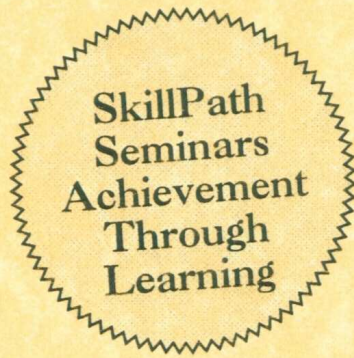
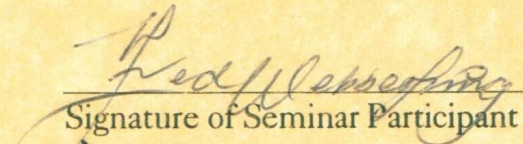


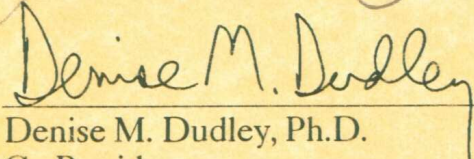
CERTIFICATE of ATTENDANCE

The below signed attendee is eligible to receive .6 CEUs (or 6 contact hours) from their accreditation authority, according to the guidelines set forth by the International Association for Continuing Education and Training, for attending and participating in

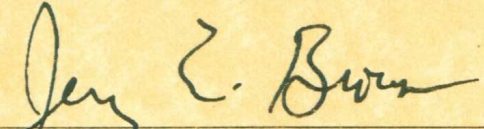


Dealing Effectively With Unacceptable Employee Behavior


Signature of Seminar Participant


Denise M. Dudley, Ph.D.
Co-President


Date


Jerry E. Brown
Co-President

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