



CERTIFICATE OF RECOGNITION



Sofia Dutta

Oracle Talent Management Cloud 2017 Certified Implementation Specialist

THIS CERTIFIES THAT ABOVE NAMED IS
RECOGNIZED BY ORACLE CORPORATION AS AN
ORACLE CERTIFIED SPECIALIST

December 27, 2017

DATE

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

DAMIEN CAREY

SENIOR VICE PRESIDENT, ORACLE UNIVERSITY