



Ducktorate Degree

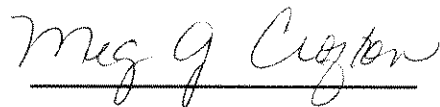
be it known by all ye present

Vyacheslav Kushmakov

has successfully completed

Disney Human Resource Management

and is hereby granted this Ducktorate Degree and is entitled to all rights and privileges thereby



Meg G. Crofton, President
Walt Disney World® Resort



Karen Toney
Instructor