



This certificate is awarded to

**TAN CHOW HEANG**

as a Participant in The 2<sup>nd</sup> ILSAS Conference on  
Learning & Development (**ICLAD2018**)  
held at Putrajaya Marriott Hotel on 3<sup>rd</sup> & 4<sup>th</sup> October 2018



Dato' Ir. Abdul Aziz bin Jaafar  
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