

Certificate of Completion



This is to certify that

Mr. Paul Causey

has completed the course

Required Sexual Harassment Prevention Training

Completion Date

01/24/2017

California Special Districts Association

Certificate of Completion



This is to certify that

Mr. Michael McGill, P.E.

has completed the course

Webinar: Required Harassment Prevention Training

Completion Date

01/24/2017

California Special Districts Association



CONSULTANTS TO MANAGEMENTSM

Certificate of Completion

This certificate is presented to

Jim Nejedly

For completion of State of California's Mandatory Harassment Training under the requirements of AB 1825 along with the new training requirements for anti-bullying in State of California. This certifies successful completion of the legal requirements for a period of two years from the date of this facilitator's signature below as presented by Keith Chrestionson, Esq. Additionally, to reinforce the Company's continuing efforts to comply with Federal and State Law and promote a safe, healthful and harassment-free workplace.

James H. Smith, Ph.D., SPHR, CCP
Facilitator

9-27-2016
Date

Certificate of Completion



This is to certify that

Mr. Tad Pilecki

has completed the course

Required Sexual Harassment Prevention Training

Completion Date

06/15/2017

California Special Districts Association

Certificate of Completion



This is to certify that

Mr. David R. Williams

has completed the course

Webinar: Required Harassment Prevention Training

Completion Date

01/24/2017

California Special Districts Association