

# INTERNATIONAL FOUNDATION OF EMPLOYEE BENEFIT PLANS

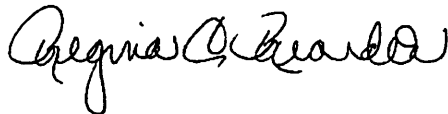
Presents to

Neal Niemczyk


this

## Certificate of Attendance

for having participated in  
New Trustees Institute—Level I: Core Concepts  
November 12-14, 2016  
Orlando, FL



President and Chair  
International Foundation of Employee  
Benefit Plans



Chief Executive Officer  
International Foundation of Employee Benefit  
Plans



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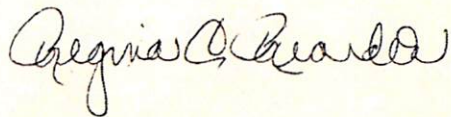
Presents to

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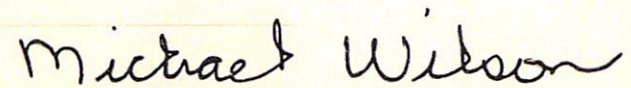
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## Certificate of Attendance

for having participated in  
62nd Annual Employee Benefits Conf.  
November 13-16, 2016  
Orlando, FL



President and Chair  
International Foundation of Employee  
Benefit Plans



Chief Executive Officer  
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