

Sept 12, 2014

To Whom It May Concern:

As Senior Regional Production Manager at EF English First Kids & Teens I am happy to recommend to you an outstanding member of our management staff, Mr. Johannes Damstra, and to write this letter on his behalf. Johan has been Director of Studies at EF Baotou center from Sept 2013 to Sept 2014

As a manager, teacher, and employee he has been dedicated and proactive. Johan leads by example and has motivated our staff to go beyond expectations, and his efforts have created a happier and more productive team. He is solution and results oriented in all situations and has maintained a level of efficiency that is driven by his obvious work ethic and his professional concern for our students' progress, as well as his staff's welfare and continued development.

Johan has been instrumental in the retention & acquisition of teachers in the time he was here. He is always willing to assist colleagues, his staff and his managers in both sales and academic departments. He does well with change management, and fully prepares himself and his staff for implementation of new programs and procedures.

One point that I feel is most important: Johan learns very quickly, responding to coaching and quickly understanding and implementing feedback he receives. It has been my pleasure to watch him grow in skills, knowledge and capabilities as a manager and a leader.

I know that Johan will be an outstanding employee and leader and become an asset to your company. If you have questions or would like more information please do not hesitate to contact me at: wendy.george@ef.com

Sincerely,

Wendy L George

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