

THE INSTITUTE OF CERTIFIED
MANAGEMENT ACCOUNTANTS
of the
INSTITUTE OF MANAGEMENT ACCOUNTANTS
proclaims that

M. BRET BLACKFORD

has earned the designation

CERTIFIED MANAGEMENT ACCOUNTANT

in recognition of demonstrated knowledge and competence in

Management Accounting

and confers herewith all the rights, privileges, and responsibilities

as prescribed by the Board of Regents.

APRIL 10, 1997



Clay M. Reinhardt
PRESIDENT

Gary H. Super
SECRETARY

Carl H. Smith
CHAIRMAN, BOARD OF REGENTS

Triselle D. Dwyer
SENIOR DIRECTOR



Certificate Number 018940