

Certificate of Appointment



**THE LINCOLN
FOUNDATION
FOR
PERFORMANCE
EXCELLENCE**

*The Lincoln Foundation for Performance Excellence
is pleased to appoint*

Jay J. Marino

*to serve on the
2003 Board of Examiners
of the
Lincoln Award for Excellence*

A handwritten signature in black ink, appearing to read "Paul G. Kuchuris, Jr.", written over a horizontal line.

Paul G. Kuchuris, Jr.
Vice President and Chief Operating Officer

July 2, 2003