



CERTIFICATION OF COMPLETION

is hereby granted to

Andr Shulz

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in recognition of successful participation in

VMware Ethics and Compliance Training  
for Partners 2018

vmware® LEARNING

CERTIFICATION DATE: 03 Sep 2021

CANDIDATE ID: vmw-02805767q-02757751

A handwritten signature in black ink, appearing to read "Raghu", is positioned above a horizontal line.

Chief Executive Officer