

University of Phoenix

*Upon the recommendation of the Faculty,
University of Phoenix does hereby confer upon*

Roger G. Francis

The Degree of

Master of Business Administration

with all the rights, honors and privileges thereunto appertaining.

*In witness whereof, the seal of the University and the signatures as authorized
by the Board of Directors, University of Phoenix, are hereunto affixed,
this thirty-first day of March, in the year two thousand seven.*

Wm. A. Spitzer
Chairman, Board of Directors



Wm. Requillo
President