

**Reem ALShihhe**

Chief Operating officer at  
DIFC Courts

May 15, 2014, Nellaiappan (Raja)  
worked with Reem in the same  
group

I have known and worked with Nellaiappan Pillai (RAJA) for many years. He is a delightful person who has an excellent professional organizational skills and extensive experience in Compensation and Benefits area and HR in general. He is very trustworthy and it was pleasure working with him. I wish you all the best Raja.

Regards

Reem ALShihhe

**Govinda Raj**

Managing Director

June 27, 2014, Nellaiappan (Raja)  
worked with Govinda in the same  
group

Mr.Pillai has done quite a lot of work in Dubai World and he is very accurate in his profession. I strongly recommend who ever recruit him and he will be asset for the company and he is fit to Organization Development Manager Position. I wish him all the best for future jobs.

**Venkatachalam J CIPP™,  
ICFA, MBA, BS Engg, DME**

Senior Procurement &  
Contracts Manager

May 13, 2014, Venkatachalam J  
worked with Nellaiappan (Raja)  
in different groups

Nellaiappan aka Raja is a thorough HR professional and a person with whom you can get along with ease. Having been an internal quality auditor, realised that he is a policy and procedural person adhering and complying to set procedures. Very helpful and a friendly person with a smile from within. I wish him the ver best in all his endeavors.

**Shanu Satiani**

Regional HR Manager at  
souq.com

May 13, 2014, Nellaiappan (Raja)  
worked with Shanu in the same  
group

The few things that always come to mind when Raja's name comes up is knowledgable, precise, detail-oriented, dedicated, reliable and loyal. Raja would be an asset to any organisation as he is not only focused on delivery but always ensures that quality is never compromised. Wishing him the best of luck in his future endeavours!

**Hassan كياتي Kiyani حسن**

Executive Producer | المخرج  
السينمائي Filmmaker | Virtual  
Reality | VR Consultant at  
DIFF | Trainer

May 11, 2014, Hassan حسن  
reported directly to Nellaiappan  
(Raja)

I have worked with Nellaiappan for 2 years when I was Associates Development manager. His knowledge and experience on Human Resources and Policy making was huge add on to team. I have learnt many things related to people management and business development from him.



**Maliha Raza Khan**

Organization Development  
Professional

August 2, 2010, Nellaiappan  
(Raja) worked with Maliha Raza  
in the same group

Nellaiappan (whom we have always known as Raja) is one of the most meticulous and conscientious professionals that I have had the good fortune of working with. His speed, accuracy, clarity of thinking and technical expertise is commendable. I have always relied on Raja for his wealth of knowledge in the field of Compensation and Benefits as well as Organization Development and his extremely helpful attitude. He's a great resource and an asset for any organization. But his greatest strength is his Integrity - he is an extremely honest, upright individual and can be trusted and relied on completely. I recommend Raja for any senior management position in the area of HR and OD

From: Mohanvel Thandapani <mohanx1007@gmail.com>  
Date: Wed, Aug 16, 2017 at 6:38 PM  
Subject: Re: Mr. Nellaiappan S Pillai - C&B Expert  
To: Nellaiappan Pillai <nspillai2002@gmail.com>

TO WHOM SO EVER CONCERNED

I am pleased to inform that Mr. Nellaiappan S Pillai has the best experience within Compensation & Benefits areas especially UAE perspective.

He is a certified evaluator from Hay Group, Aon Hewitt and Towers Watson as well. As a friend, I regularly consult with him and take his advise, which always adds value to my professional decisions on Compensation & Benefits functions in the organizations I have worked with in UAE. He has indepth experience and knowledge in the following areas:

- Organization Structure
- Job Analysis and Job Description
- Job Evaluation
- Market Salary Survey
- Benchmarking and Advising Management on Peer group selection
- Grading, Salary and Benefits structure

I shall always recommend him for any consulting role and wish him all the very best on his upcoming C & B projects. I may be contacted for reference check reasons.

Best Regards,  
Mohan Thandapani  
Senior HR Manager, FabTech  
Mobile # 050 4462380