March 11, 2026

Intermediate: Understanding VBL - DiSC Behavioral Styles

Kiolbassa DiSC Communicator

This document certifies that **Mark Rechtin** has completed the training "Intermediate: Understanding VBL - DiSC Behavioral Styles"

Course summary: This certificate is awarded in recognition of completing the DiSC Training Path. Team members have demonstrated knowledge of behavioral styles and taken meaningful steps toward improving communication, teamwork, and alignment with Kiolbassa's core values.

provided by Kiolbassa Smoked Meats

Reference Number: 4971840659932170

You can also find this document on the Internet at the following address: https://kiolbassasmokedmeats.360learning.com/redirect/api/certification/4971840659932170

KIOLBASSA 19★49 SMOKED MEATS Texas