



# ONLINE

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## Tze Xuan Ryann Tay

has successfully completed

People Analytics

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

Handwritten signatures of Cade Massey, Martine Haas, and Matthew Bidwell in black ink.

Cade Massey | Martine Haas | Matthew Bidwell  
Practice Professor | Associate Professor of Management | Associate Professor of Management  
The Wharton School, University of Pennsylvania

## COURSE CERTIFICATE



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