

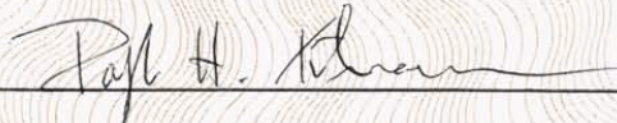


KILMANN DIAGNOSTICS
HEREBY CERTIFIES THAT

Marlee Winderman

HAS MASTERED CONFLICT & CHANGE MANAGEMENT
WITH THE THOMAS-KILMANN INSTRUMENT

SEPTEMBER 17, 2020



RALPH H. KILMANN