



**This award recognizes**

**Dawn Boyland**

**for participating in Telvista's  
Leadership Development Program  
and passing the assessment for**

**Ownership & Accountability**

**Passing a Leadership Development assessment  
requires study and reflection on the materials.**

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

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

**Leadership Dvlpt. Specialist**