



Hyderabad  
November 2, 2011

Sir/Madam,

PASCHAL Form Work (India) Pvt.Ltd., established in 2008, is the Indian subsidiary of M/s.PASCHAL Werk G.Maier GmbH, Germany – one of the world’s leading formwork manufacturers. It commenced business operations from 1<sup>st</sup> April, 2010.

Paschal, having set the industry benchmark for quality, technology and customer service, believes in excelling internally, amongst others, by building a performance enabling culture through robust business policies and employee development, in order to set the foundation for organizational growth.

In this endeavor, we wanted to partner with an agency that understood our needs and could work along with our team. None other than Vantage met our expectations. This was primarily because of the attitude of its leaders (Shankar and Manjula). They have the skill, knowledge and vast experience gained by working for a leading corporate and consulting with other organizations. Furthermore, their enthusiasm, friendliness, team spirit and their futuristic ideas have made us comfortable for a strong relationship.

The association with Vantage commenced at the business set up stage itself, when they helped us with evaluating import-export benefits and advised us on central excise.

Vantage played a significant role in developing PASCHAL India’s policies and framed our Human Resources Policy, Material Management Policy, etc. They also developed our annual employee performance appraisal system. All were delivered within the set deadlines and we could implement them effortlessly on schedule, thereby enabling us to function in a disciplined way in those areas. Very good work!

A brain-storming session on our business with the Vantage team, provoked us to prepare our young team for the year on year growth of the organization. Vantage was assigned the task of initiating a training program on managerial effectiveness for our future leaders. The two day workshop conducted by Shankar and Manjula in our Hyderabad office, was an inspiring new experience for our young Indian team. This helped them to introspect on their managerial effectiveness and bring about improvements in their performance. Excellent work!

You listened to us, raised the bar on our expectations and delivered your best. Doubtlessly, it has contributed to the efficiency of the organization. We are glad to be associated with you and are sure that we will find new areas of collaborating further. I wanted to take a moment to thank you for the great work that you have done for our organization.

Sincerely,

**ELDO VARGHESE**  
**General Manager**  
**PASCHAL FORM WORK (INDIA) PVT.LTD.**