

DeVry University

*The President and Trustees, acting upon the recommendation
of the Faculty of the Fremont Location
have conferred upon*

Mark Recio

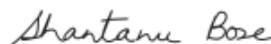
the degree of

**Bachelor of Science in
Technical Management**

*with all its rights, privileges and responsibilities,
Given under the seal of DeVry University on the 28th day of October, in the year 2007.
Fremont, California*



J. Wilks Caruso, Jr.
Interim President & Chief Executive Officer



Shantanu Bose, Ph.D.
President & Chief Academic Officer

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DeVry University.**

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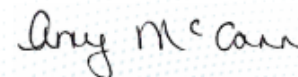
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 **DeVry University**



Amy McCann, University Registrar

Questions?

Contact: rsc-DiplomaOrders@devry.edu

University of Denver

University College

Has conferred upon

Mark Anthony Kerio

This Certificate in

Strategic Innovation and Change

Attested to this 11th Day of August, Two thousand and eleven

Patricia A. Greer

Director



James R. Davis

Dean



Jul 4, 2024

Mark Recio

has successfully completed

Human Resources Analytics

an online non-credit course authorized by University of California, Irvine and offered through Coursera

A handwritten signature in black ink that reads "Amber Gould".

Amber Gould
Executive Director, Human Resources

COURSE
CERTIFICATE



Verify at:

<https://coursera.org/verify/ZZBYBTUEH4EW>

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



Jul 18, 2024

Mark Recio

has successfully completed

HR Analytics- Build an HR dashboard using Power BI

an online non-credit project authorized by Coursera Project Network and offered through Coursera

Abhishek Jha

Abhishek Jha
Data Science & Business
Subject Matter Expert

PROJECT
CERTIFICATE



Verify at:

<https://coursera.org/verify/HF3G88J6QFTM>

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



UNITED STATES SENATOR
CATHERINE CORTEZ MASTO

Certificate of Commendation

Presented to

Mark Recio

Human Resources Professional with Payroll Practice and Management

In special recognition of your successful completion of the Vegas PBS Workforce and Economic Development program. Congratulations on your achievement and best wishes on your next chapter.

July 19, 2025

Date

A handwritten signature in blue ink that reads "Catherine Cortez Masto".

Catherine Cortez Masto
United States Senator



5 Courses

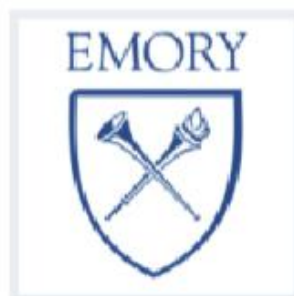
Introduction to
Management Consulting

Getting a Consulting Job

Consulting Approach to
Problem Solving

Consulting Tools and Tips

Consulting Presentations
and Storytelling



Dec 13, 2024

Mark Recio

has successfully completed the online, non-credit Specialization

Management Consulting

This individual has successfully completed 5 courses on management consulting. Their exposure to consulting ranges from the economics of consulting partnerships, to the methodology used by consultants to break down problems. They have the foundational knowledge of projects, clients, data analysis, client interviews, surveys, benchmarks, and several performance improvement tools. Consulting is an apprenticeship and this individual has shown the dedication, curiosity, and grit needed to be a great consultant.

John Kim
Associate Professor in
the Practice
Emory University,
Goizueta Business
School



12 Courses

What is Data Science?
Tools for Data Science
Data Science Methodology
Python for Data Science, AI & Development
Python Project for Data Science
Databases and SQL for Data Science with Python
Data Analysis with Python
Data Visualization with Python
Machine Learning with Python
Applied Data Science Capstone
Generative AI: Elevate Your Data Science Career
Data Scientist Career Guide and Interview Preparation



Apr 6, 2025

Mark Recio

has successfully completed the online, non-credit Professional Certificate

IBM Data Science

In this Professional Certificate, learners developed and honed hands-on skills in Data Science and Machine Learning. Learners started with an orientation of Data Science and its Methodology, became familiar and used a variety of data science tools, learned Python and SQL, performed Data Visualization and Analysis, and created Machine Learning models. In the process they completed several labs and assignments on the cloud including a Capstone Project at the end to apply and demonstrate their knowledge and skills.

The online specialization named in this certificate may draw on material from courses taught on-campus, but the included courses are not equivalent to on-campus courses. Participation in this online specialization does not constitute enrollment at this university. This certificate does not confer a University grade, course credit or degree, and it does not verify the identity of the learner.

Rav Ahuja
AI & Data Science
Program Director
IBM Skills Network

Verify this certificate at:
<https://coursera.org/verify/professionai-cert/I71O4OIAUAB9>



Mar 13, 2025

Mark Recio

has successfully completed

R Programming for Statistics and Data Science

an online non-credit course authorized by Packt and offered through Coursera

Packt

COURSE
CERTIFICATE



Verify at:

<https://coursera.org/verify/COYXK6DNR0Z7>

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



6 Courses

Introduction to Business Analytics with R

Introduction to Business Analytics: Communicating with Data

Tools for Exploratory Data Analysis in Business

Machine Learning Algorithms with R in Business Analytics

Applying Data Analytics in Marketing

Applying Data Analytics in Accounting



Mar 10, 2024

Mark Recio

has successfully completed the online, non-credit Specialization

Business Analytics

Our world is increasingly digital, and business leaders need to make sense of the enormous amount of available data in order to make key strategic business decisions. By completing this Business Analytics specialization, the learner now has a well-rounded knowledge of business analytics that integrates the areas of data science, analytics and decision making. Specifically, the learner can: - Recognize different data strategies - Use reliable ways to collect, analyze, visualize, and utilize data in organizational decision making - Understand data modeling and predictive analytics at a high-level - Use basic methods of business analytics with various tools and data sets - Make informed business decisions via analytics across functional areas to enhance profitability and competitiveness

The online specialization named in this certificate may draw on material from courses taught on-campus, but the included courses are not equivalent to on-campus courses. Participation in this online specialization does not constitute enrollment at this university. This certificate does not confer a University grade, course credit or degree, and it does not verify the identity of the learner.

W. Brooke Elliott
Associate Dean and EY
Professor
Gies College of
Business

Ronald Guymon
Senior Lecturer of
Accountancy
Gies College of
Business
University of Illinois at
Urbana-Champaign

Ashish Khandelwal
Teaching Assistant
Professor
Gies College of
Business
University of Illinois at
Urbana-Champaign

Joseph T. Yun
Research Assistant
Professor of
Accountancy & Director
of Data Science
Research Service
University of Illinois at
Urbana Champaign

Unnati Narang
Assistant Professor of
Business Administration
and John M. Jones
Fellow of Marketing
Gies College of
Business

Kevin Hartman
Adjunct Instructor of
Business Administration
Gies College of
Business
University of Illinois at
Urbana-Champaign

Verify this certificate at:
<https://coursera.org/verify/specialization/RG7VPR1DBCSN>



3 Courses

Introduction to Accounting
Data Analytics and
Visualization

Accounting Data Analytics
with Python

Machine Learning for
Accounting with Python



Aug 10, 2025

Mark Recio

has successfully completed the online, non-credit Specialization

Accounting Data Analytics

The certificate proves that the learner has developed an analytics mindset and knowledge of data analytics tools and techniques. The learner has developed skills to use multiple tools and techniques (including Excel, Python, and Tableau) for data preparation, data visualization, data analysis, and data interpretation and the ability to apply such skills to real-world problems. The learner has also developed skills in machine learning using Python, including classification, regression, clustering, text analysis, time series analysis, and model optimization, as well as the ability to apply these skills to real-world problems.

The online specialization named in this certificate may draw on material from courses taught on-campus, but the included courses are not equivalent to on-campus courses. Participation in this online specialization does not constitute enrollment at this university. This certificate does not confer a University grade, course credit or degree, and it does not verify the identity of the learner.

Ronald Guymon
Senior Lecturer of
Accountancy and
Teaching and Learning
Faculty Innovation
Scholar
Gies College of
Business
University of Illinois
Urbana-Champaign

Linden Lu
Instructor of
Accountancy
Gies College of
Business
University of Illinois at
Urbana-Champaign

Verify this certificate at:
<https://coursera.org/verify/specialization/10IH1ABHGP1>



Sep 3, 2025

Mark Recio

has successfully completed

Applying Data Analytics in Finance

an online non-credit course authorized by University of Illinois Urbana-Champaign and offered through Coursera

A handwritten signature in black ink, appearing to read 'Sung Won Kim'.

Sung Won Kim
Associate Professor of Finance
Gies College of Business
University of Illinois Urbana-Champaign

A handwritten signature in black ink, appearing to read 'Jose Luis Rodriguez'.

José Luis Rodríguez
Director of Margolis Market Information Lab
Gies College of Business
University of Illinois at Urbana-Champaign

COURSE
CERTIFICATE



Verify at:

<https://coursera.org/verify/3A5A564D8AWI>

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



8 Courses

Preparing Data for Analysis
with Microsoft Excel

Harnessing the Power of
Data with Power BI

Extract, Transform and Load
Data in Power BI

Data Modeling in Power BI

Data Analysis and
Visualization with Power BI

Creative Designing in Power
BI

Deploy and Maintain Power
BI Assets and Capstone
project

Microsoft PL-300 Exam
Preparation and Practice



Oct 5, 2024

Mark Recio

has successfully completed the online, non-credit Professional
Certificate

Microsoft Power BI Data Analyst

Did you know data analysis is among the top 10 most in-demand skills of 2023? And Microsoft Power BI is the leading data analytics, business intelligence, and reporting tool in this field. The role of a Power BI data analyst includes working closely with business stakeholders, collecting data, performing analyses, creating visualizations, & presenting actionable data-driven insights. You will engage with the key concepts of Power BI, transforming data into meaningful insights and creating compelling reports & dashboards. You will learn to prepare data in Excel for analysis in Power BI, form data models using the Star schema, perform calculations in DAX, & more. When you complete this Professional Certificate, you'll have tangible examples and be prepared to take the Microsoft PL-300 Exam

Marni Baker-Stein

Marni Baker-Stein,
Chief Content Officer

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Verify this certificate at:

[https://coursera.org/verify/profession
al-cert/MW5T29PKV2HW](https://coursera.org/verify/professional-cert/MW5T29PKV2HW)



4 Courses

Power BI Fundamentals

Intermediate DAX & Time Intelligence

SQL Fundamentals for Data Analysts

Financial Statements in Power BI



Mar 21, 2025

Mark Recio

has successfully completed the online, non-credit Specialization

BI Essentials for Finance Analysts (Power BI Edition)

This specialization helps analysts to advance their data analysis skills by learning to manipulate, transform, and visualize data in Microsoft Power BI, the most widely used data visualization tool. You'll also understand how to source data from a database. After completing a case study on financial statement analysis in both Power BI and Excel, you'll be able to compare and contrast the merits of each tool, and how to move data between them.

The online specialization named in this certificate may draw on material from courses taught on-campus, but the included courses are not equivalent to on-campus courses. Participation in this online specialization does not constitute enrollment at this university. This certificate does not confer a University grade, course credit or degree, and it does not verify the identity of the learner.

 Corporate Finance Institute®

Verify this certificate at:
<https://coursera.org/verify/specialization/PUAK66I0N2FE>



3 Courses

Introduction to Financial
Analysis - The "Why?"

Financial Analysis of
Organizations

Financial Analysis of
Scenarios and Decisions



Mar 16, 2024

Mark Recio

has successfully completed the online, non-credit Specialization

Financial Analysis - Skills for Success

In an era of thriving businesses, it is crucial to possess an understanding of the financial building blocks of a successful organization. The Financial Analysis - Skills for Success Specialization enables the learner to apply an analytic mindset to understanding and driving organizational decisions and success. Specifically, learners can: (1) understand the importance of gaining a financial perspective; (2) identify and apply fundamental principles of Accounting and Finance; (3) identify a firm's financial statements and understand how they reflect company position and performance; (4) understand the basics of financial statement analysis; (5) use financial information to facilitate strategic and operational decisions; (6) plan and budget to effectively and efficiently allocate resources.

The online specialization named in this certificate may draw on material from courses taught on-campus, but the included courses are not equivalent to on-campus courses. Participation in this online specialization does not constitute enrollment at this university. This certificate does not confer a University grade, course credit or degree, and it does not verify the identity of the learner.

W. Brooke Elliott
Associate Dean and EY
Professor
Gies College of
Business

Verify this certificate at:

<https://coursera.org/verify/specialization/2KNZ55LNAVE5>



8 Courses

Introduction to Business Analytics

Business Analysis Process

Data Ecosystem

Introduction to Tableau

Data Visualization with Tableau

Advanced Data Visualization with Tableau

Data Analysis with Tableau

Communicating Data Insights with Tableau



Feb 8, 2024

Mark Recio

has successfully completed the online, non-credit Professional Certificate

Tableau Business Intelligence Analyst

By completing the Tableau Business Intelligence Analyst Professional Certificate you have received an immersive, project-based learning experience that emphasizes real-world applications in business and data analytics. The Certificate has given you hands-on experience in creating sophisticated interactive data visualizations, dashboards, and stories using Tableau. By integrating visual design and storytelling best practices and advanced visualization topics, the program has not only equipped you with the skills to analyze complex data efficiently but also has empowered you to effectively communicate actionable insights to business stakeholders.

Tableau Learning
Partner Instructor

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Verify this certificate at:
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8 Courses

Foundations: Data, Data,
Everywhere

Ask Questions to Make
Data-Driven Decisions

Prepare Data for
Exploration

Process Data from Dirty to
Clean

Analyze Data to Answer
Questions

Share Data Through the Art
of Visualization

Data Analysis with R
Programming

Google Data Analytics
Capstone: Complete a Case
Study



Jun 7, 2023

Mark Recio

has successfully completed the online, non-credit Professional
Certificate

Google Data Analytics

Those who earn the Google Data Analytics Professional Certificate have completed eight courses, developed by Google, that include hands-on, practice-based assessments and are designed to prepare them for introductory-level roles in Data Analytics. They are competent in tools and platforms including spreadsheets, SQL, Tableau, and R. They know how to prepare, process, analyze, and share data for thoughtful action.

The online specialization named in this certificate may draw on material from courses taught on-campus, but the included courses are not equivalent to on-campus courses. Participation in this online specialization does not constitute enrollment at this university. This certificate does not confer a University grade, course credit or degree, and it does not verify the identity of the learner.

Verify this certificate at:

<https://coursera.org/verify/professional-cert/FAB4LWAXJ3DV>



9 Courses

Introduction to Data Analytics

Excel Basics for Data Analysis

Data Visualization and Dashboards with Excel and Cognos

Python for Data Science, AI & Development

Python Project for Data Science

Databases and SQL for Data Science with Python

Data Analysis with Python

Data Visualization with Python

IBM Data Analyst Capstone Project



Dec 10, 2023

Mark Recio

has successfully completed the online, non-credit Professional Certificate

IBM Data Analyst

This IBM Professional Certificate is earned after successfully completing 9 courses on various topics in Data Analytics. The learner understands the core principles of data analysis and has worked hands-on with a variety of data sources, project scenarios, and data analysis tools, including Excel, SQL, Relational Databases, Python, Jupyter Notebooks, and Cognos Analytics, gaining practical experience with data manipulation, data analysis, and data visualization. The earner of this Certificate has demonstrated proficiency in applying different analytical techniques by analyzing real-world datasets, creating visualizations & interactive dashboards, and presenting reports to share findings of data analysis, and is now equipped with skills for an entry-level role in data analytics.

Rav Ahuja, Program
Director, IBM Skills
Network

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Verify this certificate at:
<https://coursera.org/verify/professional-cert/89LH4NY33TEF>