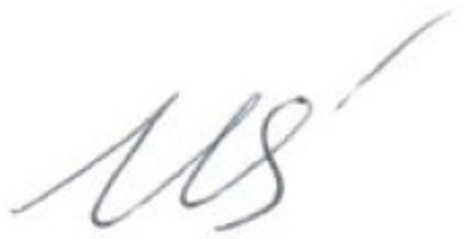
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This is to acknowledge that

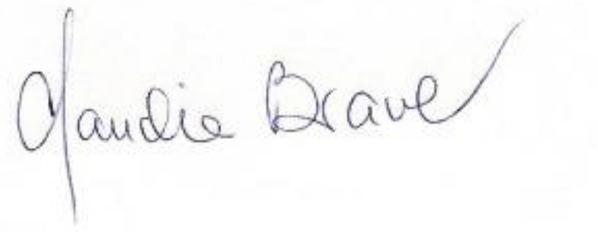
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The Uncertainty Factor - Being In Charge (and Happy!)



Helen Shepelenko
TRAINING COORDINATOR



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