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**This Certificate Is
Issued in Honor of**

Sibasis Padhi

for

*His contributions in delivering Oct16 release Projects & achieving
Productivity targets*

A handwritten signature in black ink, appearing to read "Jagadish V Kanagal".

Signature Jagadish V Kanagal,
Account Manager, AT&T Account

Date 16th December 2016

**Focus and
Passion for
Your Work**

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**This Certificate Is
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SIBASIS PADHI

for

His Excellent Technical leadership and domain skills

**Exhibits
the kinds of
heroic behaviors
we prize**

N. Nagarajan

Narayanaswamy Nagarajan

Signature DPE, AT&T Account, IBM

Date 21-Dec-2011

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This Certificate Is
Issued in Honor of

Sibasis Padhi

for

*Excellent contribution to success of AVPN TIO and GIOM July
release projects*

A handwritten signature in black ink, appearing to read "Srinivas P Jayanti".

Signature Srinivas P Jayanti, Executive Director, GBS-GD

Date 20th Day of Aug 2014

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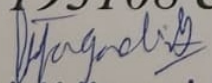
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**This Certificate Is
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Sibasis Padhi

for

his outstanding contribution as FP SPOC for AVPN June 10 release projects in helping AVPN team achieve double their productivity target and for his excellent contribution in delivering critical projects 193108 & 176925ad smoothly in June 10 release.


Signature Jagadish V Kanagal, DPE, AT&T Account, IBM

Date 13th Day of Aug, 2010

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