

Hyderabad,

Date: 01-08-2025.

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr. Sahasransu Acharjya** studying **CSE (3rd year, 6th semester) from Biju Patnaik University of Technology, Odisha** has successfully completed the internship programme.

Title:

Recruitment and retention strategies of the IT industry in Hyderabad with a special focus on start -ups.

Date: May 11th, 2025 to August 1st, 2025.

During the period of his internship programme with us, He was found punctual, hardworking, and inquisitive.

We wish him all the best in her future endeavors.

For ZeroCode Innovations Ltd.



Prashanth Vignesh. A

(Director-Human Resources)