

Tim Holden
Chartered MCIPD
Managing Director
Fluid Consulting Limited
2 Abbey Court,
Horsforth, Leeds
LS18 4SA

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TO WHOM IT MAY CONCERN

I first met Tim Holden of Fluid in 2008.

As a new business with ambitious expansion plans we recognise the importance of demonstrating a professional image to current and future employees. With this in mind we decided to create a number of documents normally associated with larger and more established organisations.

We appointed Tim to design a number of policies, procedures, forms, contracts and employee handbooks for our people.

Tim produced a number of template documents and brought them with him for the management team to identify what they did and didn't like and why. Based on our feedback Tim created on a bespoke basis the following:

Checklist x 1

Example letters x 11

Forms x 16

Handbook x 1

Policies x 15

Terms and conditions of employment x 1

With this in mind we would have no hesitation in working with Tim again, and would thoroughly recommend him to other organisations without their own Human Resources department.

Yours sincerely



Usman Patel
Director of Strategy and Operations