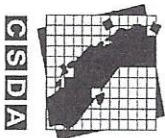


# Certificate of Completion



## Policy and Procedure Writing

Victorville, CA - March 13, 2019

**Paula Deel**

Newberry Community Services District

A handwritten signature in black ink, appearing to read 'Neil C. McCormick', is written over a horizontal line.

Neil C. McCormick, CSDA Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Joel Bayer', is written over a horizontal line.

Joel Bayer, CSDA Board President

California Special Districts Association