



THIS IS TO CERTIFY THAT

Luanne Brown

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

April 26, 2016

Issue Date

A handwritten signature in black ink, reading "Anupam Singhal".

Anupam Singhal
President and CEO
Worldwide ERC®