



KOTO is the first social enterprise in Vietnam, providing positive, permanent change for at-risk & disadvantaged youth in a 2 year hospitality training programme that incorporates both vocation training & life skills

**Jimmy Pham**

Founder, Executive Chairman  
KOTO Know One Teach One  
Ha Noi, Vietnam  
[Founder@koto.com.au](mailto:Founder@koto.com.au)  
(+84) 973928988

May 2026

**To Whom It May Concern,**

**Re: Professional Recommendation letter for Change the One.**

My name is Jimmy Pham AM, Founder of KOTO (Know One, Teach One), a not-for-profit social enterprise in Vietnam focused on providing hospitality training, education, and life opportunities for disadvantaged and at-risk young people.

I am pleased to provide this letter in support of Mr. Peter Nicholls and the work of Change the One.

While my direct experience working with Peter has been limited, I had the opportunity to collaborate with him on a housing support project in Sapa, Vietnam. The project focused on assisting a hill tribe family of ten who had experienced significant hardship following the loss of the father to cancer.

During this project, Peter demonstrated genuine compassion and a sincere willingness to help vulnerable communities in practical ways. He played a supportive role in helping raise funds to assist the family in securing safer and more stable housing conditions during a very difficult period in their lives.

In addition, I introduced Peter and Change the One to the Hope Foundation, who also had a positive experience working alongside him on a clean water and sanitation project supporting communities in Central Vietnam. From the feedback shared with me, the collaboration was constructive and focused on delivering practical outcomes for the local community.

From my own interactions with Peter, I found him to be thoughtful, caring, and committed to supporting communities in need. Although I have not worked with him extensively over a long period of time, my experience was positive and reflected a genuine desire to contribute meaningfully to humanitarian efforts.

I understand that Change the One has been involved in various community support initiatives, particularly assisting disadvantaged families and vulnerable communities. Based on my experience, I believe Peter approaches this work with sincerity and good intentions.

I am therefore happy to offer this letter as a reflection of the positive experience I have had working alongside Peter on the Sapa project and through the feedback received from the Hope Foundation collaboration. I wish Peter and Change the One continued success in their community efforts.

With sincere regards,

**Jimmy Pham**

Founder, Executive Chairman, KOTO