

# *Management and Strategy Institute*



*The Board of Trustees of the Management and Strategy Institute has conferred upon*

**Penny Marion**

*The certification of*

**Certified Executive Coach and Mentor**

*With all of the rights and privileges thereunto appertaining to this internationally  
recognized professional development certification.*

139971399

*Certification #*

A handwritten signature in black ink, appearing to read 'Penny Marion', written over a horizontal line.

*Signature*

10/10/2022

*Date*