

CERTIFICATE OF COMPLETION

This Document is to Certify the Attendance and Successful Completion by

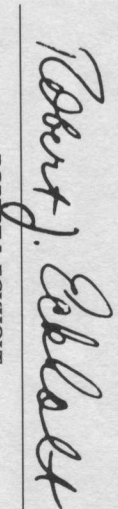
Alan L. Blencoe

In the Seminars International Workshop Entitled

Team Leadership

Given this 18th Day of October 1993

Conforming to the Guidelines Established by the International Association for Continuing Education and Training, this Program is Approved for 6 Continuing Education Contact Hours and .6 CEU's which are hereby Awarded.



ROBERT J. ECKHOLT
President



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