

Certificate of Achievement

This is to certify that

Igors Rautmanis

Has successfully completed all the work for the

*NTL Institute for Applied Behavioral Science
2014-2015 UK Organisation Development Certificate Programme*

NTL[®]
INSTITUTE
Since 1947

L. Mei-Yan Cheung-Judge

L. Mei-Yan Cheung-Judge, Ph.D., Programme Dean

David R. Osborne

David R. Osborne, MSOD, Chair, Board of Directors

11 September 2015

Date