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# CERTIFICATE

*This is to certify that:*

**DR. IR. AGUS ZAINUL ARIFIN, MM**  
UNIVERSITAS TARUMANAGARA

as Presenter of Call for Papers

In the 19<sup>th</sup> International Symposium on Management held by School of Management Faculty of Business and Economics Universitas Surabaya (UBAYA) on Bali 19<sup>th</sup> - 20<sup>th</sup> May 2022

Head of Departement  
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**Dr. Deddy Marciano, M.M.,**  
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Chair of the Comitee  
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Co Host:

