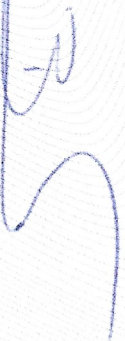


The Coaching Fundamentals Certificate
is awarded to

Zuzanna Wach-Skrabel

in recognition of a successful completion with merit of an extensive course of study
with fundamental demonstration of coaching knowledge and skills to rigorous
standards, and confirms qualification as a Noble Manhattan Certified Coach
and IIC&M International Institute of Coaching & Mentoring.

Signed:



For and on behalf of
Noble Manhattan and IBD Business School
Włodzimierz K. Buskiewicz



August 2022
No. 932