

CERTIFICATE OF COMPLETION

THIS CERTIFIES THAT

Tad Pilecki

in recognition of completion of a two-hour interactive training course in

**Recognizing and Preventing Sexual Harassment and Abusive Conduct in
the Workplace**

on October 25, 2023

presented by Jennifer M. Martinez, Hanson Bridgett LLP



Jennifer M. Martinez
Attorney, Hanson Bridgett LLP

