



# Certificate of Completion

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FranklinCovey is pleased to present

Muhammad Ashraf Sayani

this certificate for successfully completing

*Exceclators: Unconscious Bias Part 3: Choose Courage (2.1)*

Issued July 04, 2023

A handwritten signature in black ink, appearing to read "Paul Walker", written over a horizontal line.

Paul Walker, President & CEO

On-Demand

Facilitator