

DWB & ASSOCIATES

presents this

Certificate of Completion

to:

Joshua M. Hughes

**for the successful completion of the
Leadership Development Course
April 23 - 25, 2012**

MARK J. SAFFERSTONE

Mark J. Safferstone, Ph.D.
Senior Partner
DWB & ASSOCIATES

William O. Blackwood

William O. Blackwood, Ph.D.
President
DWB & ASSOCIATES