



American Institute of Certified Public Accountants

certifies that

Jon Craig Snodgrass

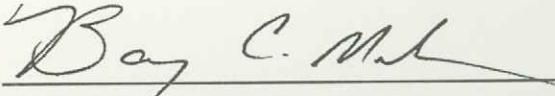
has fulfilled all the established requirements of eligibility by demonstrating
the necessary qualifications and is thereby entitled under the conditions
prescribed by the AICPA to hold and use the designation

Chartered Global Management Accountant

Date Certified May 29, 2012

Certificate Number 110003686

Association of International
Certified Professional Accountants
AICPA | 


Barry C. Melancon, CPA, CGMA
President & CEO

Jon Craig Snodgrass
6323 Oak Point Ests
Lorain OH 44053-1873

Dear Jon Snodgrass,

It gives me great pleasure to welcome you to the premier group of CPAs who have received the Chartered Global Management Accountant designation, powered by the resources and expertise of the AICPA and the Chartered Institute of Management Accountants. Together we have formed a joint venture that creates a global footprint for the CGMA, elevating the services and the competencies of accomplished members like you who work in business, industry and government.

As a management accountant, you provide value within your organization by guiding business success through your understanding of finance, budgeting, internal audit, strategic planning, operations, risk management, governance and more. The CGMA will become known throughout the international business community, showcasing your broad skillset, complementing your CPA and signifying your dedication and commitment to management accounting. I invite you to begin using your CGMA today. This welcome kit is a great introduction to the CGMA benefits, some of which include:

- *CGMA.org*—access resources, publications, materials and a network that make you a knowledge leader on global business and financial management.
- *CGMA Magazine*—keep up to date with the daily online source for must-read global management accounting news as well as practical articles and stimulating interviews to keep you informed on key business issues.
- Practical tools and resources—implement best business practices with scenario planning tools, checklists and decision trees, an ERM maturity assessment tool, and real world case studies.

This portfolio of benefits will help you demonstrate the value of your role within your organization and position you for growth and development along your career path.

Congratulations on earning your CGMA and welcome to the CGMA community.

Sincerely,



Barry C. Melancon, CPA, CGMA