

**IXII GROUP, INC.**  
**CERTIFICATE of COMPLETION**

THIS ACKNOWLEDGES THAT

**SOPHIA WATERS**

HAS SUCCESSFULLY COMPLETED

**CRISIS NEGOTIATIONS**

HAYWARD POLICE DEPARTMENT

JANUARY 12<sup>TH</sup>, 2022

P.O.S.T. COURSE CONTROL NUMBER

1281-30875-21-005

**IXII GROUP**  
★★★



CHIEF EXECUTIVE OFFICER

IXII GROUP, INC.