



SOCIETY OF MANUFACTURING ENGINEERS

This certifies that

MICHAEL A GELBKE

was elected to the grade of

SENIOR MEMBER

*in the Forming Technology Association of SME
an institution for the advancement
of manufacturing knowledge in the field of
Forming Technology*



Geoff J. Olling
SME President 1995

William H. Hume
Chairman, FTA/SME
Board of Advisors





SOCIETY OF MANUFACTURING ENGINEERS

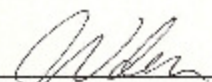
Certificate of Completion

It is hereby acknowledged that

MICHAEL GELBKE

has successfully completed the special course

**MANUFACTURING CELLS
CLEVELAND, OH - OCTOBER 25-26, 1995**



Program Leader



Program Manager





This certifies that
MICHAEL A. GELBKE

has met the required standards for completion of the

Dale Carnegie Course®
L-1821

and is hereby awarded 4.2

Continuing Education Units (CEUs).

this 2nd day of AUGUST , 19 93

Attested: Carol Kocand

Accredited by The Accrediting Council for
Continuing Education and Training, Inc.



Dale Carnegie & Associates, Inc.

Don Chan *Paul C. Hasty*

President

Vice President

Instruction

MRW

Certificate of Accomplishment

MRW

This is to certify that

Michael Gelbke

has successfully completed
the management development program
Managing Relationships At Work.



Cynthia D. Redman

INSTRUCTOR

April 6, 1995

DATE

David S. Miller

INSTRUCTOR



Certificate of Completion



is presented to

Michael A. Gelbke, MSMM

for completing our
Survey Services Training

required to become a Business Analyst for IPA/IBA

Richard A. Gelbke
Date: _____

February 23, 2002

CERTIFICATE OF TRAINING

GZA-AET
Regulatory
Services



This is to certify that Michael A. Gelbke representing
I.T.T. Automotive has completed the
May 4 & 5, 1994 Michigan Hazardous RCRA/DOT Training Course

covering hazardous waste management and the applicable regulations set forth by the United States Environmental Protection Agency, the United States Department of Transportation and the appropriate state environmental agency, conducted by GZA-AET Regulatory Services.

Thomas J. Dolce, M.S., P.E.
Director of Training
GZA-AET Regulatory
Services

This Certificate is Presented to

MICHAEL GELBKE

for successful completion of

INTRO SIMULATION METH USING WITNESS

October 31, 1994

Mark Leyda

Mark Leyda, Manager
Human Resources Development Center



This Certificate is Presented to

MICHAEL GELBKE

for successful completion of

SIMULATION METH USING WITNESS - ADVANCED

February 1, 1995

Mark Leyda

Mark Leyda, Manager
North American Education and Training



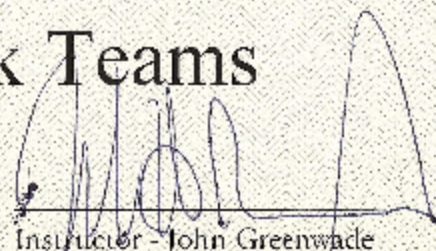
This certificate is awarded to

Mike Gelbke

*In recognition of completion
in the Orientation
of*

Self-Directed Work Teams

Date: March 7, 1997



Instructor - John Greenwade

CERTIFICATE OF COMPLETION



Be it known that

Michael Gelbke

has completed the Allen-Bradley

PROGRAMMABLE CONTROLLERS SCHOOL

Course: **Basic Course for PLCs**

Location: **Detroit, Michigan**

Date: **November 27, 1995**

Instructor: **Mark Erickson**

SLPT - 5.11



ALLEN-BRADLEY
A ROCKWELL INTERNATIONAL COMPANY



Certificate of Completion

Datastream Systems Incorporated

This is to certify that

Mike Gelbke

has completed a course of instruction for

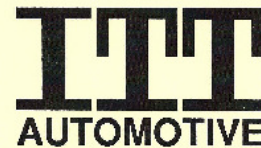
MP2 Professional Level I (4.6): Maintenance Fundamentals

MP2 Professional Level I (4.6): Materials Management

Karen Topinka

Training Manager

June 6, 1997



Recognition

ITT Automotive
Rochester Operations

Certificate of Completion
February 13, 1997

Mike Gelbke

Has Successfully Completed
Shainin Consultants, Inc.

Statistical Engineering Seminar

and is awarded 5.0 CEU's

A handwritten signature in dark ink, appearing to read "Chuck Volo".

Chuck Volo
Plant Manager
ITT Automotive,
Rochester Operations

A handwritten signature in dark ink, appearing to read "Richard D. Shainin".

Richard D. Shainin
Shainin Consultants, Inc.

JOHNSON
CONTROLS

Focus
on performance

Certificate of Completion

This certifies that

Michael A. Gelbke

has successfully completed

Self Awareness Development

and is awarded this certificate by Johnson Controls Leadership Institute

9/25/03
Date

Scott Patchin
Certified By

Certificate of Completion

This is to certify that

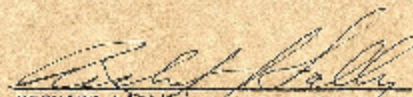

MITCHELL GELBEK

has completed the training courses required for AF OPERATION/PROGRAMMING
of the Nachi Robot 8608

By
Nachi Robotic Systems Inc.
Nachi-Fujikoshi Corp.

given this day the 8TH of NOVEMBER 19 81 in NACHI ROBOTIC SYSTEMS INC.

Training Supervisors


RICHARD LACEY

DAVID L. BURDEN

Linden Industries, Inc. - EMB

Certificate of Training

Michael Gelbke

of Intertec

Has successfully completed

**Optimizing Polyurethane Operations
Training Course.**

Peter Tigner
Peter Tigner - President

1-30-03
Date

Certificate of Attendance

presented by

North American Crane Bureau, Inc.

"Training The Professional"

to

Michael A. Gelber
Auto Alliance International Inc.

*who has actively participated in
a technical training course for*

Rigging Safety
Refresher Training



July 31, 1992

DATE

TRAINING MANAGER

CERTIFICATE OF ACADEMIC ACHIEVEMENT

MICHAEL A. GELBKE

is placed on the

DEAN'S LIST

in recognition of an outstanding academic performance
during the past semester.

Sept. 23, 1984

Date

Dean of Academic Affairs

CERTIFICATE OF ACADEMIC ACHIEVEMENT

MICHAEL A. GELBKE

is placed on the

DEAN'S LIST

in recognition of an outstanding academic performance
during the past semester.

September 27, 1985

Date

President and Dean of Faculty

CERTIFICATE OF ACADEMIC ACHIEVEMENT

MICHAEL A. GELBRE

is placed on the

DEAN'S LIST

in recognition of an outstanding academic performance
during the past semester

March 28, 1986

Date

[Signature]
Provost and Dean of Faculty

CERTIFICATE OF ACADEMIC ACHIEVEMENT

MICHAEL A. GELBRE

is placed on the

DEAN'S LIST

in recognition of an outstanding academic performance
during the past semester

September 26, 1986

Date

[Signature]
Provost and Dean of Faculty

Certificate of Achievement



CAI - Competitive Solutions, Inc. presents

this Certificate of Achievement

to Mike Gelbke

in recognition of successful completion of the

BILL OF MATERIAL/ROUTING CLASS

on this 14th day of June, 1994.



Vincent Nguyen
President

CAI - Competitive Solutions, Inc.

CERTIFICATE of COMPLETION

awarding .6 CEUs (or 6 credit hours) to the below signed attendee, according to the guidelines set forth by the National Task Force on the Continuing Education Unit, for attending and participating in



Managing Negativity in the Workplace

Michael A. Gelbre
Signature of Seminar Participant

Denise M. Dudley
Denise M. Dudley, Ph.D.
Executive Vice President

April 12, 1994
Date

Jerry L. Brown
Jerry L. Brown
President

SkillPath, Inc., 6900 Squibb Road, Suite 300, Mission, Kansas 66209

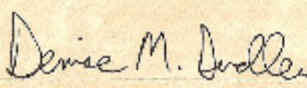
CERTIFICATE of COMPLETION

awarding .6 CEUs (or 6 credit hours) to the below signed attendee, according to the guidelines set forth
by the National Task Force on the Continuing Education Unit, for attending and participating in

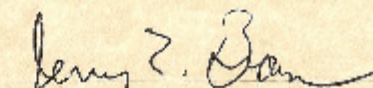


Coaching and Teambuilding Skills for Managers and Supervisors

Signature of Seminar Participant


Denise M. Dudley, Ph.D.
Executive Vice President

Date


Jerry L. Brown
President

SkillPath Seminars • a division of the Grandland College Center for Professional Development and Lifelong Learning, Inc.
6900 Squibb Road, Suite 300, Mission, Kansas 66203

AWARDED TO

Mike Gelbke

In recognition of your
partipation and contribution
in our
ITTA - UAW
Employee Involvement

R. M.
Roger Sosebee / Union President
Local 1660

T. Heckel
Tom Heckel / Plant Manager

Certificate of Training

Awarded to

Michael Gelbke

in recognition of having satisfactorily completed

Komatsu Large Size Press Course

during the period of 9-16-89 to 9-29-89

Authorized by

Herman Greenstein

title: *Head of Training Department*

title: _____

KOMATSU AMERICA INDUSTRIES CORP.

ACHIEVEMENT AWARD

Presented to

Michael Gelbke

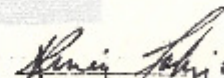
In Recognition For The Successful Completion of
ITT Automotive/General Motors N.A.T.P. Picos
Quick Changeover Workshop



Neal Newton
NATP Supplier
Development



Carl Snider
NATP Supplier
Development



Renee Folino
NATP Supplier
Development

Certificate of Completion

For successfully completing CareerTrack's seminar

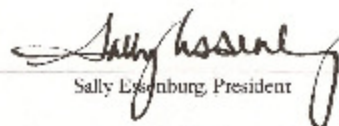


How To Lead A Team™



Signature of Seminar Participant:

Date


Sally Eisenberg, President

CareerTrack

3085 Center Green Drive • Boulder, CO 80301 U.S.A.

This is a certificate of attendance only.



This
certificate
is awarded to
Michael Gelbke
in recognition of completing
the Pull System Training course
this twenty-sixth day
of April
1995

Chuck Volo
Chuck Volo
Plant Manager

a. Distafano
Tony Distafano
Pull System Coordinator

Lisa Legler
Lisa Legler
Pull System Coordinator

Bob Chaffee
Bob Chaffee
Shop Chairman

Linda Mahran
Linda Mahran
Manufacturing Planning
Manager



Certificate of Achievement

this certifies that

MIKE GELBRE
has successfully completed

TIME STUDY & RATING

this 22nd day of MARCH, 19 80

Mark A. Jones
Instructor

DR. H. J. ...
Department Manager



Dale Carnegie Courses™

To Whom It May Concern,

This is to certify that MICHAEL A. GELBKE
has successfully completed the Dale Carnegie Course:

Class No. L-1821 on 8/02/93

This program involves twelve weeks of active participation and attendance.

Because of the personal progress, spirit and enthusiasm for self-improvement that is required and was demonstrated during this training period, we are eager to bring this accomplishment to your attention.

Program objectives include:

Self Confidence	Attitude Control
Communication Skills	Stress Management
Enthusiasm	Goal Setting
Human Relations	Problem Solving

This program is recognized by the American Council on Education (ACE). Their catalog recommends 3 lower division baccalaureate credit hours in Oral Communications. As indicated on the diploma which has been presented to the student, participation in this program earns 4.2 Continuing Education Units.

Sincerely,

Ralph Nichols, President
Ralph Nichols Corporation, Licensee

Accredited by the Accrediting Council for Continuing Education and Training, Inc.

27777 Franklin Road, Suite 1560 • Southfield, Michigan 48034 • Fax (313) 352-1264 • (313) 353-7400

Certificate of Appreciation

awarded to

Mike Gelbke

for

Successfully Completing Training and Implementation
of
“Work Place Organization”

May 9, 1997

Lon Horton

Lon Horton - Instructor

Sandy Cuthbert

Sandy Cuthbert - Champion

Laurie Stehlik

Laurie Stehlik - Instructor