

# CERTIFICATE OF ACHIEVEMENT

## National Management Association

Be it known by these presents that

**CLIFFORD R. KETTEMBOROUGH**  
**SEPTEMBER 30, 1991**

has been granted 14.0 CEU in the area  
of professional development and is hereby  
presented this certificate  
signifying the completion of the

**NMA Supervisory and Management Skills Program**

*Karen S. Johns*

Vice President of Professional Development  
National Management Association

