



THIS IS TO ACKNOWLEDGE THAT
VADIM MAZALOV

IS CERTIFIED IN
WEB DESIGN CONCEPTS

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7/2/2009

A handwritten signature in black ink, appearing to read "MJR".

MICHAEL J. RUSSIELLO
PRESIDENT AND CHIEF EXECUTIVE OFFICER

A handwritten signature in black ink, appearing to read "Michael A. Littman".

MICHAEL A. LITTMAN
EXECUTIVE VICE PRESIDENT, TEST DEVELOPMENT

A handwritten signature in black ink, appearing to read "Phillip T. Shelton".

PHILLIP SHELTON
PSYCHOMETRICIAN

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