



Dear Sir/Madam

1 December, 2008

Letter of Recommendation for Marcus Tay Guan Hock

Adelina Lee

I had the pleasure of working with Marcus Tay from February to July 2008 when he was engaged to help us organize Bayer's first Eco-Camp in Singapore.

Bayer (South East Asia)
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The Eco-camp is part of our global program, the Bayer Young Environmental Program (BYEE), which is supported by the United Nations Environment Program (UNEP). In Singapore, the BYEE is supported by the National Environment Agency and the National Youth Achievement Award Council.

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As the eco-camp co-ordinator, his job scope included putting together a 3-day program, including inviting resource speakers and co-ordinating all the related activities. In addition, he helped facilitate team-bonding activities.

Well-organised and proactive, Marcus impressed us with his maturity and ability to plan ahead and in detail. He makes sound proposals and is always able to provide practical solutions to issues.

Marcus has good interpersonal skills and works well with people from all levels. A good team leader, Marcus communicates clearly and is able to guide his team members and win their support and cooperation. He steps up readily to take on additional responsibilities, often without being officially assigned.

Marcus is a matured and well-mannered and I have found him to be accountable and reliable. I am confident he will be an invaluable asset to any organization. I wish him all the best in his future endeavours.

Yours sincerely,

A handwritten signature in black ink, appearing to be "Al." or a stylized version of the name Adelina.

Adelina Lee
Corporate Communications Manager