

# SERTIFIKAT



**SERVICE SCHOOL**

No. : 02971/ISS/III/2011

dengan ini menyatakan bahwa

**ZAINAL ARIFIN**

06321

telah mengikuti

**PELATIHAN  
LEADERSHIP DEVELOPMENT PROGRAM**

**PT. ISS INDONESIA  
yang diselenggarakan pada**

17 Februari 2011

Surabaya, 21 Februari 2011

A handwritten signature in black ink, appearing to be 'Ari Kurnianto', written over a faint circular watermark.

**Ari Kurnianto**

**Vice President - Talent Management &  
Service School**

A handwritten signature in black ink, appearing to be 'Taufik Aviliano', written over a faint circular watermark.

**Taufik Aviliano**

**Vice President - Operation  
Regional East**