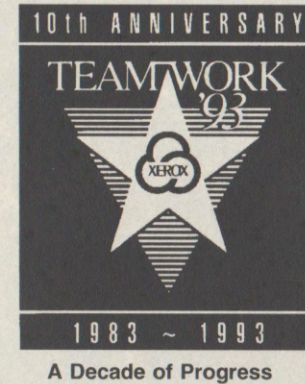


Certificate of Achievement



This certificate is awarded to

Allan Browning

Top Secret

for sharing your experiences and demonstrating the use of
Leadership Through Quality tools and processes to ensure
customer satisfaction, employee satisfaction and
the achievement of business results.

On this Wednesday, October 20, 1993.

Teamwork '93 Design Team