



**REC**

Recruitment  
& Employment  
Confederation

# Certificate of Membership

This is to certify that

**Doug Martin**

is a registered recruiter and professional

**Fellow (FREC)**

of the **Recruitment & Employment Confederation** having satisfied the membership criteria and having committed to adhere to the industry's Code of Ethics and Professional Conduct.

**Sarah Thewlis**  
Chair

**Neil Carberry**  
Chief Executive

**Membership number: 00202331**

Register of Recruiters Reference: 192747

**Valid to: 30/04/2022**