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September 6, 2019

Marc-André Fritsche  
Managing Director Azur S.A.  
300571 Timisoara, Romania

Recommendation letter

To whom it may concern,

It is a pleasure for me to write a recommendation letter for Growthway Ltd and their services.

We contacted Growthway in early 2019. For the company we represent (Azur S.A.), it was a time of rapid market expansion and insurmountable capacity issues. The task was very clear – capacity optimization.

The process started with “diagnosis” of the company operations, and we were given a clear statement of the optimization potentials. The job was done professionally and within the agreed timeframe. The provided audit report gave us a clear vision of our weaknesses, moreover, it provided us with concrete steps to overcome them.

The next step taken was to create a tactical implementation plan that included the actions proposed in the report. It brought clarification on the sequence and the timing of actions that we needed to take. The responsibilities were clearly determined, in order to smoothen the implementation. Communicated, approved and well accepted by the team, this plan became the basis of the optimization process.



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The physical management and execution of the plan was requested as a third step. The speed and professionalism of performance were impressive. Growthway members were very well received by the team. The new tools and processes were clearly and understandably explained and implemented. In parallel to the integration of those tools, the employees underwent excessive team trainings, which allowed for the processes to start working immediately after they were established.

As a result of the above mentioned, we encountered a 35% capacity increase, with no further investments or people hiring.

Growthway Ltd acts very responsibly toward its duties. The company is reliable and confident. Customer needs and targets were met with respect. Growthway Ltd is applying the most innovative methods and practices in its work area. Moreover, if your company happens to have an idea or a project that they would like to explore, Growthway staff is more than happy to help you study it and take on it.

In conclusion, I am certain that if your company is going through any similar issues, choosing to work with Growthway is the right path, as I am sure, you will experience the same or higher level of success.

Sincerely,  
Marc-André Fritsche  
Managing Director Azur S.A.

A handwritten signature in blue ink, appearing to read "M. Fritsche". The signature is fluid and cursive, with a large initial "M" and a long, sweeping underline.