|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| certificate of participation  ` | | | | |
| This certificate is awarded to | | | | |
| Robert Clark | | | | |
| for your stellar performance for the month of December | | | | |
|  |  |  | Date |  |
|  | KIANA ANDERSON, OPERATIONS MANAGER |  | DATE |  |