

Certification of Training

— This certifies that —

Anthony Kalvans

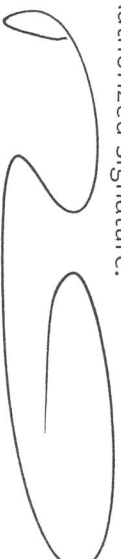
Has completed the AB 1661 Sexual Harassment Avoidance
Training and is awarded this certificate by

Churchwell White LLP

Date Issued: 1/19/2017

churchwellwhite.com

Authorized signature:



Douglas L. White, General Counsel