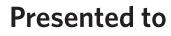
Certificate of Completion



Jesse García

who has successfully completed the ATD

Change Management Certificate

on this date May 16, 2015

Tory Bin

Tony Bingham President & CEO, ATD



CEUs

Certificate |D #: 5224739d-79fa-4c30-a0a6-6e60cbe68

HRCI Program Code: 228206 This program may be eligible

for up to 0 CPLP recertification points.