

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: January 05, 2011

RICHARD N PAUL



Has successfully completed the requirements to be recognized as a
Microsoft® Certified Systems Engineer on Microsoft Windows Server®
2003

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

Steven A. Ballmer
Chief Executive Officer

Certification Number: D165-0756

