

Scientific Management Techniques, Inc.

AND

Randolph Associates, Inc.

Birmingham, AL

Present this certificate to

Joe White

Associate

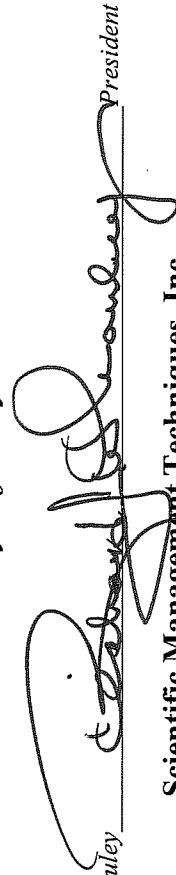
who has successfully completed

**ADMINISTRATOR TRAINING ON THE
STANDARD TIMING MODEL'S**

**SELECTION-EVALUATION PROGRAM
TASK SERIES #1**

This 17th day of July 2009

Richard J. Whouley



President

Scientific Management Techniques, Inc.
SCIBOS@Scientific-Management.com