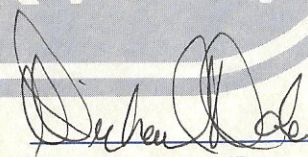


Friesen, Kaye & Associates
Training Consultants

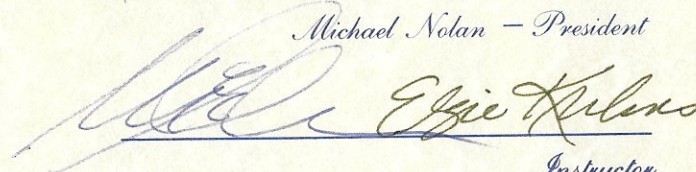
Certifies that

Rick Lapenna
has successfully completed the requirements of the
Instructional Techniques Workshop

Dated **December, 1993**



Michael Nolan - President



Instructor