



Oct 11, 2020

Thomas Karsten

has successfully completed

Effective Compliance Programs

an online non-credit course authorized by University of Pennsylvania and offered through Coursera

A handwritten signature in black ink, reading "Lauren Steinfeld".

Lauren Steinfeld  
Lecturer in Law

A handwritten signature in black ink, reading "Andrew Kandel".

Andrew Kandel  
Lecturer in Law

COURSE  
CERTIFICATE



Verify at [coursera.org/verify/T28ENDJVU4TP](https://coursera.org/verify/T28ENDJVU4TP)

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

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