



This award recognizes

Dawn Boyland

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

Inheriting a Poor Performer

**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