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### *Certificate of Participation*

This is to certify that **Prof./Dr./Mr./Mrs. Ishita Tiwari** is a presenter/co-author of the paper titled **ANN-Based Predictive Model for Employee Attrition in an Organization** presented at the **3<sup>rd</sup> International Conference on Computing Systems and Intelligent Applications (ComSIA- 2026)** organized jointly by Campus of Open Learning, University of Delhi, and Shaheed Rajguru College of Applied Sciences for Women, University of Delhi and Silicon University, Odisha on **20<sup>th</sup>-21<sup>st</sup> March 2026**.

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