



世界触手可及

December, 2016

To whom it may concern,

*China Telecom Global Limited was founded and is headquartered in Hong Kong, integrating international business and human resources under the umbrella of China Telecom and places it among the world's largest providers of integrated telecommunication services.*

Fitco-Consulting have recently undertaken an important talent acquisition function for us across the ASEAN region, especially in both Singapore and Indonesia. We commenced our business partnership in September this year to recruit Senior Account Managers and Experienced Technical Engineers who can drive our business expansion across Singapore, Indonesia, India and other key targeted territories.

From definitively understanding the requirements and expectations of our strategically important business goals and the required personnel needed to achieve them, Fitco-Consulting tailored each search accurately and suitable talents were promptly identified, approached, interviewed, screened, persuaded and presented to us by a highly professional process. This ensured only highly appropriate individuals were interviewed by us and hiring decisions could be rapidly undertaken. Meeting only highly capable candidates presented by Fitco-Consulting represents an efficient recruitment process that offers excellent value to China Telecom Global.

Fitco-Consulting's consultants' contributions throughout the compensation negotiation phases were exemplary and demonstrated outstanding cross-cultural understanding, communication and diligence during what is frequently a challenging period to satisfy both the candidates and China Telecom Global's mutual expectations.

A highly valuable inclusion with Fitco-Consulting's Executive Search Service is its complimentary professional coaching for all placed candidates during their initial three months on board and longer if desired. The provided Erickson coaching methodology is helping to strengthen our leadership skills across our new operations that will enable significant competitive advantages.

We can therefore highly recommend Fitco-Consulting Pte Ltd for its professional, personalized and efficient services and for providing leadership and strategic consulting solutions as accredited by its long-term membership of The Association of Executive Search Consultants (AESC).

Liang Bo  
HR Manager of China Telecom Singapore

A handwritten signature in blue ink, appearing to be 'Liang Bo', written over a faint grid background.