

International Association of Outsourcing Professionals

This is to certify that

Peter Van Cauwenbergh

has successfully completed all requirements
and is hereby designated as a

Certified Outsourcing Professional®

December 15, 2010 to December 15, 2012

In testimony whereof, we have subscribed our signatures
under the seal of the Outsourcing Standards Board.



W. DeF. Pitt

Chair, Outsourcing Standards Board

Pen O'Neil

Director, Corporate & Professional Development, IAOP®