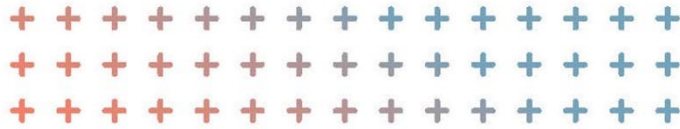




TTI SUCCESS INSIGHTS®

CERTIFICATE OF ACHIEVEMENT

Recipient has successfully completed
the certification training for
12 Driving Forces™
and is therefore entitled to the designation of
TTI Success Insights 12 Driving Forces™ Certified



FAVOR LARSON
CERTIFICATIONS MANAGER,
TTI SUCCESS INSIGHTS

PROUDLY PRESENTED TO

MARIE ANNEHULSHORST LAPOUTRE

VALID THROUGH: 2 years from August 2022