



CERTIFICATION  
PROGRAM

This is to acknowledge that

*John Tengstrom*

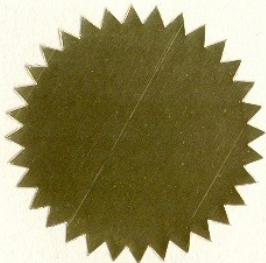
is a

BlackBerry Certified Sales Associate  
BCSA

and has successfully completed all requirements for said certification  
through examination administered by the BlackBerry™ Certification Program.

This certification earned as of

August 2003



A handwritten signature in blue ink, positioned above a horizontal line.

Chief Operating Officer, BlackBerry

A handwritten signature in blue ink, positioned above a horizontal line.

Certified BlackBerry Trainer