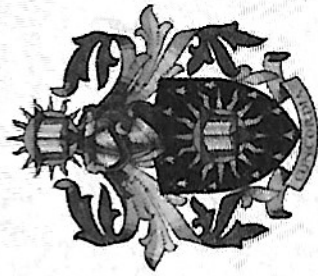


Concordia University

Montreal



Canada

It is certified that

Michal Czermonko

having completed the required course of study and having complied with all other requirements of the University, was admitted to the degree of

Master of Science

Administration

on the twenty-third day of May, 2008.

This document replaces the original diploma issued to the recipient.

*In testimony whereof, we have affixed our signatures and the seal of Concordia University,
this seventeenth day of October, 2008.*

Danielle Tones
DIRECTOR, BOARD AND SENATE ADMINISTRATION

Linda Healy
REGISTRAR

David P. O'Brien
CHANCELLOR

Judith Woodsworth
PRESIDENT