



State of Oklahoma
REAL ESTATE APPRAISER BOARD
 400 NE 50th St. Oklahoma City, Oklahoma 73105-1816
 Phone: (405) 521-6636 Fax: 522-6909 Email: reabadmin@oid.ok.gov
 Website: www.reab.oid.ok.gov

RECEIVED
 Oklahoma Insurance Dept.

JUL 29 2026

Real Estate Appraiser Board

REQUEST FOR APPROVAL OF COURSE FOR CONTINUING EDUCATION CREDIT

SEE INSTRUCTIONS AT BOTTOM LEFT; ALL APPLICATIONS MUST INCLUDE PROPER REMITTANCE

Name and Address of Provider/Sponsor Submitting Course: Green Mountain eLearning, LLC Provider #: APP <u>205</u>	Name and Telephone Number of Contact Person: Name: <u>Connie J Covey</u> Telephone: <u>802-433-7433</u> Fax: _____ Email address: <u>info@greenmountainelearning.com</u>
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Course Title/Name: Cultural Competency and Elimination of Bias

☒ Standing Course

☐ One-time or Limited-Period Seminar

7-31-2028

If One-time or Limited-Period Seminar:

Date of Course: _____ Start Time: _____

Location: Online asynchronous

Primary Instructor: David Hampton Thomas

City: _____

Method of Instruction ☐ Classroom/Lecture ☐ Seminar ☒ On-line ☐ Other: _____	Method of Determining Successful Completion ☐ Final Examination (or a series of examinations) – Proctored ☒ Completed Text ☐ Roster ☐ Attendance Monitored by Sign-in/Sign-out Sheet ☒ Other: <u>Forced Progression</u>
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Total Hours Requested: 3

Has this course been approved by the Appraiser Qualifications Board (AQB) Course Approval Program?
☐ Yes.
☒ No.

Course Description: Describe General Content of Course:
Regarding appraisers and bias in appraisals

Text References: Name Published Text(s) to be used:

Name & Signature of Individuals Authorized to Sign Certificates of Completion:

David Hampton Thomas

Name (Typed or Printed)

**

Signature

**

Signature

** Facsimile signatures acceptable.

"To the best of my knowledge, information, and belief, this providing or sponsoring entity owns or otherwise has the right to the use of course materials to be used in this course, and use of these materials does not infringe on any copyright or other rights of any other parties."

Connie J Covey

Name (Typed or Printed)

Title: Owner

Signature

Date: July 29, 2026

Use this form to request approval of courses for continuing education.

1. Forward original form to OREAB. Do not fax.
2. Attach one copy of the course outline that includes a time schedule, topics and learning objectives.
3. Attach one copy of all course materials, including published textbooks and examinations to be used in this course.
4. Submissions must be received at least seven business days prior to a Board meeting or it will be held over until the following meeting.
5. Course owners: attach AQB and IDECC approval letters.
6. Secondary Providers: include a copy of the course owner-secondary provider agreement, AQB approval letter (if applicable), and provider specific IDECC approval letter.
7. AQB approved course submittals must include a Twenty Dollar (\$20.00) non-refundable fee.
8. Course submittals not approved by AQB must include a Fifty Dollar (\$50.00) non-refundable fee.

PAYMENT RECEIVED

JUL 29 2026

OREAB USE ONLY: APP 205 COURSE 904

☐ Disapproved.

☒ Approved for 3 hours of continuing education.

Course Expiration Date: 5-18-2029

By: [Signature] Approval Date: 8-7-2026

Check No.: _____ Check Date: 7-29-2026

INSURANCE COMMISSIONER
 REAL ESTATE APPRAISER BOARD

REA-CE2 (2002)
 (Previous editions obsolete)

OFFICIAL CERTIFIED COURSE SUMMARY CERTIFICATE



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The number one credential for quality design and delivery of distance education in the world.

Administrative Information

Course Title: Cultural Competency and Elimination Bias	Provider: Green Mountain eLearning
Course Number: 10255	Address: 29 Stone Road
Certified: 03/02/2026	Williamstown, Vermont 05679
Expires: 05/18/2029	Phone: 8024337433
Status: Approved	Contact: Connie Covey < info@greenmountainelearning.com >

Course Information

Provider Type: Primary	*Clock Hours: 3.0
Delivery Method: Asynchronous	†Clock Hour Enforcement Mechanism: Yes
Final Exam: Yes	Difficulty Rating: Intermediate
Proctored Exam: No	Description: Understanding and working to eliminate bias in our professional and everyday lives.
Instructors: Hamp Thomas (CDEI)	

**Course Approval Information

This course may not be approved in any jurisdiction or the provider has chosen not to include which jurisdictions the course is approved in.

Disclaimers

* Professional reviewers have determined that the amount of content to be presented in this course, as specified in the provider's timed outline, should take the stated time to complete. This certification does not suggest the course will take the hours listed if implemented into a distance education learning system that uses an inferior instructional design. In addition, ARELLO does not guarantee or audit the performance of classroom instructors to ensure the appropriate clock hours of instruction are presented to students.

** Regarding course approval information, the course provider may list here the jurisdictions that have approved this course for professional credit. Information in regard to jurisdictional course approval is not maintained by ARELLO but by course providers. If no jurisdictions appear in the course approval area, the provider may not yet be approved by a regulatory agency to offer the course. Please contact the provider if you have a question in regard to course approval information.

† A "Clock Hour Enforcement Mechanism" is course feature that mandates students spend X amount of time in the course. This mechanism is not required for certification but is required in certain jurisdictions. The absence of a clock hour enforcement mechanism does not compromise certification and the typical student taking the course can still be expected to take the appropriate amount of time to complete the course.

Your Receipt

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Oklahoma Insurance Dept.

JUL 29 2026

Real Estate Appraiser Board

PURCHASE RECEIPT

OID

400 NE 50th Street
Oklahoma City OK 73105 (405)521-2828 

OTC Local Ref ID: 150989138

7/29/2026 01:13 PM

Status:

APPROVED

Customer Name:

Connie J Covey

Type:

Visa

Credit Card Number:

**** * 1151

Items	Quantity	TPE Order ID	Total Amount
REAB - Request for Approval of Course for Continuing Education Credit - Non-AQB Approval	1	139055936	\$50.00
ACCOUNT #: 205			
Business Name: Green Mountain eLearning			
Total remitted to the OID			\$50.00
Service Fee	1	139055938	\$1.00
Total amount charged			\$51.00

Jenelle LePoint

From: Jenelle LePoint
Sent: Friday, July 31, 2026 1:20 PM
To: Avid Appraisals LLC
Subject: Course application
Attachments: CC Application.pdf

Joe,

I have attached the course applications for Online Cultural Competency and Elimination of Bias for 3 hours of CE.

Let me know what you think.

If you have any questions, feel free to contact me.

Jenelle LePoint

Administrative Officer, Real Estate Appraiser Board



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Oklahoma City, Oklahoma 73105-1816
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405.522.6909 fax

oid.ok.gov

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Jenelle LePoint

From: Avid Appraisals LLC <avidappraisals@gmail.com>
Sent: Monday, August 3, 2026 3:29 PM
To: Jenelle LePoint
Subject: [EXTERNAL] Re: Course application

Good afternoon Jenelle,

I have reviewed the course materials and recommend the board approve as presented.

Thanks, Joe

On Fri, Jul 31, 2026 at 1:19 PM Jenelle LePoint <Jenelle.LePoint@oid.ok.gov> wrote:

Joe,

I have attached the course applications for Online Cultural Competency and Elimination of Bias for 3 hours of CE.

Let me know what you think.

If you have any questions, feel free to contact me.

Jenelle LePoint

Administrative Officer, Real Estate Appraiser Board



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Joe Garnand
Avid Appraisals, LLC
405-615-3014