

CERTIFICATE OF COMPLETION

THIS CERTIFIES THAT

Arto Rinteela

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

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

on March 19, 2024

presented by Jennifer M. Martinez, Hanson Bridgett LLP



Jennifer M. Martinez
Attorney, Hanson Bridgett LLP

