



April 25, 2023

To whom it may concern,

On October 3, 2022, the Microsoft Partner Network was renamed to the Microsoft Cloud Partner Program. In the Microsoft Partner Network, a partner's technical capabilities in Microsoft products or technologies were demonstrated by attaining silver and gold competencies.

For the purposes of in-progress Request For Proposal (RFP), this letter confirms that the partner named below did hold the legacy Microsoft Partner Networks competencies listed below and is still able to receive the benefits associated with them.

HR FOCUS HOLDINGS (PTY) LTD (Partner ID: 1055626)
Block C Rivonia Close
322 Rivonia Boulevard, Rivonia
Sandton, Gauteng - 2052
South Africa

Legacy competencies : Demonstrate technical capabilities in Microsoft products or technologies.

- Gold Cloud Platform
- Silver Application Development
- Silver Application Integration

In the new Microsoft Cloud Partner program, competencies are no longer offered. Instead, partners can attain Solutions Partner designations to showcase their organization's technical capabilities, experience, and ability to deliver successful customer outcomes aligned to the Microsoft Cloud.



HR FOCUS HOLDINGS (PTY) LTD is currently doing business with Microsoft in the following locations:

- HR FOCUS HOLDINGS (PTY) LTD, ZA, Sandton (Sandton) (Partner ID: 552024)

Best Regards,

A handwritten signature in black ink, appearing to read "Dan Rippey".

Dan Rippey
Program Director for the Microsoft Cloud Partner Program

Microsoft Corporation