

This certifies that

James R. Clement

is recognized as having earned the designation

Leading Professional in Ethics & Compliance

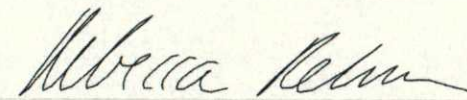
March 20, 2015



Patricia J. Harned, Ph.D.
Chief Executive Officer
Ethics & Compliance Initiative



Ethics & Compliance
Certification Institute



Rebecca Rehm
Director, Member Services & Certification
Ethics & Compliance Initiative