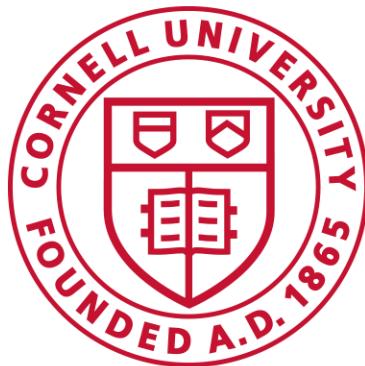


Cornell University



This is to acknowledge that

Julia Paranay

has completed the certificate program entitled

Leadership Essentials

This Twenty-Fifth Day of March, 2023
through eCornell.

A handwritten signature in black ink, appearing to read "Alexander J. Colvin".

Alexander J. Colvin, Kenneth F. Kahn '69 Dean
School of Industrial and Labor Relations
Cornell University