

I.C. System, Inc.

Saint Paul, Minnesota

has completed the full requirements of the
Professional Practices Management System (PPMS)[™]
and has earned the designation of

PPMS[™] Certified

by ACA International

Certified Since
November 13, 2002

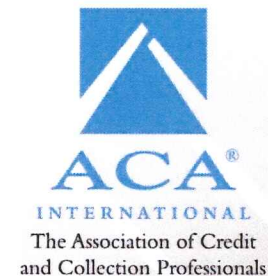


Certified

11/13/2018-11/13/2019

A handwritten signature in black ink, appearing to be "J. J. [unclear]", written over a horizontal line.

Chief Executive Officer



I.C. System, Inc. Onalaska, Wisconsin

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