

Certificate of Completion



Presented to

Jem Spencer

who has successfully completed the ATD

E-Learning Instructional Design Certificate

on this date April 15, 2016

1.4

CEUs

A handwritten signature in black ink that reads 'Tony Bingham'.

Tony Bingham
President & CEO, ATD

HRCI Program Code: 263999

This program may be eligible

for up to 0 CPLP recertification points.

Certificate ID #: b1a30b66-1f39-4ba8-ac88-8b90b029fba

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