

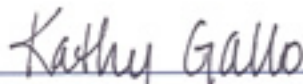
**MARSHALL GOLDSMITH PARTNERS
CENTRAL AND EASTERN EUROPE**

**This is to certify that
as a Senior Associate of
Marshall Goldsmith Partners Central & Eastern Europe,**

Serban Chinole

**is proficient to use the Goldsmith Coaching Process™
with executive coaching clients in the Central and Eastern
European region.**

26 May 2007



Kathy Gallo
Managing Principal
Marshall Goldsmith Partners LLC



Andrew Atter
Managing Partner
Marshall Goldsmith Partners Central & Eastern Europe

**MARSHALL
GOLDSMITH PARTNERS
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