



### Reference Letter

Partnership with Boris Pakhol enables Miratech to qualitative organizational changes in Employee Relations and HR Brand development.

Boris conducted employee satisfaction check, defined key metrics and areas for improvement. It allows us to benchmark competitors and define further strategy on labor market. Boris developed quick wins plan as well as the long term strategy for change.

Boris' proprietary methodologies and practices for employee satisfaction and HR brand are unique. They practically allows to measure and assess ROI in HR. Now company can react very fast on change and actually be a leader of the change. It's priceless for IT industry where the fight for talent is crucial for business success.

There are many talks on emotional intelligence but it was a first time when I see the real example how it can work in a real world.

I recommend Boris methodology to any company who pretend to be a leader on its market.

Igor Goldenberg

Senior Vice President, Business Development

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