

# M I C R O S O F T   C E R T I F I C A T E   O F   E X C E L L E N C E

Achievement Date: December 05, 1995

**WILLIAM H GRISWOLD**

Has successfully completed the requirements to be recognized as a  
Microsoft® Certified Professional



A handwritten signature in black ink, appearing to read "Steven A. Ballmer".

Steven A. Ballmer  
Chief Executive Officer

Certification Number: B086-4732

