

To Whom It May Concern:

We are writing this letter in order to express our warm gratitude and complete satisfaction with the work of Mark Kamin & Associates Inc' with the Kibbutz Movement, in the past year.

In the beginning of our work with the company, we were in a deadlock situation with all things concerning to the merger of the two movements: The TAKAM and Ha'kibbutz Ha'artzi. This was due to constant disagreements and mistrust among the leading group entrusted with the administration of the merged movement.

Dorit Blitental and Mark Kamin have succeeded in creating an infrastructure of partnership and teamwork which leans on authentic communication, taking personal responsibility and setting measurements for results, both inside the organization and towards the customers – the Kibbutzim members.

The basic principles presented in the workshops and strengthened by the unique coaching techniques that the company owns, were the foundations on which the values and the missions of the organization were built. This is in addition to the vision and the future work plan for the Kibbutzim.

Through the different workshops led and the personal training led by Dorit Blitental, we were able to develop different areas such as: effective communication, setting goals, personal leadership and strategic views for the organization and for the Kibbutzim.

The Kibbutz Movement, as a body, plays a significant role in the economic life and wealth of the single Kibbutz. Therefore the work of Mark and Dorit was critical in creating an effective organizational culture in joint management, while practicing teamwork, personal development and achieving the goals of the different divisions of the movement.

We highly recommend the services of Mark Kamin & Associates.

Sincerely,

Natan Tal Gavri Bar-Gil

General Directors – Kibbutz Movement