

# 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 03, 1997

**WILLIAM H GRISWOLD**

Has successfully completed the requirements to be recognized as a  
Microsoft® Certified Systems Engineer on Microsoft Windows® NT 4.0



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

Steven A. Ballmer  
Chief Executive Officer

Certification Number: B086-4731

