



Certificate of Completion

FranklinCovey is pleased to present

Zaid Alshawabkeh

this certificate for successfully completing
Exceclators: Lead Yourself Through Change (2.1)

Issued January 20, 2025

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

Paul Walker, President & CEO

On-Demand

Facilitator