



Confederation of Indian Industry

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Certificate of Participation

This is to certify that

Mr FREDRICK CASTRO

has successfully participated in the Training program on

“Measuring Training Effectiveness & ROI”

on 14 December, 2022 organized by CII on virtual platform.

A handwritten signature in blue ink that reads 'Subodh' with a horizontal line underneath.

Subodh Gupta

*Chairman CII Himachal Pradesh &
Group Managing Director— Balaji Microtek
Powertronics Pvt. Ltd.*