

# **Certificate of Completion**

**ETHICS**

**Compliance Training**

**CARCD 80<sup>th</sup> Annual Conference**

November 18, 2025

**Presented by**

Mackenzie D. Anderson  
Colantuono, Highsmith & Whatley, PC

**Nancy Humenik Sappington**

---

*has completed 2 hours of Ethics Compliance Training*