



JOINT STOCK COMPANY
ORENBURG MINERALS

№ 1.01-2384 date 09.06.2017г.

Mr. Eric Flamholtz
President of Management Systems Consulting Corporation

Dear Mr. Flamholtz,

On behalf of JSC "Orenburg Minerals" I would like to thank you for your exceptional professionalism and loyalty to your career, as well as your distinctive and invaluable contributions to the growth of our company.

Over the last three years, our company has been implementing the dimensions of the frameworks you developed and introduced to us. Specifically, we have executed the system of Strategic Organizational Development Planning (the Pyramid of Organizational Development) that allowed us to structure our company in the key management systems and determine the risks and probability of the company's success. We acquired knowledge in performing these systems with the goal of bringing in line the aims and goals of the company, the business-units, and each employee, as well as discovering new processes and initiatives that will lead our company to overall progress. By incorporating the methods of organizational development we were able to acquire complete management guidance in changing company's management. With help of the listed methods we currently evaluate the effectiveness of our company and solve business growth questions.

Over the last year, our company has been actively incorporating methods of project management. The usage of the systems in the project field allowed us to effectively manage new growth directions, decreasing the uncertainty in making investing decisions.

By incorporating the methods of strategic planning and project management we can observe the guaranteed success that lead to:

- overall improvement of economic performance
- increase in management effectiveness
- improvement of employees' attitude to their duties
- increase in consumers' and public's relations
- increase of trust to the trade name
- increase in company's competitive ability

Currently JSC "Orenburg Minerals" is one of the largest companies in the Eastern Orenburg region, as well as a guarantor of economic and social stability in the city of Yasniy. We are contemporarily developing multiple business branches and diversifying manufacturing process.

On behalf of our team, we want to wish you good health, success and prosperity.

Sincerely,
Andrey Golm,

CEO JSC "Orenburg Minerals"

