

# Certificate of Corporate Membership

of the

Recruitment and Consulting Services Association Ltd  
Australia & New Zealand

## Rubix Solutions Pty Ltd

Corporate Members are entitled to the rights and privileges of Membership subject to the Constitution and By Laws of the Association and are bound by the Code for Professional Conduct.

Members of the Recruitment and Consulting Services Association Ltd agree and are bound to:

- Support and promote the objectives of the RCSA as stated in the Constitution and By Laws.
- Maintain the highest possible standards of professional conduct by upholding the RCSA Code for Professional Conduct.
- Always act with integrity and with regard to the good of the on-hire, recruitment and consulting industry.



Robert van Stokrom FRCSA  
RCSA President



Steve Granland  
Chief Executive Officer



Company representative

Date of admittance: 2 June 2015  
Membership Number: 71904

Issued by the authority of  
Recruitment and Consulting Services Association



## Certificate of Membership

This is to certify that

**Rubix Solutions**

has been admitted to the

**Information Technology Contract & Recruitment Association Ltd**

ARBN 143 665 025

as a

**General Member**

having agreed to the requirements of Membership,  
including a commitment to the ITCRA Constitution,  
Code of Conduct, Rules and Guidelines.

June 2015

MEMBER SINCE

30 June 2016

EXPIRY DATE

*Julie Mills*

ITCRA CEO