

## Joerg Schiffel

has successfully completed the requirements to be recognized as



COMP001020191171

CAREER ID

A handwritten signature in black ink, appearing to read "TTh", is written over a horizontal line.

TODD THIBODEAUX  
President & CEO

November 11, 2010

DATE CERTIFIED

# Robert Kuechler

has successfully completed the requirements to be recognized as



COMP001020191173

CAREER ID

A handwritten signature in black ink, appearing to read "TTh", is written over a horizontal line.

TODD THIBODEAUX  
President & CEO

November 11, 2010

DATE CERTIFIED