



Certificate of Completion

Presented to

For a successful completion of the web workshop

**Practical Ethics Tools and Strategies Suitable for All Staff
to Improve Conduct in the Workplace**

November 3, 2010
2 hours

A handwritten signature in black ink, appearing to read "Robert J. O'Neill Jr.", written over a horizontal line.

Robert J. O'Neill Jr.
ICMA Executive Director

A handwritten signature in black ink, appearing to read "Felicia C. Logan", written over a horizontal line.

Felicia C. Logan
ICMA Leadership Development