

Certificate of Accomplishment

Awarded To

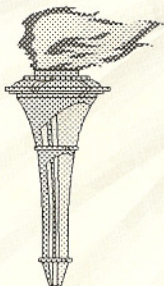
ERVIN B. LAWSON

In Recognition of Successful Completion of a Training Course on

INTRODUCTION TO SUPERVISION

May 27-30, 2003

A Human Resource Skills Building Course of Reeves-Martin & Associates, Inc.



A handwritten signature in blue ink, appearing to read "S. M. Collins".

Stephen M. Collins, Vice-President