



ICOEN THE 11TH
INTERNATIONAL CONFERENCE
ON ENTREPRENEURSHIP 2024

CERTIFICATE OF PARTICIPATION

This certificate is presented to:

Gerald Francis Russell

as Presenter

In The 11Th International Conference on Entrepreneurship 2024
Innovate For Impact: Building a Sustainable Future Through Entrepreneurship
hosted by Universitas Ciputra Surabaya
October 30th - 31st, 2024

Dr. Eko Budi Santoso, S.E., M.Si., Ak., CA
Conference Chair of The 11Th ICOEN 2024



Damelina Basauli Tambunan, S.E., M.M., Ph.D., CLC., CPM (A)
Dean, School of Business and Management