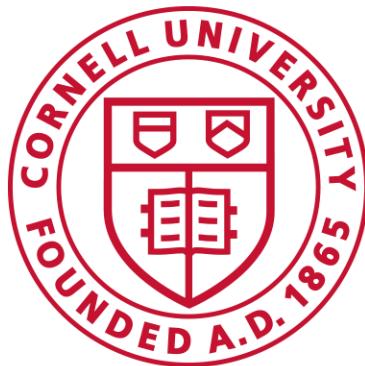


School of Industrial and Labor Relations

# Cornell University



This is to acknowledge that

**Frank J. Carr**

has completed the certificate program entitled

**Compensation Studies**

This Seventeenth Day of March, 2020  
through eCornell.

A handwritten signature in black ink, appearing to read "Alexander J. Colvin". The signature is written in a cursive, flowing style.

Alexander J. Colvin, Kenneth F. Kahn '69 Dean  
School of Industrial and Labor Relations  
Cornell University