

## To whom it may concern

Steve was recommended to us for recruitment in 2018. He takes the time to understand our business and the culture to ensure he only sends across high quality candidates that align with the job description and ultimately fit in with the business.

We have used several recruitment companies over the years, and I believe Steve is the only one that actually listens; he doesn't send CVs for the sake of it.

I would recommend Steve / Parmar Staffing for all IT recruitment needs.

Regards

Simon Smyth

Managing Director

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