

# Certificate of Corporate Membership

This is to certify that

**Swan Recruitment Ltd**

is an approved Corporate Member of the  
Recruitment & Employment Confederation  
having satisfied REC membership criteria and  
committed to its Code of Professional Practice

A handwritten signature in black ink that reads "Neil Smith".

**Neil Smith, FIRP**

Chairman

A handwritten signature in black ink that reads "Kevin Green".

**Kevin Green, FIRP**

Chief Executive Officer

Expiry Date 31st December 2014

Membership No 00066513