

California Joint Powers Insurance Authority

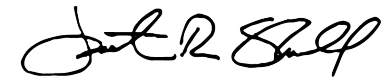
CERTIFICATE OF COMPLETION

Sexual Harassment the California Edition

This Certifies that
Noel Hatch

Has completed the training entitled
Sexual Harassment the California Edition

Date
Friday, March 24, 2023

A handwritten signature in black ink, appearing to read "Jonathan Shull".

Jonathan Shull, Chief Executive Officer
California Joint Powers Insurance Authority

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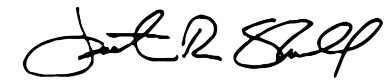
CERTIFICATE OF COMPLETION

Consciously Overcoming Unconscious Bias

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Consciously Overcoming Unconscious Bias

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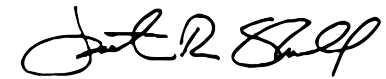
CERTIFICATE OF COMPLETION

Harassment Prevention Essentials for Managers

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Harassment Prevention Essentials for Managers

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Let's Talk Bullying, Abusive Conduct & Their Consequences

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Let's Talk Bullying, Abusive Conduct & Their Consequences

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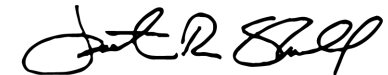
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