



Vorwerk & Co. KG, 42270 Wuppertal

Vorwerk & Co. KG

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Recommendation

Ms. Koyalgeet Kaur Hanjra Kochhar was employed as consultant of the start-up Jafra Ruchi Cosmetics India Pvt. Ltd. in New Delhi, India for the period of July 01, 2008 until August 31, 2009.

Jafra Cosmetics International Inc. one of the joint venture partners of Jafra Ruchi Cosmetics India Pvt. Ltd. is part of the Vorwerk Group. Founded in 1883 as a family-owned company, Vorwerk today is a global organisation. Vorwerk & Co. KG is the holding company and corporate headquarters of the Vorwerk Group and it has the legal status of a limited partnership. The core business of Vorwerk is the direct selling of high quality products, mainly household appliances and cosmetics. Worldwide, more than 566,000 people work for the Vorwerk Group either as employees or as self-employed sales partners. Vorwerk generates a business volume of more than 2.3 billion euros a year and operates in over 61 countries. As regards to cosmetics, the turnover of Jafra Cosmetics International Inc. amounts to 409 million euros generated in 11 countries. In order to enter the Indian market, Jafra established the joint venture Jafra Ruchi Cosmetics India Pvt. Ltd. in New Delhi, India.

Ms. Hanjra Kochhar was engaged to support the start up of Jafra Ruchi Cosmetics India Pvt. Ltd. in New Delhi. She was involved in the market research, business planning process and was responsible for the financial business results. As part of the start up management team of three persons her role was to ensure all market and business system related issues to be analysed and implemented to make the business successful.

Ms. Hanjra Kochhar always completed her tasks to our utmost satisfaction and exceeded our expectations in all respects. She was always highly dedicated to the accomplishment of her duties in an extremely careful, efficient and responsible manner. In addition Ms. Hanjra Kochhar reacted to all arising situations in a very flexible manner at any time. She always rose to the challenge of increased volumes of work as well.

Ms. Hanjra Kochhar has demonstrated an excellent knowledge and overview of the entire industry. She was in a position to build up very good professional relationships with government of bodies, media agencies and other parties. With all her contacts, relevant inputs on ratios of business and her understanding of marketing plans and business policies she contributed to the success of our start-up project. Especially, her outstanding knowledge of India in general and its direct sales market, were of great benefit to the establishment of the joint venture Jafra Ruchi Cosmetics.

Kommanditgesellschaft, Wuppertal,
Amtsgericht Wuppertal HR A 14658, USt-ID-Nr. DE 121024479
Unternehmensleitung:

Peter R. Oberegger (pers. haft. Gesellschafter), Walter Muyres (pers. haft. Gesellschafter), Reiner Strecker

Bankkonten:

Deutsche Bank AG (BLZ 330 700 90) Kto.-Nr. 2 912 210 Swift/BIC: DEUTDEDW IBAN: DE 59 3307 0090 0291 2210 00
Commerzbank AG (BLZ 330 400 01) Kto.-Nr. 4 285 425 Swift/BIC: COBADEFFXXX IBAN: DE 43 3304 0001 0428 5425 00
Westdeutsche Landesbank (BLZ 300 500 00) Kto.-Nr. 3 087 012 Swift/BIC: WELADEDDE IBAN: DE 48 3005 0000 0003 0870 12



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Cooperation with Ms. Hanjra Kochhar always proved to be very enjoyable on account of her continuous friendly, helpful and open minded nature. She was always absolutely loyal and completely trustworthy.

Ms. Hanjra Kochhar is terminating her employment for personal reasons at her own request. We sincerely regret her decision and would like to wish Ms. Hanjra Kochhar all the best and success for her future career and personal life.

Wuppertal, September 9, 2009

Vorwerk & Co. KG

A handwritten signature in black ink, appearing to read "KS", with a long, sweeping underline that extends downwards and to the right.

Kirstine Seitzberg
Senior Vice President Corporate Controlling

A handwritten signature in black ink, appearing to read "Kunst", written in a cursive style.

Kirsten Bungart
Manager Human Resources Holding