



ONLINE

06/30/2020

Jay Shapiro

has successfully completed

Managing Social and Human Capital

an online non-credit course authorized by University of Pennsylvania and offered through Coursera

A handwritten signature in black ink, reading "Michael Useem".

Michael Useem
William and Jacalyn Egan Professor of Management
Editor, Wharton Leadership Digest
Director, Center for Leadership and Change Management

A handwritten signature in black ink, reading "Peter Cappelli".

Peter Cappelli
Professor of Management
Director, Center for Human Resources

COURSE CERTIFICATE



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Coursera has confirmed the identity of this individual and
their participation in the course.

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