

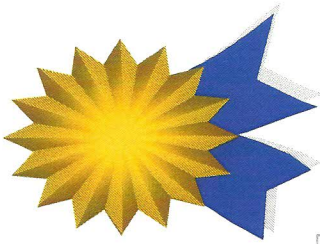
# Employee Recognition Certificate

is hereby granted to:

*Phillip Hecksel*

*of Integrated Management Systems Inc.*

*for your efforts in generating CD391 China HEV workplan and  
providing AVBOM support*



Granted: July 22, 2011

*Ken Salisbury*  
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Ken Salisbury

*Jane Winship*  
\_\_\_\_\_  
Jane Winship