



This is to certify that

*Vital Martins Filho*

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has successfully completed

*EQ: The Leadership Challenge*

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which has been designed to provide the specific  
knowledge and skills necessary to contribute to the advancement of the  
**EXCELLENCE THROUGH QUALITY** effort.

*November 28 - 30, 1990*

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A handwritten signature in blue ink, appearing to read 'H. W. Lichtenberger', is written over a horizontal line.

H. W. LICHTENBERGER  
President and Chief Operating Officer, Union Carbide Corporation  
President, Union Carbide Chemicals and Plastics Company Inc.