## Leadership Through Quality

This Certificate is Awarded to:

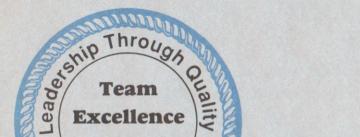
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For Participating in:

Team Excellence

As a Member of:

Jop Secret



Award

John a. Swaim

Vice President, Quality and Customer Satisfaction

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President, U.S. Customer Operations