

SAP Education

Certificate of Completion

Learn from the Source: SAP

This certifies that

Mr. Steve Horrocks

has successfully completed the course

SAPTEC Application Platform Fundamentals

Having attended on
March 24, 2004 - March 26, 2004.

Congratulations



SAP Education

Certificate of Completion

Learn from the Source: SAP

This certifies that

Mr. Steve Horrocks

has successfully completed the course

BC400 ABAP Workbench Foundations

Having attended on
July 12, 2004 - July 16, 2004.

Congratulations



SAP Education

Certificate of Completion

Learn from the Source: SAP

This certifies that

Mr. Steve Horrocks

has successfully completed the course

BC480 Form Printing w. Interactive Forms

Having attended on
August 29, 2005 - August 31, 2005.

Congratulations



SAP Education

SAP Éducation

Certificate of Completion
Attestation de cours

Learn from the Source: SAP
Votre source d'information: SAP

This certifies that

Mr. Steve Horrocks

has successfully completed the course

BIT100 Business Integration Technology

Having attended on

November 22, 2004 - November 24, 2004.

Congratulations

Félicitations



SAP Education

Certificate of Completion

Learn from the Source: SAP

This certifies that

Mr. Steve Horrocks

has successfully completed the course

BC470 Form Printing using SAPSmart Forms

Having attended on
July 22, 2004 - July 23, 2004.

Congratulations



SAP Education

Certificate of Completion

Learn from the Source: SAP

This certifies that

Mr. **Steve Horrocks**

has successfully completed the course

BC460 SAPscript

Having attended on
July 19, 2004 - July 21, 2004.

Congratulations



SAP Education

Certificate of Completion

Learn from the Source: SAP

This certifies that

Mr. Steve Horrocks

has successfully completed the course

BC620 SAP IDoc Interface Technology

Having attended on

December 01, 2004 - December 02, 2004.

Congratulations



SAP Education

Certificate of Completion

Learn from the Source: SAP

This certifies that

Mr. Steve Horrocks

has successfully completed the course

BC621 SAP IDoc Interface Development

Having attended on

December 03, 2004 - December 03, 2004.

Congratulations



Certificate of Completion in
Managing Projects

Steven G. Horrocks

*This is to certify the person named above
has satisfactorily completed the course in
MANAGING PROJECTS
and may be approved for .6 CEU credits*

Given this 15th day of December, 1989

Challis Beach

Director of Logistics

KEYE

KEYE PRODUCTIVITY CENTER
Kansas City, MO 64111

CERTIFICATION

This document verifies the attendance and participation of

Steven G. Horrocks

in the Dun & Bradstreet seminar


What Every Supervisor Needs To Know
October 18, 1991

Under guidelines established by the National Task Force on the Continuing Education Unit,
this program has been authorized for .6 C.E.U.'s which are hereby awarded.

**Dun & Bradstreet
Business Education Services**



President

 The Dun & Bradstreet
Corporation Foundation

Business Education Services, 100 Church St., New York, N.Y. 10007



Certification of Completion

This document verifies the
attendance and participation of

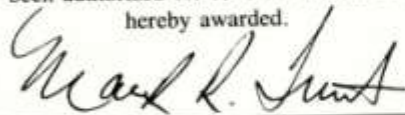
Steven G. Horrocks

in the National Seminars, Inc. workshop

August 13, 1990

Project Management

Conforming to the guidelines established
by the National Task Force on the
Continuing Education Unit, this program has
been authorized for .6 CEUs which are
hereby awarded.



President

The National Seminars Group:

National Seminars

National Career Workshops

National Businesswomen's Leadership Association

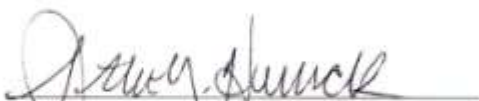
National Press Publications

CERTIFICATE OF TRAINING EXCELLENCE

THIS document is proof of the undersigned's superior
training accomplishment. By attending the Keye
Productivity Center seminar:

Managing People

the undersigned has completed six hours of intensive
training and is entitled to all rights and privileges related to
or resulting from the completion of the
aforementioned course.


Signature of Seminar Attendee

October 23, 1991
Date



KEYE PRODUCTIVITY CENTER


Geoff Nichols
Vice President of Training


Marcia Dennis
Director of Marketing

CERTIFICATE OF TRAINING EXCELLENCE

THIS document is proof of the undersigned's superior
training accomplishment. By attending the Key
Productivity Center seminar:

Making More Powerful Presentations

the undersigned has completed six hours of intensive
training and is entitled to all rights and privileges related to
or resulting from the completion of the
aforementioned course.



Signature of Seminar Attendee
Steven G. Horrocks



Date February 26, 1991



KEYE PRODUCTIVITY CENTER



Geoff Nichols
Vice President of Training



Marcia Dennis
Director of Marketing



CERTIFICATE OF
ACCOMPLISHMENT

LEARNING INTERNATIONAL PRESENTS
THIS CERTIFICATE TO

Steve Horrocks

IN RECOGNITION OF PROFESSIONAL ACHIEVEMENT
BY SUCCESSFULLY COMPLETING

Professional Selling Skills

DATE

February 11-13, 1998

Deanna Turner
SEMINAR LEADER

Ronald B. Cox
PRESIDENT & CEO
TIMES MIRROR TRAINING GROUP

LEARNING INTERNATIONAL



Certificate of Training

Steve Horrocks

has completed the

StreamServe Version 4 Essentials
Course Track

*Burlington, Massachusetts
December 6-10, 2004*



Margery Mayo
US Training Manager





This certifies that

Steven G Horrocks

has completed the course

Introduction to XML and Related Technologies

and in recognition thereof
is awarded this certificate and

2.0
IACET Continuing Education units.

February 25, 2005

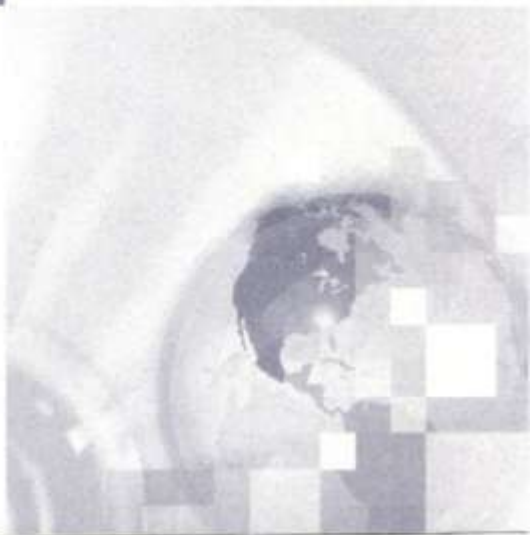


Marcelo Roman

Director

IT Education Services, Americas

IBM Global Services



Be it known that:

FERNSEH INC.

has hereby authorized and awards this

CERTIFICATE OF ACCOMPLISHMENT

To Steven Horrocks

in recognition of satisfactory completion of
**OLIVER WIGHT EDUCATION ASSOCIATES'
MANUFACTURING RESOURCE
PLANNING COURSE**

entitled MRP II Education

a concentrated program of study in the field of Professional
Manufacturing Management.

10/7/82
Date

[Signature]
President

[Signature]
Certification Officer

New Horizons

Computer Learning Center

This is to Certify that

Steven G. Horrocks

has successfully completed the course

Beginning Access for Windows

February 20, 1995

Date

Russell J. Allen

Russell J. Allen, President

Mark May

Instructor

New Horizons

Computer Learning Center

This is to Certify that

Steven G. Horrocks

has successfully completed the course

Intermediate Access for Windows v2.0

February 28, 1995

Date

Russell J. Allen
Russell J. Allen, President

Instructor

New Horizons

Computer Learning Center

This is to Certify that

Steven G. Horrocks

has successfully completed the course

Advanced Access for Windows v2.0

This is a 7 hour course

May 5, 1995

Date

Russell J. Allen

Russell J. Allen, President

Bill Housley

Bill Housley, Instructor

New Horizons

Computer Learning Center

This is to Certify that

Steven G. Horrocks

has successfully completed the course

Beginning CorelDRAW for Windows v4.0

This is a 7 hour course

April 26, 1995

Date

Russell J. Allen
Russell J. Allen, President

Bill Housley
Bill Housley, Instructor



SOCIETY FOR TECHNICAL COMMUNICATION
INTERMOUNTAIN CHAPTER

This certificate is awarded to

Steven G. Horrocks

by the Society of Technical Communication in recognition of a noteworthy
contribution to the endeavor of improved communication.

Achievement
PASSPORT Operations Handbook

Given at Awards Banquet, Doubletree Hotel, Salt Lake City, Utah

This 20th day of April 19 90

Robert Erickson

Margaret Arnold