



This certifies that

Donald N Matlou

Has successfully achieved the standard required for PeaF Certification by demonstrating a detailed knowledge of PEAf and how to apply it within their organisation.

Framework Version: **v1.1**

Date Issued: **23 December 2009**

Valid Until: **22 December 2010**

Registration No: **0000022**

A handwritten signature in black ink, appearing to read 'K.L.S.' with a stylized flourish.

Kevin Lee Smith - Founder

Pragmatic EA

CUTTING EA TO THE BONE