

Tebodin Netherlands B.V.
P.O. Box 43, 1950 AA Velsen-Noord, The Netherlands



BILFINGER

Contact person	Phone	E-mail
Dave Koomen	+31 251 26 72 24	d.koomen@tebodin.com

Subject: Recommendation letter for Gijs van Wulfen

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Tebodin

Tebodin Netherlands B.V.
Parlevinkerstraat 29
1951 AR Velsen-Noord
P.O. Box 43
1950 AA Velsen-Noord
The Netherlands

Phone +31 251 26 24 64
velsen@tebodin.com
www.tebodin.com
www.bilfinger.com

Bank Account
Deutsche Bank
Account no. 26.51.77.014
IBAN NL72DEUT0265177014
BIC DEUTNL2A
VAT register no. NL820421960B01
Trade register no. 27336603,
The Hague

To Whom It May Concern,

It was a great pleasure for us at Tebodin to welcome Gijs van Wulfen as a keynote speaker for the Young Tebodin Event 2014 held on the 26th September 2014 in Amsterdam. The Young Tebodin Event is an annual meeting of the company where the young employees gather and participate in group activities. More than 200 people attended this year's event.

The theme of the event was "Innovation". During the event attention was paid to several aspects of innovation. Gijs van Wulfen proved to be the perfect keynote speaker for this subject. He thoughtfully prepared his speech in order to customize it to our company's profile. Three things could be said about the speech. It was provocative, inspiring and fun. It was provocative because he dared to show Tebodin its shortcomings in the path of innovation in front of the company's directors in a challenging but constructive way. It was inspiring because he told us what the limitations to innovation are and how we as individuals can overcome them, thus making us believe in our potential. It was fun because he is a very eloquent person that knows how to bring the humor factor in the right moments.

Tebodin recommends Gijs van Wulfen as a high quality speaker in the field of innovation methodologies. The positive spontaneous reactions of several attendees after his talk confirms this perception. We thank Gijs van Wulfen for the informative, fun and educating talk.

Sincerely,

Dave Koomen
Young Tebodin Event 2014