

CERTIFICATE OF ACHIEVEMENT

Presented to

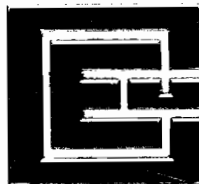
Clifford Kettemborough

For completion of

courses in the

Supervisory and Management Skills Program

The Continuing



Education Unit

Thomas J. Von der Embse

Vice President, Management Education
National Management Association