



INVESTORS IN PEOPLE

*Creating Opportunities*



*Certificate of Participation*

**THIS IS TO CERTIFY THAT**

*John Waugh*

*Was a client on the Employment Credit Scheme, and was assisted in the development of the following business idea:*

***I.T. Services***

*from 15th July 2002 to 22nd July 2002*

*The course included:*

**LEGAL ASPECTS**

**MARKET RESEARCH**

**FINANCIAL MANAGEMENT**

**SALES FORECASTING**

**RECORD KEEPING**

**HEALTH & SAFETY**

*signed.....*

*On Behalf of the Board*

*InBiz U.K.*

ND/2003/1/291198

*Certificate No 10083*