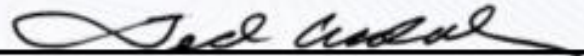


Sexual Harassment Prevention for Supervisors (California AB 1825)

CERTIFICATE OF COMPLETION
This is to acknowledge that

Stephen Abbott

has completed the online training and passed the examination for the 2-hour California Sexual Harassment Prevention for Supervisors training course. [Record ID #88866156]
North County Fire Protection District



Ted Cudal, CSP, CHMM, CHCM, EMS-LA

November 02, 2016

Date of Training

Certificate issued by TargetSolutions

TARGETSOLUTIONS

Occupational & Environmental Courseware
San Diego, CA