



December 16, 2015

2015 Outstanding Performance Award

Presented to

Michael Czyzewski

Recognition for outstanding Performance and
willingness to work above and beyond the call of duty.

A handwritten signature in blue ink, appearing to read "Mike Carrier".

Mike Carrier, *Chairman*

A handwritten signature in blue ink, appearing to read "Herb Jones".

Herb Jones, *CEO*

A handwritten signature in blue ink, appearing to read "Ravi Kunduru".

Ravi Kunduru, *Founder & President*

intelligently smart®