



**This award recognizes**

**Dawn Boyland**

**for participating in Telvista's  
Leadership Development Program  
and attaining skill certification in**

**Ask (Don't Tell)**

**Certification in Manager Tools strategies requires  
study, sharing, and applying these processes at work.**

**THANK YOU for building and implementing these skills.**

A handwritten signature in black ink, appearing to read "Ken Kolst".

**Leadership Dvlpt. Specialist**