

Institute of
Human
Resource
Management

The Professional Body of HR Practitioners in Kenya

CHARLES E. SIKULU
Advocate & Commissioner for Oaths
P.105 / 17598 / 20
P.O. Box 23557 - 00100, NAIROBI

27/11/2025

2022 Membership Certificate

We hereby certify that

Josephine Rebecca Ounga

is an Associate Member of IHRM
having complied with the relevant provisions of the
Human Resource Management Professionals
Act No.52 of 2012, laws of the
Republic of Kenya, under

Registration No. 013710

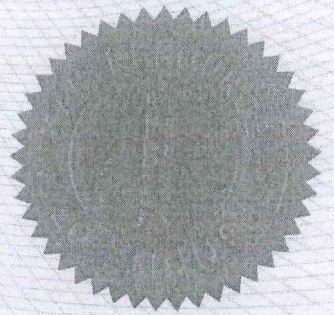
Given under our hand and Common Seal of the Institute of Human Resource Management

This day of 05th November Year 2022

Chair, IHRM Council

Secretary, IHRM Council

Chair, Registration Committee



This Certificate is issued by and is the property of IHRM to whom it shall be returned on demand.

note: This is not a practicing Certificate.