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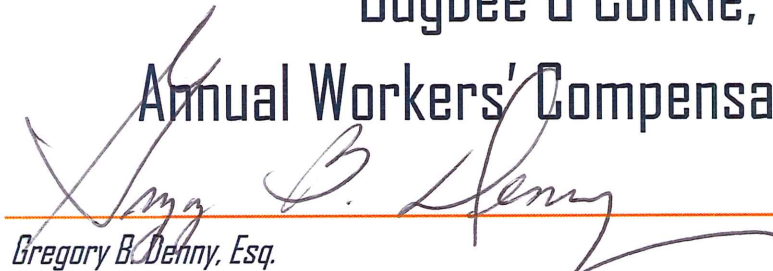
Certificate of Attendance

to

3.0 PHR/SPHR/GPHR Credit Hours

Bugbee & Conkle, LLP

Annual Workers' Compensation Seminar



Gregory B. Denny, Esq.

March 3, 2016

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