



# Certificate of Approval

Be it known that

**TIMOTHY H. HOLT**

having passed the Ethics Check System™ and having met all of the qualifications that have been set forth by the National Ethics Bureau™ for membership, is now duly recognized as an

**APPROVED MEMBER**

The above named member has maintained an exemplary record of business ethics and has agreed to uphold the highest standards of professionalism and integrity as outlined in the National Ethics Bureau's Ethics Pledge and Conditions of Participation agreement and has acknowledged to abide by these standards at all times.

This Certificate of Approval for member approval by National Ethics Bureau™, together with all entitlements, rights, and privileges pertaining thereof is valid through:

**September 22, 2006**



WWW.ETHICSHECK.COM

A handwritten signature in black ink, appearing to read "S.R. McCarty", written over a horizontal line.

Steven R. McCarty, National Director

A handwritten signature in black ink, appearing to read "Jeffrey S. Kopitz", written over a horizontal line.

Jeffrey S. Kopitz, Executive Director

