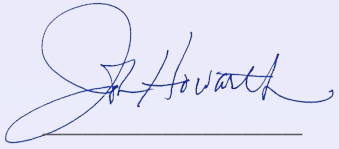
CERTIFICATE OF COMPLETION

Leading@Twist (L@T)

★ PROUDLY AWARDED TO ★

Theodore Ewoldt

Leading@Twist (L@T) is a highly interactive leadership development program based on cutting-edge leadership tools for communication mastery. This impactful program is comprised of 33 hours of classroom learning, group discussions, and leadership coaching sessions. Congratulations on successfully deepening your EQ, improving team performance, and enhancing organizational resilience one powerful conversation at a time.



John Howarth, Director
HR Business Partner

Twist Bioscience



SPECTRUM LEADERSHIP SOLUTIONS



Sarah Happel, CEO

Spectrum Leadership Solutions

May 24, 2023
DATE

