



Date: 24.07.2025
TO WHOM IT MAY CONCERN

Recommendation letter

Dear Sir/Madam,

Representative Office of "JTI Caucasus" limited liability company in the Republic of Azerbaijan is pleased to acknowledge **Financial Chain Corporation (FCHAIN)** for their excellent support in providing Employer of Record (EoR/outstaffing) and Recruitment services in Azerbaijan.

Since the start of our cooperation in 2023, **FCHAIN** has proven to be a trustworthy partner, handling all employment administration and talent acquisition tasks with utmost professionalism. We would like to highlight:

- **Strict Legal Compliance:** **FCHAIN** manages employment contracts, social fund registrations, and payroll distributions punctually and accurately, fully adhering to Azerbaijani labor and social legislation.
- **Responsive and Adaptable Service:** The **FCHAIN** team promptly addresses our inquiries and tailors their processes to our evolving requirements, allowing **JTI** to focus on core business goals without administrative concerns.
- **Exceptional Recruitment Quality:** Through a structured and transparent hiring process, **FCHAIN** consistently presents candidates who match our criteria in experience, skills, and cultural fit, significantly reducing our time-to-hire.

Thanks to **FCHAIN's** comprehensive approach, **JTI** has successfully expanded its team with qualified professionals, free from delays or compliance risks. We confidently recommend **Financial Chain Corporation** as a reliable and effective provider of EoR (outstaffing) and Recruitment services.

Sincerely,

Arij Altubai

People & Culture Business Partner

