

Turner

Certificate of Completion

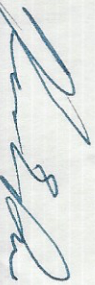
This is to certify that

Ronald Hays
The Hays Co., Inc.

has successfully completed the requirements for the

Turner School of Construction Management

Presented this 21st day of October, 2011



Kevin Dow, Vice President & General Manager



Michelle Smith-Ballard, Director of Community Affairs