

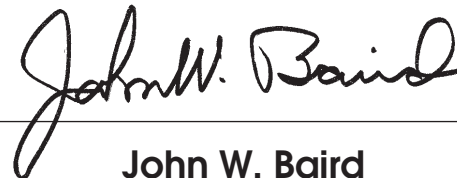


# Certificate of appreciation

In recognition of the great efforts you made to improve the lives of others on October 24, 2009 — Make A Difference Day



**Stephen W. Baird**  
President, CEO | Baird & Warner



**John W. Baird**  
Chairman | Baird & Warner

