



10<sup>th</sup> March 2017

**To whomsoever it may concern**

This is to certify that Mr Advait Kurlekar - Upohan Management Consultants has been working with Zorabian's Marketing and Distribution Team since August 2016.

Zorabian as a company witnessed tremendous growth over the last five years with most of it being unstructured.

The need for processes and structure was critical for sustaining this exponential growth and that's where Advait's expertise came into play.

Over the last 8 months - He has worked with all the departments of our company -accounts , sales , marketing and has streamlined and aligned all the teams to one main goal , purpose and vision.

Working with an entrepreneurial organisation has its own challenges but Advait has the perfect temperament to coach and mentor the leader as well as the team members.

It has personally been a fabulous experience for me to work with Advait. He has helped me with defining the company vision and his greatest accomplishment has been to be able to harness my energy and passion into a constructive structured plan.

My team felt extremely comfortable and trusted him with sharing their challenges and advait played the perfect mediator between the team and myself and aligned our goals and united us on the path forward.

Advait is trustworthy , reliable, committed and holds the highest levels of integrity when it comes to very very confidential data something that most companies feel apprehensive about.

I personally believe however brilliant an organisation - it always takes an outside unbiased perspective to bring about great change...

Advait has been that person, coach, confidante and mentor and has helped me and my team explore and discover and commit to being the best version of ourselves.

Zorabian is a more focused, structured and driven organisation thanks to Advait's mentorship and coaching.

I would highly recommend Upohan to companies that consider structure, process and protocol important for success.

I wish Advait great success in all his future endeavours.

Sincerely,

**For Zorabian Sales & Marketing**

**Perizaad Zorabian**  
Partner

**Zorabian Sales & Marketing**