

KAPLAN & NORTON BALANCED SCORECARD CERTIFIED

Mihail C. Ionescu

Be it known that
has mastered Palladium's Kaplan & Norton Balanced Scorecard Strategy Execution Body of Knowledge and Methodologies and by having passed the Certification Exam and complied with all the requirements prescribed by the Kaplan & Norton Balanced Scorecard Certification Program and Review Board is registered as

Kaplan & Norton Balanced Scorecard Certified.

This Certificate, Number **09-184**
is granted on **November 23, 2009**

Kaplan & Norton
**BALANCED
SCORECARD**
CERTIFIED

by Robert S. Kaplan

Dr. Robert S. Kaplan, Chairman of Professional Practice
Palladium Group, Inc.

by David P. Norton

Dr. David P. Norton, Founder & Director
Palladium Group, Inc.

by Robert L. Howie, Jr.

Robert L. Howie, Jr., Managing Director
Palladium Group, Inc.

by Karen A. DiMartino

Karen A. DiMartino, Director of Training
Palladium Group, Inc.