

This certificate is presented to

Candace Lickers

for completing all requirements for:

BMO – CSI Mentorship Program

June 2023 – November 2023

Mentorship Program curriculum:

Session 1: Goal Setting & Getting to Know Each Other

Session 2: Identifying Barriers to Career Growth

Session 3: Working with others

Session 4: Embracing Change

Session 5: Reflection & Next Steps

Certificate ID: bmo-aaf2989e910e64871bc6a446

