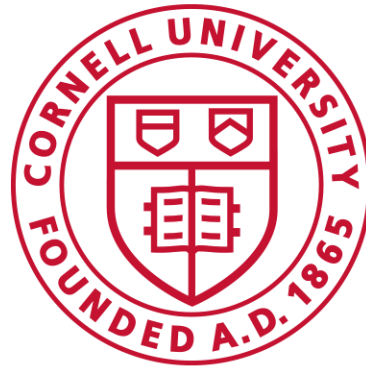


Cornell University



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, reading "Alexander J. Colvin", followed by a horizontal line.

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