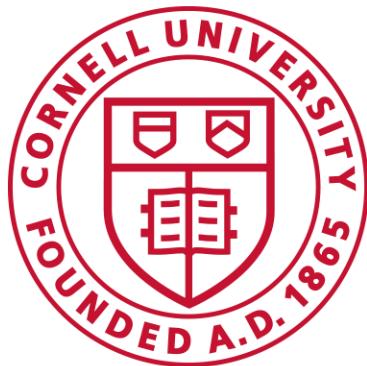


# Cornell University



This is to acknowledge that

**Frank J. Carr**

has completed the certificate program entitled

**Employment Law**

This Thirtieth Day of January, 2024

through eCornell.

A handwritten signature in black ink, appearing to read "Alexander J. Colvin". The signature is fluid and cursive, with a large, stylized "J" and "C". A horizontal line is drawn through the signature.

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