

Certified

MANAGEMENT
CONSULTANT

We hereby certify that Mr. Jari Hietala

has satisfied the Authorative Council of Certified Management Consultants CMC in Finland concerning qualifications and professional competency and is hereby authorized to use the designation *CMC Certified Management Consultant*.

Signed and titled hereto on



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MANAGEMENT CONSULTANT



The Finnish Management Consultants LJK as a member of the International Council of Management Consulting Institutes (ICMI) is authorized to organize the certification in Finland.