CCSA

BE IT KNOWN THAT

Francis Pelletier

HAS SUCCESSFULLY MET THE PRESCRIBED REQUIREMENTS FOR CERTIFICATION AS ESTABLISHED BY THE INSTITUTE OF INTERNAL AUDITORS AND IS HEREBY AWARDED THE PROFESSIONAL DESIGNATION

Certification in Control Self-Assessment

CONFERRED BY THE BOARD OF REGENTS AND THE BOARD OF DIRECTORS OF THE INSTITUTE OF INTERNAL AUDITORS THIS MONTH OF

November 2002

560

Certificate No.

Chairman, IIA Board of Regents

LeRoy Brookal

IIA Chairman of the Board