

CERTIFICATE OF COMPLETION

FCMAT • CCSESA • BASC • CASBO • SSC

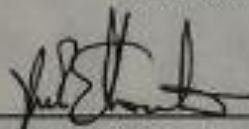
hereby certify that

Jamie Phillips

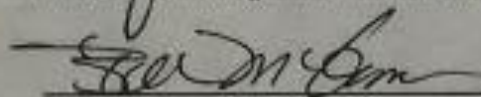
has successfully completed the requirements of the

2015-2016 CBO Mentor Program

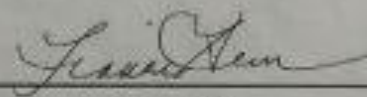
Presented on this twelfth day of March, two thousand sixteen.



Joel Montero, Chief Executive Officer
Fiscal Crisis Management Assistance Team



Bill McGuire
Instructor, CBO Mentor Program



Francie Heim
Instructor, CBO Mentor Program



Ron Bennett, President and CEO
School Services of California