

July 26, 2011

To Whom It May Concern,

Merkavim Transportation Technologies Ltd. is the leading bus manufacturer in Israel, and handles development, design and manufacturing of advanced models for a wide variety of uses, for private and institutional customers. Merkavim was established in 1946, and today is jointly owned by Mayer Cars & Trucks Ltd. and by the international company Volvo.

During the months of March to May 2011, Mr. Nir Ben-Lavi conducted a course that included three one-day sessions for Merkavim's senior management. The course focused on teaching management techniques based on the predictive profiling methodology and on the Adizes methodology, and included practical assignments that the managers were required to carry out as part of their day-to-day work in the intervals between the sessions.

The course was very professional and detailed and harnessed the group to the task in a manner both pleasant and assertive. The tools acquired in the course are used by the company's senior management, in our ongoing development processes. These tools have brought significant improvements in the management's ability to work as a team, to take decisions and implement them for the company's benefit, to reach our goals, and to improve our business performance.

I warmly recommend Mr. Nir Ben Lavi as an instructor of internal organizational profiling and the Adizes Methodology and in general, as one who needs to lead senior management to results and to a change in the behavioral culture.

Sincerely,



Michael Maixner
President