

Certificate of Completion

FranklinCovey is pleased to present **Paul van Heck**
this record of satisfactory completion for Continuing Education Credit.

Student ID: emePyVI1kmZm
Course: Excelearators: The 6 Critical Practices - Practice 4: Create a Culture of Feedback
Facilitator: On-Demand
Location: Online
Date(s) Attended: 01/02/2023
Total Contact Hours/CEU: 1 Contact Hour/.1 CEU



Authorized Signature 
Continuing Education Manager



Sponsor: FranklinCovey Co. IACET Sponsor ID No.: 1045

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