



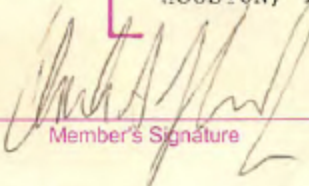
TEXAS STATE EMPLOYEES UNION

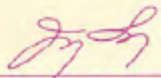
Communications Workers of America, Local 6186
AFL-CIO

This certifies
as a member
of this union:

CHARLES A SPAIN JR

HOUSTON, TX


Member's Signature


Judy Lugo, President

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