



Certificate of Participation

This is to certify that

Max Kliche

Participated in the LIR Training Course
on 05 December 2003 in Cologne, Germany

A blue ink signature of Axel Pawlik, consisting of a stylized 'A' followed by 'Pawlik'.

Axel Pawlik
Managing Director

A blue ink signature of Rummy Kanis, consisting of a stylized 'R' followed by 'Kanis'.

Rummy Kanis
Training Team Leader