

Firmenich

To whom it may concern,

In 2010, Fitco has recruited for Firmenich in Shanghai an R&D Director who is one of the leading technical experts in our industry. This is a highly positive development for our business in China for he is now leading excellent research developments in our new Shanghai Research Centre.

My view is that Fitco has achieved this success because of the Anglo – Sino partnership of Cliff and Katherine. Cliff's own positive MNC cross cultural experiences in both the US and China were fundamental in convincing the candidate to consider the transition while Katherine's China background knowledge and ability to communicate this invaluable insight in near flawless English were critical in transitioning the Director and his family to a level of comfort with Shanghai.

We are now committed to engaging with Fitco for many more future appointments of our senior technical staff.

I consider that Fitco provides a service comparable with the most prestigious search firms in Shanghai and they work tirelessly, efficiently and at a reasonable price to deliver optimal recruitment outcomes with personal commitment and touch only an owner operated firm can deliver.

I am therefore delighted to endorse the capability of Fitco-Consulting to research, find, convince and negotiate the engagement of leading overseas talent to come and work in China.

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