

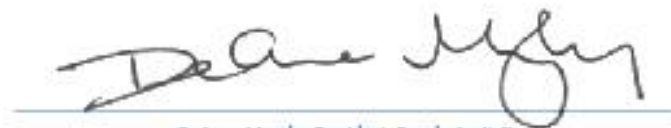
CERTIFICATE OF COMPLETION

This certifies that

Igors Rautmanis

has completed the requirements of a

Certified People Acuity™ Specialist



DeAnna Murphy, President, People Acuity™

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April 20, 2018



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