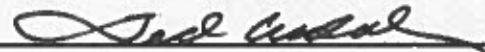


**Sexual Harassment Prevention for Supervisors
(California AB 1825)**

CERTIFICATE OF COMPLETION
This is to acknowledge that

Cheryl Woodford

has completed the online training and passed the examination for the 2-hour California Sexual Harassment Prevention for Supervisors training course. [Record ID #166575597] Tiburon Fire Department



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

February 27, 2019

Date of Training

Certificate issued by TargetSolutions

TARGETSOLUTIONS

Occupational & Environmental Courseware
San Diego, CA



Sexual Harassment Prevention for Supervisors (California AB 1825)

CERTIFICATE OF COMPLETION
This is to acknowledge that

Dave Kirchoff

has completed the online training and passed the examination for the 2-hour California Sexual Harassment Prevention for Supervisors training course. [Record ID #166575594] Tiburon Fire Department

A handwritten signature in blue ink, appearing to read "Ted Cudal", written over a horizontal line.

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

April 17, 2019

Date of Training

Certificate issued by TargetSolutions

TARGETSOLUTIONS

Occupational & Environmental Courseware
San Diego, CA

Sexual Harassment Prevention for Supervisors (California AB 1825)

CERTIFICATE OF COMPLETION
This is to acknowledge that

Steve Sears

has completed the online training and passed the examination for the 2-hour California Sexual Harassment Prevention for Supervisors training course. [Record ID #166575596] Tiburon Fire Department



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

January 28, 2019

Date of Training

Certificate issued by TargetSolutions

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Occupational & Environmental Courseware
San Diego, CA

Sexual Harassment Prevention for Supervisors (California AB 1825)

CERTIFICATE OF COMPLETION
This is to acknowledge that

Robert Miller

has completed the online training and passed the examination for the 2-hour California Sexual Harassment Prevention for Supervisors training course. [Record ID #166575593] Tiburon Fire Department



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

February 16, 2019

Date of Training

Certificate issued by TargetSolutions

TARGETSOLUTIONS

Occupational & Environmental Courseware
San Diego, CA

Sexual Harassment Prevention for Supervisors (California AB 1825)

CERTIFICATE OF COMPLETION
This is to acknowledge that

Thomas O'Neill

has completed the online training and passed the examination for the 2-hour California Sexual Harassment Prevention for Supervisors training course. [Record ID #166575595] Tiburon Fire Department



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

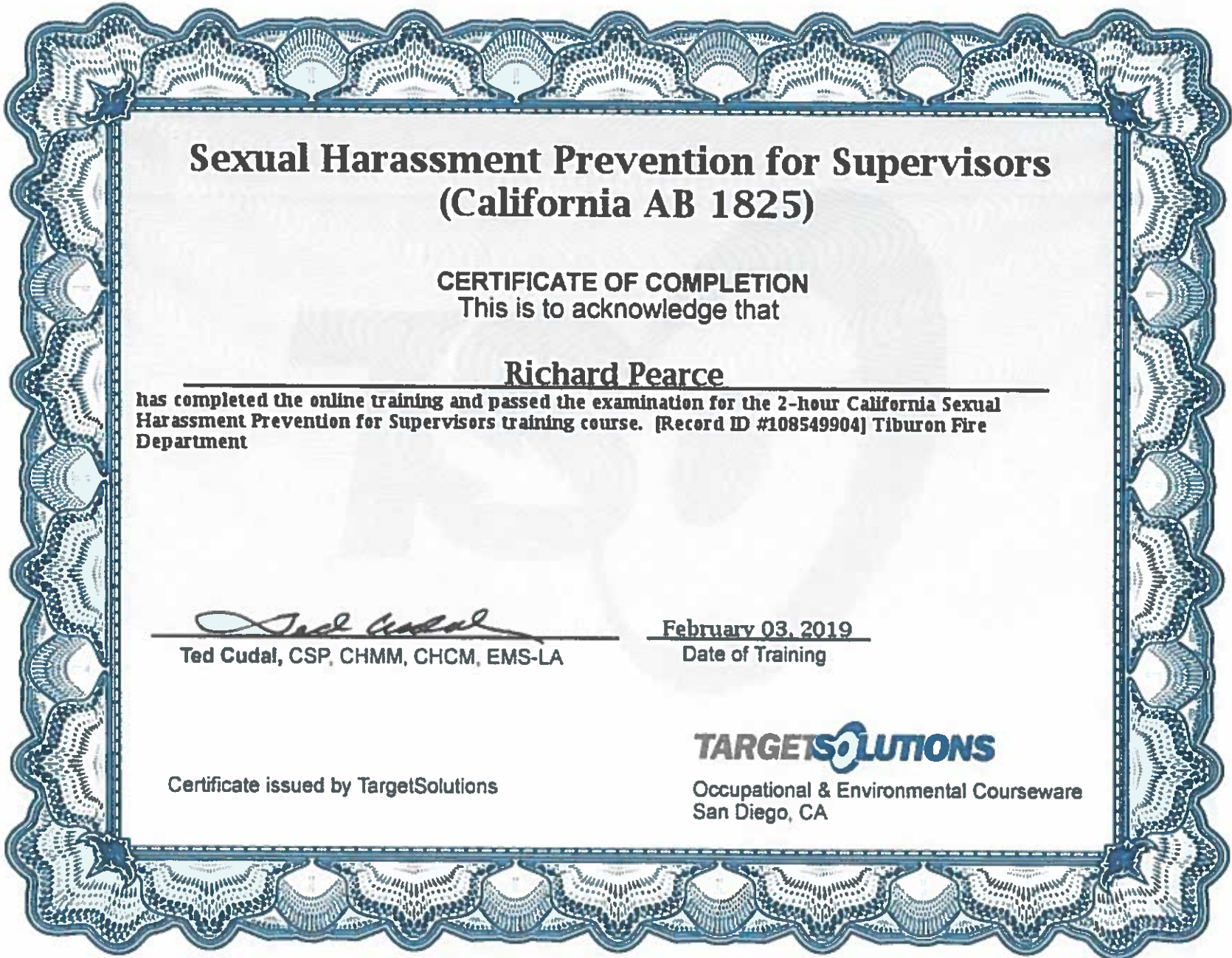
January 20, 2020

Date of Training

Certificate issued by TargetSolutions

TARGETSOLUTIONS

Occupational & Environmental Courseware
San Diego, CA



Sexual Harassment Prevention for Supervisors (California AB 1825)

CERTIFICATE OF COMPLETION
This is to acknowledge that

Richard Pearce

has completed the online training and passed the examination for the 2-hour California Sexual Harassment Prevention for Supervisors training course. [Record ID #108549904] Tiburon Fire Department

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

February 03, 2019

Date of Training

Certificate issued by TargetSolutions

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San Diego, CA