

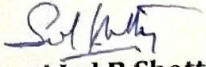
Date: 27.06.2023

CERTIFICATE

This is to certify that **Ms. Jinisha D Souza** (Reg: 2116068), **MBA** Student of "**St. Aloysius Institute of Management & Technology, Mangalore** has done her Project work on "**A study of the impact of training & development on Employee engagement, Employee satisfaction and job performance with reference to Mangalore Chemicals and Fertilizers Limited**" for 1 month.

During the period of her Project work, she has been found to be keen in learning and displaying good conduct & character.

Wishing her all the best in her career.


Suraj Lal B Shetty
Manager - Legal