



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Values and Ethics: Case Studies in Action

Course completed on Apr 09, 2023 at 09:46AM UTC • 42 min

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

A handwritten signature in black ink that reads "Dan Boddy".

Head of Content Strategy, Learning

LinkedIn Learning  
1000 W Maude Ave  
Sunnyvale, CA 94085

Certificate ID: AWClzTYAoisMwYhWOYy3aWbZ80Rr



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Sunnyvale, CA 94085



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Program: PMI® Registered Education Provider | Provider ID: #4101

Certificate No: AWClzTYAoisMwYhWOYy3aWbZ80Rr

PDUs/ContactHours: 0.50 | Activity #: 41013OQE8C



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Business Ethics

Course completed on Apr 14, 2023 at 11:39AM UTC • 53 min

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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Certificate ID: AVv6AQrNd4X7364hU6FdFsNFzA2T



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Business Ethics

Course completed on Apr 14, 2023 at 11:42AM UTC

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Instructional Delivery Method: QAS Self Study

In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour. LinkedIn is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its web site: [www.nasbaregistry.org](http://www.nasbaregistry.org)

Field of Study: Behavioral Ethics

Program: National Association of State Boards of Accountancy (NASBA) | Registry ID: #140940

Certificate No: ATNxRWdElpE0jgHmyXW98uUO1D4q

Continuing Professional Education Credit (CPE): 1.60



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## Certificate of Completion

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# Navigating Environmental Sustainability: A Guide for Leaders

Course completed on Apr 09, 2023 at 08:16AM UTC • 16 min

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Sunnyvale, CA 94085

Certificate ID: AVYCG\_kLwwCsw2lOAEyYpjLw8NSn



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Navigating Environmental Sustainability: A Guide for Leaders

Course completed on Apr 09, 2023 at 08:16AM UTC

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Sunnyvale, CA 94085



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Program: PMI® Registered Education Provider | Provider ID: #4101

Certificate No: AVYCG\_kLwwCsw2lOAEyYpjLw8NSn

PDUs/ContactHours: 0.25 | Activity #: 410190M4TY



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Ethics in Information Security

Course completed on Apr 09, 2023 at 10:28AM UTC • 57 min

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1000 W Maude Ave  
Sunnyvale, CA 94085

Certificate ID: Aeuw18flySr4caWCkhqBn8a9Diib



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Tech on the Go: Ethics in Cybersecurity

Course completed on Apr 14, 2023 at 10:59AM UTC • 28 min

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Sunnyvale, CA 94085

Certificate ID: AaM\_qXgE\_6Mqd2Dr6XwFOARGkh1



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## Certificate of Completion

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### Unconscious Bias

Course completed on Apr 09, 2023 at 09:45AM UTC • 28 min

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Sunnyvale, CA 94085

Certificate ID: AQW3wvJjHSu3QJwMLqqqZFN7ROyf



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# Certificate of Completion

Congratulations, PANKAJ KUMAR

## Unconscious Bias

Course completed on Apr 09, 2023 at 09:45AM UTC

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Program: PMI® Registered Education Provider | Provider ID: #4101  
Certificate No: Aqw3wvJjHSu3QJwMLqqqZFN7ROyf  
PDUs/ContactHours: 0.25 | Activity #: 4101XUIIC1



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Unconscious Bias

Course completed on Apr 18, 2023 at 03:12PM UTC

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Instructional Delivery Method: QAS Self Study

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Field of Study: Behavioral Ethics

Program: National Association of State Boards of Accountancy (NASBA) | Registry ID: #140940

Certificate No: AZV49zQrOl3T\_5-bkOMJPzV7\_ZHU

Continuing Professional Education Credit (CPE): 1.00



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# Certificate of Completion

Congratulations, PANKAJ KUMAR

## Skills for Inclusive Conversations

Course completed on Apr 09, 2023 at 10:02AM UTC

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Program: HR Certification Institute® (HRCI®) | Provider ID: #604152

Certificate No: AXjsRoLjkyz0dA-EZxsOsne\_MpQ

Recertification Credits: 1.00 | Activity #: 614929



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Skills for Inclusive Conversations

Course completed on Apr 09, 2023 at 10:02AM UTC • 53 min

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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Head of Content Strategy, Learning

LinkedIn Learning  
1000 W Maude Ave  
Sunnyvale, CA 94085

Certificate ID: AXjsRoLjkyz0dA-EZxsOjsne\_MpQ



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Skills for Inclusive Conversations

Course completed on Apr 09, 2023 at 10:02AM UTC

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Program: PMI® Registered Education Provider | Provider ID: #4101

Certificate No: AXjsRoLjkyz0dA-EZxsOsne\_MpQ

PDUs/ContactHours: 0.75 | Activity #: 41016QOND7



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Skills for Inclusive Conversations

Course completed on Apr 09, 2023 at 10:02AM UTC

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Program: Society for Human Resource Management (SHRM®) | Registry ID: #RP4455

Certificate No: AXjsRoLjkyz0dA-EZxsOjsne\_MpQ

Professional Development Credits (PDCs): 1.00 | Activity #: 23-PDREZ



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Skills for Inclusive Conversations

Course completed on Apr 18, 2023 at 03:15PM UTC

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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Instructional Delivery Method: QAS Self Study

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Field of Study: Personal Development

Program: National Association of State Boards of Accountancy (NASBA) | Registry ID: #140940

Certificate No: AZ--RpMi3GbqEWjeOVL0Z0Z9zBf0

Continuing Professional Education Credit (CPE): 2.00



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Out and Proud: Approaching LGBT Issues in the Workplace

Course completed on Apr 09, 2023 at 09:54AM UTC • 19 min

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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Certificate ID: AQB1xPsJqyl89sR0oOT9KmViucv2



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Understanding and Supporting LGBTQ+ Employees

Course completed on Apr 09, 2023 at 09:41AM UTC

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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Program: HR Certification Institute® (HRCI®) | Provider ID: #604152

Certificate No: AeoPaxAlst2X4KPn15bS1GStF1tS

Recertification Credits: 1.00 | Activity #: 613478



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Understanding and Supporting LGBTQ+ Employees

Course completed on Apr 09, 2023 at 09:41AM UTC • 35 min

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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Head of Content Strategy, Learning

LinkedIn Learning  
1000 W Maude Ave  
Sunnyvale, CA 94085

Certificate ID: AeoPaxAlst2X4KPn15bS1GStF1tS



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Understanding and Supporting LGBTQ+ Employees

Course completed on Apr 09, 2023 at 09:41AM UTC

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Program: PMI® Registered Education Provider | Provider ID: #4101

Certificate No: AeoPaxAlst2X4KPn15bS1GStF1tS

PDUs/ContactHours: 0.50 | Activity #: 4101CP57R0



LinkedIn LEARNING

## Certificate of Completion

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# Understanding and Supporting LGBTQ+ Employees

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Program: Society for Human Resource Management (SHRM®) | Registry ID: #RP4455

Certificate No: AeoPaxAlst2X4KPn15bS1GStF1tS

Professional Development Credits (PDCs): 0.50 | Activity #: 23-3AXYC



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Equity First: The Path to Inclusion and Belonging

Course completed on Apr 09, 2023 at 10:42AM UTC

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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Head of Content Strategy, Learning

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1000 W Maude Ave  
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Program: HR Certification Institute® (HRCI®) | Provider ID: #604152

Certificate No: AVIdIYQyLaEXoRg2zsWYhyRnyzHa

Recertification Credits: 0.75 | Activity #: 613480



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Equity First: The Path to Inclusion and Belonging

Course completed on Apr 09, 2023 at 10:42AM UTC • 1 hour 24 min

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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Head of Content Strategy, Learning

LinkedIn Learning  
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Sunnyvale, CA 94085

Certificate ID: AVIdIYQyLaEXoRg2zsWYhyRnyzHa



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Equity First: The Path to Inclusion and Belonging

Course completed on Apr 09, 2023 at 10:42AM UTC

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Program: Society for Human Resource Management (SHRM®) | Registry ID: #RP4455

Certificate No: AVIdIYQyLaEXoRg2zsWYhyRnyzHa

Professional Development Credits (PDCs): 1.25 | Activity #: 23-N477R



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Leadership Strategies for Women

Course completed on Apr 09, 2023 at 10:34AM UTC • 1 hour 6 min

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LinkedIn Learning  
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Certificate ID: AeP2kSrEMntxbLmInmE01RLCPHNs



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## Certificate of Completion

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### Leadership Strategies for Women

Course completed on Apr 09, 2023 at 10:34AM UTC

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Program: PMI® Registered Education Provider | Provider ID: #4101

Certificate No: AeP2kSrEMntxbLmInMe01RLCPHNs

PDUs/ContactHours: 1.00 | Activity #: 41012KA7UO



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

### Leadership Strategies for Women

Course completed on Apr 18, 2023 at 03:18PM UTC

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

A handwritten signature in black ink that reads "Dan Boddy".

Head of Content Strategy, Learning

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Sunnyvale, CA 94085



Instructional Delivery Method: QAS Self Study

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Field of Study: Personal Development

Program: National Association of State Boards of Accountancy (NASBA) | Registry ID: #140940

Certificate No: AYX8luCSiYv7FOMBkTt-OpLnz--7

Continuing Professional Education Credit (CPE): 2.00



LinkedIn LEARNING

## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Cultivating Presence and Impact in a Live and Virtual World

Course completed on Apr 09, 2023 at 11:18AM UTC • 49 min

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

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LinkedIn Learning  
1000 W Maude Ave  
Sunnyvale, CA 94085

Certificate ID: AcSwqXUKOUfqKbtK9Nng66f8j97S



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## Certificate of Completion

Congratulations, PANKAJ KUMAR

# Cultivating Presence and Impact in a Live and Virtual World

Course completed on Apr 09, 2023 at 11:18AM UTC

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Program: PMI® Registered Education Provider | Provider ID: #4101

Certificate No: AcSwqXUKOUfqKbtK9Nng66f8j97S

PDUs/ContactHours: 0.75 | Activity #: 41014HKS0A