

# CERTIFICATE OF COMPLETION

THIS CERTIFIES THAT

**ARSHAD RAHMAN**

License # IL#044011061

HAS EARNED

1.25 CEU Hours on January 5, 2022

BY ATTENDING & COMPLETING

**Accountability - 2021**

This program has been approved for Continuing Education for 1.25 total participant hours by NAB/NCERS  
Approval # 20220503-1.25-A75068-DL



**TOBIN** Reducing Staff Turnover  
Through Placement & Training

**NAB** Automatically Reports  
NABVerify to the  
NAB CE Registry

**Margaret (Peg) Tobin, RN**  
Founder & President, Tobin & Associates

