



February 2, 2026

2026 Sexual Harassment Training

2026 Compliance Window Certificate

This document certifies that Joe Kubiak has successfully completed the training titled "2026 Compliance Window - Sexual Harassment Training".

Completed on 2/2/26.

This certificate is valid for the following time frames per state regulations:

California - Valid for 24 months

Illinois - Valid for 12 months

New York - Valid for 12 months

Connecticut - Valid for 24 months

Delaware - Valid for 24 months

Maine - Valid for 24 months

Every other state - Valid for 24 months

Provided by Learning Hub

Reference Number: 4364891274696878

You can also find this document on the Internet at the following address: <https://learninghub.usventure.com/redirect/api/certification/4364891274696878>