

**To whomsoever it may concern**

Marc Wanderer was employed as CTO - VP of IT from July 2015 - October 2016.

He was initially called in to take over interim responsibility for the divisional IT function. However shortly thereafter, the organisation started a business transformation program and having recognised his strengths we extended his tenure significantly.

Apart from giving stability and direction to team, one of his key tasks was to evaluate the future of a strategically important project that had a global scope and intended as a game changer in the business which has overextended its initial cost and time estimate.

Marc rapidly identified the critical shortcomings, evaluated our options and his advice was taken on board. His advice prevented any further unnecessary money drain and his suggested course of action triggered other global efficiency actions.

As a leader of the IT team, Marc successfully led his team through the various changes and initiatives such as outsourcing of infrastructure activities, restructuring IT architecture and landscape from the group and sister companies to achieve independence of operation and ably supported our organization throughout the acquisition by a new owner.

As a member of the leadership team, Marc quickly gained trust of his peers, was very participative in the team meetings and contributed to business decisions along with providing IT voice.

After completion of this Interim Management assignment, Marc helped us to recruit a permanent CTO and successfully handed over his responsibilities

We are highly appreciative of leadership ability, IT knowledge and ability to work in a team even in difficult situations and managing conflicts constructively.

We wish him the very best for his future endeavours.



Alpana Banerjee  
Global Head – HR



Rolf Schafroth  
CEO