

# CERTIFICATE

OF COMPLETION

PRESENTED TO: ***Sam Elliot***

Congratulations! You have completed all requirements for **Launchpad**, our in house development program for emerging talent. This program includes 7 hours of live and self-led training, and self reflection. You're ready to put these core competencies to action!

CONTRIBUTING TO A FEEDBACK CULTURE | UNDERSTANDING BUSINESS ACUMEN ESSENTIALS | HYBRID INTELLIGENCE FOUNDATIONS | BASIC PRESENTATION SKILLS | EFFECTIVE TIME MANAGEMENT AND PRIORITIZATION SKILLS

DATE: *May 01, 2026*

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SHANNON BATTISTA  
DIRECTOR, LEARNING & DEVELOPMENT