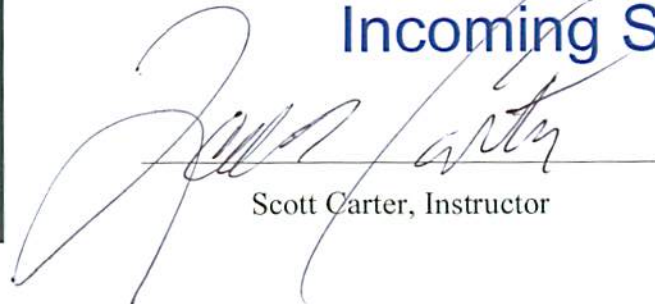


Smooth Operator ...

Wayne Barnes

Congratulations!

You have proven your dedication and professionalism by successfully completing ERA John Hausam Realtors' Incoming Sales Lead Course.



Scott Carter, Instructor

October 8, 2003