



business travel unlimited

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Letter of reference for Mr. Roland Hummer

btu - Business Travel Unlimited is the second largest Austrian provider of quality services specialising in Corporate Travel and Travel Management. The strategy and philosophy by BTU is focusing on the one hand on service with regional coverage and local service, as well as familiar and competent personalities from the local travel industry. On the other hand, on serving global companies through the product “Global Star Travel Management”.

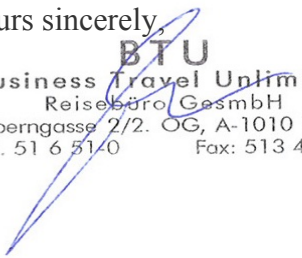
Mr. Roland Hummer was entrusted with the specific requirement to develop a customized service concept in terms of idea generation related to a network design for the “Business Travel” area. During this activity he supervised the teams in Salzburg, Linz and Graz on an independent basis in the years 2011 to 2015.

The quality of its individual solutions could be integrated into the teamwork and in doing so, made a significant contribution to “the art of travel”.

We learned to really appreciate the maverick ability and the “slightly different” way of proceeding of Mr. Hummer. He brought, through focused innovative contributions, more scope for action in our company; we would like to welcome Mr. Hummer with us again as a coach in the strategic area.

We wish Mr. Hummer all the best and we thank him for the interesting and excellent cooperation.

Yours sincerely,


BTU
Business Travel Unlimited
Reisebüro GesmbH
Operngasse 2/2. OG, A-1010 Wien
Tel. 51 6 51 40 Fax: 513 44 24

Salzburg on 30 November 2015

Letter of reference for Mr. Roland Hummer:

Austria, January 2016

vesecon specialises in the development of services.

Sustainable customer relationships are the cornerstone for company success on a long-term.

With ServiceDesign of vesecon you can further develop and improve the services of your company around products and services.

ServiceDesign of vesecon deals with the following topics, amongst others:

- Methodological analysis of existing services
- Identification and development of service innovations
- Development of a profitable service concept

The ServiceDesign concept of vesecon helps you better understand your customers, make your customers become loyal regular customers and as to safeguard the company against crisis.

Service-oriented companies are more successful than others in difficult times!

We support among others companies such as NH Hotels, FMTG Falkensteiner, LE VANTE, Forum Alpbach and Hotel Schloss Mühldorf, to achieve their sales target.

Mr. Roland Hummer has advised us during the period from 2012 to 2015 in the areas of development and innovation of lucrative services and human resources strategies for hotel business and gastronomy.

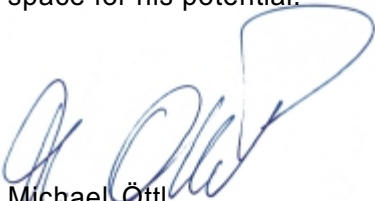
We can only create successful concepts when we know the processes and pit falls in the hotel business and gastronomy industries.

His support, creativity and different approach to the individual projects have contributed significantly to our overall success.

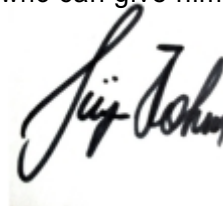
Mr. Roland Hummer used his outstanding abilities consciously and selectively. His patience and his talent for listening have led to large emphatic understanding, which we could use for our further strategy.

His practice-related knowledge together with extraordinary innovative ideas were often the cornerstone for new services and strategies.

In this sense, we wish Mr. Roland Hummer many other employers, who can give him the necessary space for his potential.



Michael Öttl
Managing director vesecon



Jürgen Hahm
Managing director vesecon



Letter of recommendation
To whom it may concern

Sri Lanka, 2016

As a private investor in a foreign country it is difficult to find a highly motivated, responsible and reliable Assistant Director and consultant in one person, but apparently, I was fortunate when Mr Roland Hummer got recommended to me. Especially in a country like Sri Lanka, where the social and cultural status is an important indicator; finding a mature and well-experienced professional to lead a hotel is a massive challenge.

Our guests from all over the world have high expectations of our Ayurveda & Spa Boutique Hotel, and Mr Hummer fulfilled this position to our utmost satisfaction.

From the very first day, Mr Hummer showed the 80 staff members of the UTMT Hotel that the job of a General Manager is a hands-on position covering a wide range of the hotel operation.

He handled the dense workload, integrated most useful training sessions, cut down operation costs, implemented communication skills for our HOD and imagined visionary concepts which will be part of our new guidelines regarding profit and sustainability.

Mr Hummer proved to be an excellent Director and a consultant with a strong character. He has demonstrated his capability of being an active Team Leader by successfully leading the team during very challenging situations – constructions on site, newly recruited essential positions, etc.

What I most came to appreciate in Mr Hummer is his ability to analyse complex situations and make sound decisions under critical circumstances.

He has the talent of adjusting to any cultural and social environment, which is a substantial issue working in different countries.

I am convinced of the high efficiency and added value of Mr Hummer's training and consultant techniques – on that account I offered Mr Hummer to come back to Sri Lanka at any time.

Yours sincerely,
Robert Hollmann
Owner of UTMT Resort Pvt. Ltd

www.utmthotel.com
beletage.at

www.hollmann-



To whom it may concern

Recommendation letter for Roland Hummer.

Norway, January 2019

Mr. Roland Hummer has been employed as Assistant Director at Hattvika Lodge from January 2018 — to date.

As a start-up company within the travel industry and emerging market as the Lofoten islands it is difficult to find a highly motivated, responsible and reliable Director in one person, but apparently, I was fortunate when Mr. Roland Hummer was visiting Hattvika Lodge as a guest summer 2017. Roland left his vacation with the words; I'll be back to help you out. Finding a mature and well-experienced professional to lead a hotel is a massive challenge.

Our guests from all over the world have high expectations of Hattvika Lodge, and Mr. Hummer fulfilled this position to our utmost satisfaction for guests and the staff at Hattvika Lodge. From the very first day, Mr. Hummer showed the staff members of Hattvika Lodge that the job of a Manager is a hands-on position covering a wide range of the hotel operation.

He handled the dense workload, integrated most useful training sessions, cut down operation costs, implemented communication skills for the staff and imagined visionary concepts which will be part of our new guidelines regarding operating our outdoor activities. Besides, to be an experienced outdoor guide (hiking, trail running and alpine guide), Roland did an excellent job in business development and marketing for Hattvika Lodge as well set directions for our private restaurant at Hattvika Lodge.

Mr. Hummer proved to be an excellent Manager and a Consultant with a strong character. He has demonstrated his capability of being an active Team Leader by successfully leading the team during very challenging situations — Finalizing constructions and go entirely operating.

Roland has been an asset to Hattvika Lodge as a whole. I strongly recommend Roland for a position with your organisation and wish him all the best in his future endeavours.

Please feel free to contact me for further questions at gost@hattvikalodge.no or call +47 93028887.

Sincerely,

Kristian Bae

CEO and Manager at www.hattvikalodge.no