



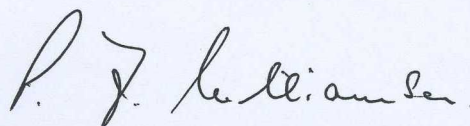
INVESTOR IN PEOPLE

CERTIFICATE OF RECOGNITION

This certificate records that

DEW Construction (Oldham) Ltd

is recognised as an
Investor in People

A handwritten signature in black ink, which appears to read "P. J. Williams". The signature is written in a cursive style.

Chairman, Investors in People UK

Date

January 2009

Next assessment due before

January 2012

BUSINESS IMPROVEMENT THROUGH PEOPLE