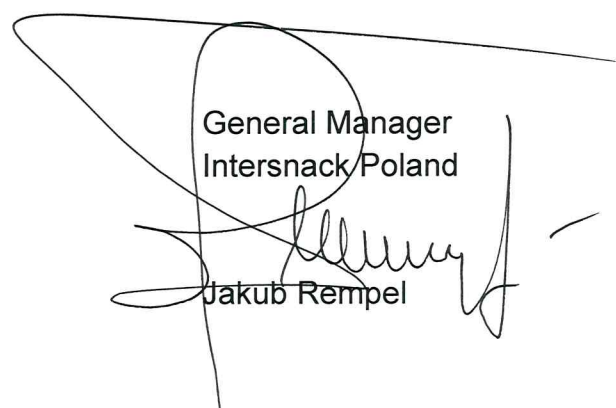
29 September 2015

To whom it may concern,

In 2014 Victor Wekselberg, as a leading consultant, helped my organization to develop a very useful competency model.

His methodology works very well and helps Intersnack in several HR processes. The project was conducted according to the schedule. Victor accommodated fully his approach to our needs, while maintaining high quality of the product.

On a social basis, Victor is very friendly and easy to work with. I strongly recommend him as a consultant for this kind of projects or other organizational psychology projects.

  
General Manager  
Intersnack Poland  
Jakub Rempel