

THOMAS INTERNATIONAL

Management Systems (Europe) Ltd.



Certificate

This is to Certify that

TED KARDLAK



has attended the Thomas International Course and is qualified in the use of the Personal Profile Analysis and the Human Job Analysis psychometric instruments and to apply the Personal Profile Analysis Psychometric Inventory in respect of the Recruitment, Selection, Promotion, Redeployment, Training, Team Building, Counselling, Motivation, Management Development and Coaching of Personnel in any working environment.

Signed this **26.27** day of **MARCH 1992**

Amira Fowchell
Course Director