

Certificate

412/PAE-13/VI/2026

Hereby certifies that

Elmin M.R Lubis

has successfully completed in the Human Capital e-Internship
on June 1, 2026 – June 30, 2026
organized by PT Pinang Aneka Edukasi

Pangkalpinang, July 2, 2026

DIRECTOR



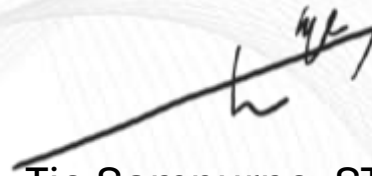
PUTY FAJRIATYALIFAH, SAP



List of Competency

No	Title of Competency
1	Develop Job Descriptions
2	Conduct Job Evaluation
3	Design Salary Structure
4	Develop Key Performance Indicators (KPIs)
5	Conduct Workload Analysis

Instructor

A handwritten signature in black ink, appearing to read "Tio Sampurno", is written over a horizontal line.

Tio Sampurno, ST., M.Sc