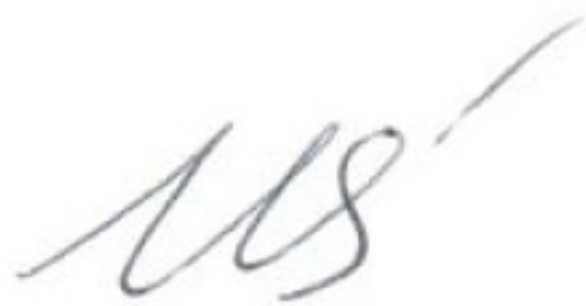


This is to acknowledge that

Heather Hayes

completed the training course

Becoming an Outsourcer: Your Business Plan



Helen Shepelenko
TRAINING COORDINATOR

