

CERTIFICATE OF MEMBERSHIP

THIS IS TO CERTIFY THAT

Commscare Group Limited

IS A MEMBER OF

THE ASSOCIATION OF RECRUITMENT CONSULTANCIES

ADRIAN MARLOWE, CHAIRMAN

31/7/18

DATE

RAVI MURPHY, DIRECTOR

31/7/18

DATE

JOINED: VALID UNTIL: MEMBERSHIP LEVEL: MEMBERSHIP NUMBER:

24th July 2015

24th July 2019

Gold

ARC-0516