



Harley-Davidson Asia Pacific Pte. Ltd.
163 Penang Road #08-01 Winsland House II Singapore 238463

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To whom it may concern

Harley-Davidson Motor Company has worked together with Mr. Peter-Paul Nijsten for about 4 years, finding a large part of our Directors and Managers for the Asia Pacific Office and Asia Direct Markets Team, both located in Singapore.

His passion and commitment have always led to hiring excellent and high performing individuals; nearly all of them are still in their original positions and are valued members of the Harley-Davidson Team.

Peter-Paul has been able to find all the necessary disciplines needed for our Asia Pacific Office, from Sales & Marketing, HR to Operations, right down to Legal and Finance. We thank Peter-Paul for supporting us integrally in finding our talented members of the Management Team.

We wish Peter-Paul a successful continuation of his excellent Executive Search services as Founder & CEO of Raffles International Executive Search in Singapore.

Sincerely yours,

A handwritten signature in black ink, appearing to read "M. McAllister".

Marc McAllister
VP and MD Asia Pacific Region
Harley-Davidson Motor Company