

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: February 07, 2002

WILLIAM H GRISWOLD

Has successfully completed the requirements to be recognized as a
Microsoft® Certified Systems Engineer on Microsoft Windows® 2000



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

Steven A. Ballmer
Chief Executive Officer

Certification Number: B086-4744

