



May 21, 2026

California Manager Harassment Training

CA Manager Harassment

This document certifies that **Rand Farhan** has completed the training "California Manager: Respect in the Workplace"

Course summary: This certificate verifies completion of California's mandatory Manager Harassment Prevention Training, meeting state compliance requirements. Valid for 24 months from the date of completion.

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To check the authenticity of this document, please contact: Global Compliance and Ethics

It is only valid for a period of 24 month(s) from the delivery date.

Reference Number: 6104377591585542

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