

This Is To Certify That

James A. Gage


is a

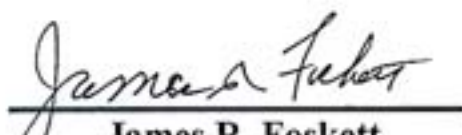
Charter Member

of

The International Association of
Professional Negotiators

Effective this July 20, 2000


William J. Downey
President I.A.P.N.


James R. Foskett
Vice-President I.A.P.N.