



This is to certify that, having satisfied the requisite Professional Standards,

Caroline E Crispin

is a

CHARTERED MEMBER

of the Chartered Institute of Personnel and Development and is entitled to use the designatory letters Chartered MCIPD, and to the benefits of, and subject to, the Charter and Bye-Laws of the Institute, and to such rules and regulations regarding the Institute, including its Code of Professional Conduct, as shall from time to time be prescribed.

For and on behalf of the Institute

President

28/10/2005

Date admitted to grade

Secretary

01/11/2005

Date issued

This certificate is the property of the Institute to whom it shall be returned on demand. It is only valid if supported by a current CIPD membership card. Individuals are only entitled to use designatory letters while in current membership. Incorporated by Royal Charter Registered charity no. 1079797