



CERTIFICATE OF RECOGNITION



Sofia Dutta

Oracle Global Human Resources Cloud 2016 Certified Implementation Specialist

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

January 24, 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