

CERTIFICATE OF ACCREDITATION

This is to certify that

C.D. Messios LLC

has achieved the Investors in People Standard.

Chris My Lis

Charlie Mayfield

Chairman, UK Commission for Employment and Skills

Date

9th December 2013

Expires

8th December 2016

IIPI 132437

The UK Commission for Employment and Skills is responsible for the strategic ownership of Investors in People.

