

# INTERNATIONAL CERTIFICATION & RECIPROCITY CONSORTIUM

*certifies that*

Robert O. Newman II

*has demonstrated the knowledge, skills and professional competencies for an*

Internationally Certified Alcohol & Drug Counselor

*as attested to by*

State of Hawaii Alcohol and Drug Abuse Division



IC&RC President

1803-14

Certificate Number

October 6, 2022

Date of Issue

April 29, 2024

Valid Through