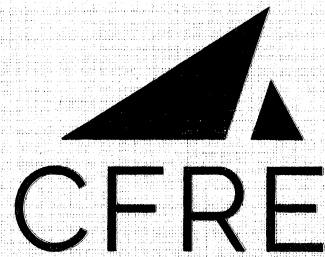


CFRE International

as stewards of the public trust, setting standards in philanthropy, proclaims that

Randy Bernhardt

*having satisfied in full the requirements through education, experience,
performance, and examination is hereby declared a*



Certified Fund Raising Executive



ISO/IEC 17024
Personnel Certification Body
#1236

with all the rights, privileges, and honors pertaining thereto.

Awarded: 12/1/2000

Valid through: 12/31/2021

Identification number: 36362

A handwritten signature in black ink, appearing to read "Steve A. Hico".

Chair, CFRE International