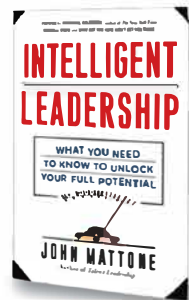


Certification of Initial Mastery

JOHN MATTONE'S
INTELLIGENT LEADERSHIP
EXECUTIVE COACHING CERTIFICATION



WENDELIN DE ZAN

*Has successfully completed the requirements for Initial Mastery
in John Mattone's Intelligent Leadership Executive Coaching*



CORE COMPETENCY CREDITS: 21.75 ■ RESOURCE DEVELOPMENT CREDITS: .50 ■ CONTINUING COACHING EDUCATION UNITS (CCE's): 22.25

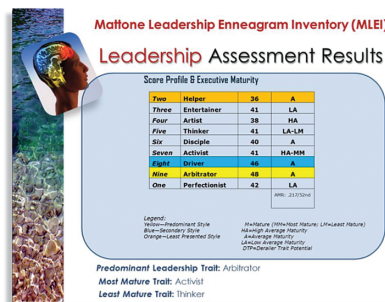
John S. Mattone

JOHN MATTONE, FOUNDER & CEO

March 29, 2018

DATE

THE Mattone Leadership Enneagram Inventory (MLEI) "INITIAL MASTERY" CERTIFICATION



WENDELIN DE ZAN

Has successfully completed the requirements for interpreting and debriefing John Mattone's Leadership Enneagram Inventory (MLEI)

**JOHN
MATTONE
UNIVERSITY**

John S. Mattone

JOHN MATTONE, FOUNDER & CEO

March 29, 2018

DATE