

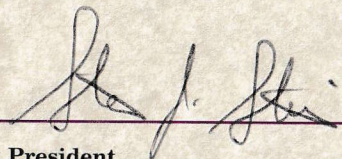
# *Certificate of Completion*



This is to certify that

*Patrick Engelhardt*

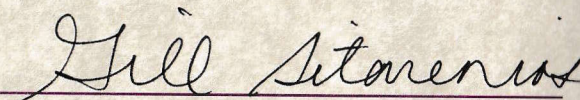
has successfully completed the Basic BarOn EQ-i™  
Certification Program, February 25, 1999 Antwerp, Belgium and is  
now qualified to purchase and use the BarOn EQ-i™.



President  
MHS Organizational Effectiveness Group



Organizational  
Effectiveness  
Group



Director of Research & Development  
MHS Organizational Effectiveness Group