



Certificate of Completion

FranklinCovey is pleased to present

Muhammad Ashraf Sayani

this certificate for successfully completing

Exceclators: Unconscious Bias Part 1: Identify Bias (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