

*The Institute for Ethical Leadership at Rutgers Business School
presents the*

Certificate of Completion

to

Rani Franovich

for

having successfully completed the
Executive Ethical Leadership Certificate Program of study
on the days of October 27th and November 10th, 2015

Presented on November 10, 2015

James Abruzzo

James Abruzzo, Co-Founder

Alex J. Plinio

Alex J. Plinio, Co-Founder

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