The Institute of Internal Auditors

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 OF

Certified Internal Auditor

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

THIS MONTH OF

November 2002

LeRoy Brookal
Chairman, Board of Directors

Chairman, Board of Regents

CERTIFIED INTERNAL AUDITOR

THE INSTITUTE OF INTERNAL AUDITORS INC. PROGRESS THROUGH SHARING NEW YORK 1941 CORPORATE SEAL

38716
Certificate No.