



WORLDWIDE ERC®  
*Learning*



THIS IS TO CERTIFY THAT

has successfully met all requirements, including demonstrated professional mastery of a relevant body of knowledge relating to global workforce mobility issues, and is therefore designated as a

**Global Mobility Specialist**

\_\_\_\_\_  
Issue Date

A handwritten signature in black ink, reading "Karen Cygal".

**Karen Cygal**  
Senior Vice President  
Worldwide ERC®