

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

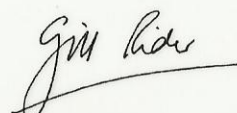
**Monsurat Shittu**

is a

## GRADUATE

of the Chartered Institute of Personnel and Development  
and is entitled 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.

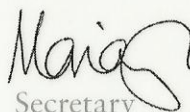
For and on behalf of the Institute

A handwritten signature in black ink, appearing to read 'Gill Ridd', is written over a horizontal line.

President

10 March 2011

Date admitted to grade

A handwritten signature in black ink, appearing to read 'Maria', is written over a horizontal line.

Secretary

10 March 2011

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.  
Incorporated by Royal Charter Registered charity no. 1079797