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CIN Number: U72200KA1997PTC022382*

11/04/2022

This is to certify that Hemant Dhavle bearing employee code 000A3D744 is a Regular employee of IBM India Pvt Ltd , since 18/01/2019.

The employee's application for vacation has been approved for the following dates.

17/12/2021



For IBM India Pvt Ltd,

Neethu N
Ask HR Global Expert Squad Manager EDM & Mobility
Authorized Signatory
Human Resources