



HOGAN CERTIFIED

Presented to

Payal Rajaratnam

In recognition of completing the

HOGAN ASSESSMENT CERTIFICATION

Hogan Certification Workshop led by ThreeFish Consulting

This certificate acknowledges completion of 16 hours of training focused on using and interpreting the following personality-based assessment inventories:

**HOGAN PERSONALITY INVENTORY; HOGAN
DEVELOPMENT SURVEY; AND MOTIVES, VALUES
PREFERENCES INVENTORY**

A handwritten signature in black ink, appearing to read 'Robert Hogan', is written over a horizontal line.

Robert Hogan, Ph.D.
President
Hogan Assessment Systems, Inc.

10/22/2019

Date

