

OUR REFERENCE: Ms ZB Mashiyi

29 April 2024

TO WHOM IT MAY CONCERN

**REFERENCE LETTER: THORNHILL ASSOCIATES (PTY) LTD**

As a Consulting Company, Ehlobo Consulting started engaging with Thornhill a few months ago with an aim of securing services of a company who can assist us with a platform to conduct a Culture Survey, as a delivery we had identified for one of our clients we were working with at the time.

From the first engagement with Thornhill we were impressed with their professionalism and the solution they offered us once they understood our needs.

They guided us throughout the process till we were at the stage of drawing up feedback report for the entire organisational respondents. We were impressed with the quality of the solution offered, being the Culture Survey tool, their work ethic in the entire process, where they were true to their word and delivery, in line with the agreed plan and timelines.

It has been an absolute pleasure working with Thornhill Associates and we would work with them should a need arise in the future.

As Ehlobo Consulting, we highly recommend their Culture/Climate Survey.

Kind Regards



Zoleka Mashiyi

Managing Director Ehlobo Consulting

**DELIVERED BY EMAIL**

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TO WHOM IT MAY CONCERN

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20 March 2023

**REFERENCE LETTER: THORNHILL ASSOCIATES (PTY) LTD**

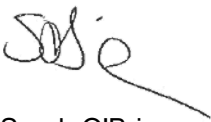
Werksmans Attorneys engaged Thornhill and Associates during 2022 to conduct an employee climate survey for the entire organisation. This is the first time that Werksmans has partnered with Thornhill.

From the initial engagement every member of the Thornhill team presented themselves in a highly professional manner instilling confidence that we were in good hands. They guided us through the process and produced a survey for our staff which would elicit the necessary information we needed to make meaningful change.

The feedback and time they took after the survey to present, interpret and explain the results to the executive team meant that we were able to really drill down on the results to find areas that needed immediate attention.

It has been a pleasure to work with everyone at Thornhill and we will definitely use them should the need arise in the future. I would highly recommend them as a value adding service provider without hesitation.

Kind regards



Sarah O'Brien  
Human Resources Executive

26 April 2021

TO WHOM IT MAY CONCERN

**REFERENCE LETTER: THORNHILL ASSOCIATES (PTY) LTD**

Safripol (Pty) Ltd has been engaging with Thornhill since 2008 for all our 360 Leadership Assessments, Employee Opinion Surveys and Customer Opinion Surveys. This has included administering all online questionnaires, generating individual and group reports as well as providing coaching on feedback to participants.

I have found Thornhill to provide a highly professional and technically competent service and in line with best practices. They have been extremely helpful in providing guidance on topical issues. They have the capacity to conduct assessments and surveys on schedule, manage the process confidentially and effectively without errors.

They have been a pleasure to work with and we will definitely continue with their services in future. I have therefore no hesitation in recommending Thornhill Associates for any 360-degree feedback or Opinion Survey- project.

Kind Regards,



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