

ИНСТИТУТ
ЗА СТРАНЕ ЈЕЗИКЕ
БЕОГРАД



THE INSTITUTE
FOR FOREIGN LANGUAGES
BEOGRAD

uverenje certificate

Potvrđuje se da je This will certify that

Francis Nhamu Mwelwa

pohađao has attended the

srednji

Subermediate

tečaj srpskohrvatskog jezika Serbo-Croat Language Training Course
u Institutu za strane jezike at the Institute for Foreign
i da je položio ispit sa ocenom: Languages and has attained a

dobar

good

mark in the examination.

ISPITNA KOMISIJA

1. *D. Kelava*
2. *Irlika Dondene*



DIREKTOR INSTITUTA

[Signature]

Beograd

23.04.1986.

OCENE	MARKS
dobar	good
zadovoljava	satisfactory
ne zadovoljava	unsatisfactory

ИНСТИТУТ
ЗА СТРАНЕ ЈЕЗИКЕ
БЕОГРАД

OCENE	MARKS
dobar	good
zadovoljiva	satisfactory
ne zadovoljiva	unsatisfactory

EXAMINATIONS COUNCIL OF ZAMBIA



This is to certify that the candidate named below
satisfied the conditions for the award of a

SCHOOL CERTIFICATE

MWELWA FRANCIS WHAMU

800201160

KAFUE SECONDARY

020

ENGLISH LANGUAGE
BIBLE KNOWLEDGE
HISTORY
FRENCH
MATHEMATICS
PHYSICS
CHEMISTRY
BIOLOGY

Grade

SIX
THREE
TWO
EIGHT
TWO
FIVE
TWO
SIX

Standard

CREDIT
MERIT
DISTINCTION
SATISFACTORY
DISTINCTION
CREDIT
DISTINCTION
CREDIT

SUBJECTS RECORDED EIGHT

SUBJECTS GRADED SIX OR BETTER SEVEN

EXAMINATION OF NOVEMBER/DECEMBER 1984

(see overleaf)

Chairman

EXAMINATIONS COUNCIL
OF ZAMBIA

S007804



Mr F N Mwelwa
4 Lima Road
Hillcrest
Ndola
Zambia

Candidate No: S44992

14 January 2003

Dear Mr Mwelwa

EXAMINATION ENTRY RESULTS CONFIRMATION NOTICE

Your examination results for the series are as follows:

EXAM CENTRE: Zambia Insurance Business College Trust (Ndola)
Ndola Branch
Corner of Broadway/Arusha Street
P O Box 71727
Ndola
Zambia

EXAM SERIES: GRADUATE DIPLOMA IN MANAGEMENT STUDIES

EXAM DATE: December 2002

SUBJECTS:

RESULTS

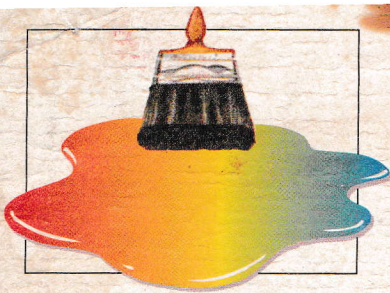
MARKETING MANAGEMENT

Marginal Pass (D)

Please contact us immediately if there are any errors in these details.

THE INSTITUTE OF COMMERCIAL MANAGEMENT

Corporate Headquarters
The Fusee, 20A Bargates, Christchurch, Dorset, England BH23 1QL
Tel: (44) (0)1202 490 555 Fax: (44) (0)1202 490 666
Email: icm@icm.ac.uk Web: <http://www.icm.ac.uk>
The Institute is a Registered Educational Charity. Reg. No. 1045370



SAPMA

PAINT TECHNOLOGY COURSE

136 HIGHWAY, FISH HOEK, 7975
TELEPHONE AND FAX 021-782 3932

S O U T H
A F R I C A N
P A I N T
MANUFACTURERS'
ASSOCIATION

20-Dec-96

MR F N MWELWA

STUDENT NO. 1150/6

Dear Student,

re : FINAL RESULTS - MODULE 01 - BASIC TECHNOLOGY

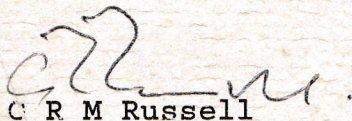
The following is a summary of your marks, and the final result, at the completion of the above Module.

	MAXIMUM MARK	YOUR MARK	PERCENT
Multiple Choice Tests (CMA's)	200	187	94
Practical Exercises (PAX's)	900	721	80
Final Examination (TMA)	900	725	81
Overall Total	2000	1633	82

The marks obtained have satisfied the requirements of the Education Committee of the South African Paint Manufacturers' Association, and I take pleasure in informing you that you have PASSED the above Module with MERIT.

May I congratulate you on your success.

Yours sincerely,


C R M Russell



SOUTH AFRICAN PAINT INDUSTRY TRAINING INSTITUTE

P.O. Box 6382 Dunswart 1508
Tel: (011) 914 2600 Fax: (011) 914 1293

MR. F N. MWELWA

Student ID 1150/6

Dear Student,

Re: FINAL RESULTS - MODULE 02 - PAINT APPLICATION

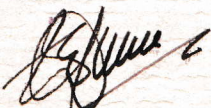
The following is a summary of your marks, and a final result, at the completion of the above module.

	MAXIMUM MARK	YOUR MARK	PERCENT
Multiple Choice Tests (CMA's)	200.00	183.15	91.58
Practical Exercises (PAX's)	300.00	246.00	82.00
Assignment	100.00	0.00	0.00
Final Examination (TMA)	400.00	326.00	81.50
Overall Total	1000.00	755.15	75.52

The marks obtained have satisfied the requirements of the Education Committee of the South African Paint Manufacturers Association, and I take pleasure in informing you that you have PASSED the above module. (Please submit outstanding work as soon as possible)

May I congratulate you on your success

Yours sincerely,



D. Elvers



SOUTH AFRICAN PAINT INDUSTRY TRAINING INSTITUTE

P.O. Box 6382 Dunswart 1508
Tel: (011) 914 2600 Fax: (011) 914 1293

MR F N MWELWA

Student ID: 1150/6

Dear Student,

Re: FINAL RESULTS - MODULE 03 - SOLVENTS AND MEDIA

The following is a summary of your marks, and a final result, at the completion of the above module.

	MAXIMUM MARK	YOUR MARK	PERCENT
Multiple Choice Tests (CMA"s)	300.00	271.33	90.44
Practical Exercises (PAX"s)	300.00	97.33	32.44
TMA 2	100.00	68.00	68.00
TMA 3	300.00	171.00	57.00
Total (TMA"s)	400.00	239.00	59.75
Overall Total	1000.0	607.67	60.77

The marks obtained have satisfied the requirements of the Education Committee of the South African Paint Manufacturers Association, and I take pleasure in informing you that you have PASSED the above module.
(Please submit outstanding work as soon as possible)

Yours sincerely,

D. Elvers



Founded 1955 Incorporated 1958

THE ENGINEERING INSTITUTION OF ZAMBIA

(Chapter 826 Of The Laws Of Zambia)

This is to certify that

FRANCIS NHAMU MWELWA

was admitted as a

MEMBER

of

THE ENGINEERING INSTITUTION OF ZAMBIA

on the

FOURTH DAY OF MARCH IN THE YEAR TWO THOUSAND AND SIX



President: CHARLES P. SAKANYA

Honorary Secretary: HOWARD S CHILUNDIKA
Date: 27th March 2006



P.O. Box 70207
Tel: + 260-2-651585-8
Fax: + 260-2-651267
Ndola
LCO 1010

TO WHOM IT MAY CONCERN

**MR. FRANCIS N. MWELWA (NATIONAL REGISTRATION CARD NUMBER
171023/62/1)**

This serves to confirm that the above mentioned is a bonafide employee of Vitretex Paints Limited, he joined the company on 1st April 1996 as a Chemist.

Currently Mr. Mwelwa is a Quality Assurance Manager/Head of Laboratory, he is charged with the responsibility of formulating and maintaining Quality Management Systems under the ISO quality systems which is an important aspect of management's policy in order to maintain its leading position in manufacturing and supply of quality products.

Apart from being a line manager in charge of the laboratory Mr. Mwelwa is also responsible for the company's Health, Environment Safety aspects of management in order to sustain a good and health working environment in accordance with the Factories Act.

During his tenure of service since he joined this company, Mr. Mwelwa's character and job performance has been satisfactory as he has discharged his duties with honest and diligence.

I would therefore recommend him for employment by any prospective employer wishing to engage him in the related fields.

**D. KAFULO
PERSONNEL OFFICER**



SGS International Certification Services Ltd

Certificate No: ICS/01/08
Ndola, 12 March 2001

We herewith confirm that:

Francis N. Mwelwa

from:

VitreteX Paints Limited

has successfully completed the SGS-ICS training seminar entitled:

Internal Quality Auditing


**26th and 27th February 2001
Zambia**




SGS-ICS Corporate Director

Member of the SGS Group (Société Générale de Surveillance)




SGS-ICS Tutor



ZAMBIAN Certification & Trade Services Ltd.

Certificate ZCTS/252D

Training Certificate

Awarded to

Francis N Mwelwa

of Vitretex Paints Limited

as confirmation of successfully attending the course on

**ISO 9001: 2000 QMS
& Auditing**

held on

3 – 4/2/2003

in Ndola

A handwritten signature in black ink, appearing to be 'Francis N Mwelwa', is written over a horizontal blue line. Below the line, the text 'Course Director' is printed in blue.

Course Director



Zambia Centre for Accountancy Studies

Incorporated by Act of Parliament

This is to certify that

Francis Nhamu Mwelwa

has successfully completed

**Finance for Non-Finance Managers
Executive Development Workshop**

conducted at

Golf View Hotel, Lusaka

Registrar
Zambia Centre for Accountancy Studies

12 – 14 September, 2012



Executive Director
Zambia Centre for Accountancy Studies

ZCAS Certificate No.606727.



CERTIFICATE OF ATTENDANCE



This certificate is awarded to

Mr. Francis Nhamu Mwelwa

For participation in the Workshop;

"TRAINING AND AWARENESS WORKSHOP IN THE SOLVENTS AND PROCESS AGENTS SECTORS"

Held on 19th October 2006.

At Taj Pamodzi Hotel in Lusaka, Zambia.

DIRECTOR

ENVIRONMENTAL COUNCIL OF ZAMBIA

UNIDO



EngRB No. 002095

THE ENGINEERING REGISTRATION BOARD

(SECTION 12, EIZ ACT No. 17 of 2010)

REGISTRATION CERTIFICATE

This is to certify that

FRANCIS NHAMU MWELWA

Having met approved qualifications, training and experience
has been registered as a

Registered Engineer

(R. Eng)

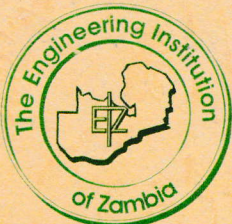
and is hereby authorised to use the above title

Chairman

Registrar

21st February 2011

Date



Established for the Promotion and Regulation
of Engineering Practice in Zambia



NOT VALID WITHOUT CURRENT PRACTICING CERTIFICATE

Serial No. 0907

20 May 2010

Private and Confidential

Mr. Francis Mwelwa
Dulux Zambia Limited
Lusaka

Dear Francis

Reward: Value Award - The Courage and Curiosity to Question

This letter serves to thank you for actively demonstrating the core Values of AkzoNobel in the following regard:

"He has tried to do things that his predecessors had not tried in the factory and unlocked value in creating a base for increased productivity"

As a token of our appreciation, you will be entitled to a reward of K200,000.00 which will be included in your May 2010 salary.

You have been a role model in this value area **"The Courage and Curiosity to Question"**.

Well done for living Akzo Nobel values.

Yours faithfully



Patrick Tsopotsa
Director

AkzoNobel
Tomorrow's Answers Today



Post Net Box 596, P/Bag E891,
Plot 290 Nampundwe Road, Chinika – Lusaka.
Phone (+260) 211 287 602 / 287 035 Fax (+260) 211 287 602
E-Mail: sales@dulux.co.zm <http://www.dulux.co.za> , <http://www.akzonobel.com>

P.O. Box 22215,
Plot 3044 Cnr.Nyerere/Lilongwe Roads- Kitwe
Phone/Fax (+260) 212 217741

Dulux Zambia (2005) Ltd Reg. No. 1970/007147/07 Directors: Deon Nieuwoudt, Patrick Tsopotsa

22 September 2010

Private and Confidential

Mr. Francis Mwelwa
Dulux Zambia Limited
Lusaka

Dear Francis

Reward: Value Award - Developing the Talents of Our People

This letter serves to thank you for actively demonstrating the core Values of AkzoNobel in the following regard:

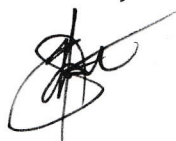
“He is dependable, interacts well and imparts knowledge on to his colleagues”

As a token of our appreciation, you will be entitled to a reward of K200,000.00 which will be included in your September 2010 salary.

You have been a role model in this value area **“Developing the Talents of Our People”**.

Well done for living Akzo Nobel values.

Yours faithfully



Patrick Tsopotsa
Director

AkzoNobel
Tomorrow's Answers Today



Post Net Box 596, P/Bag E891,
Plot 290 Nampundwe Road, Chinika – Lusaka.
Phone (+260) 211 287 602 / 287 035 Fax (+260) 211 287 602
E-Mail: sales@dulux.co.zm <http://www.dulux.co.za>, <http://www.akzonobel.com>

P.O. Box 22215,
Plot 3044 Cnr.Nyerere/Lilongwe Roads- Kitwe
Phone/Fax (+260) 212 217741

Dulux Zambia (2005) Ltd Reg. No. 1970/007147/07 Directors: Deon Nieuwoudt, Patrick Tsopotsa