



DET NORSKE VERITAS

CERTIFICATE OF CONFORMITY

CERTIFICATE NO. 2006-OSL-PT-0235

This Certificate consists of 3 pages

This is to certify that the product
Occupational personality test

with type designation(s)
OPQ32i

Developed by

SHL Norway

Oslo, Norway

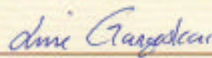
has been assessed with respect to
the requirements for documentation as given in STNs "Faglig rammeverk for sertifisering
av arbeidspsykologiske tester- August 2005", and found to comply

Further details are given overleaf.

Place and date
Oslo, 27.6.2006

This Certificate is valid until
27.6.2009

for DET NORSKE VERITAS


Line Gangeskar

Head of Section
Product and Personnel Certification


Pål Figenschau

Service Responsible

Notice: The certificate is subject to terms and conditions overleaf. Any significant changes in design or construction may render this certificate invalid.

If any person suffers loss or damage which is proved to have been caused by any negligent act or omission of Det Norske Veritas, then Det Norske Veritas shall pay compensation to such person for his proved direct loss or damage. However, the compensation shall not exceed an amount equal to ten times the fee charged for the service in question, provided that the maximum compensation shall never exceed USD 2 million. In this provision "Det Norske Veritas" shall mean the Foundation Det Norske Veritas as well as all its subsidiaries, directors, officers, employees, agents and any other acting on behalf of Det Norske Veritas.