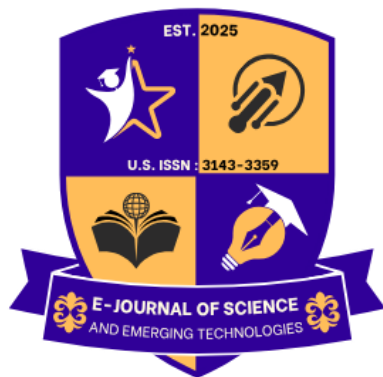




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Date: 17 June 2026

To,

Dr Shantanu Bindewari

Subject: Confirmation of Research Paper Publication

Dear Dr Shantanu Bindewari,

We are pleased to confirm that your research paper titled **“Optimizing Succession Planning with Oracle HCM Cloud: Best Practices for Future-Ready Organizations”** has been successfully published in the E-Journal of Science and Emerging Technologies (EJSET), **Volume 02, No. 02, Apr- Jun 2026**.

Your paper is now available online at:

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The editorial board extends its sincere appreciation for your valuable contribution to our journal. Your research work demonstrates a high standard of academic excellence and adds significant value to the journal.

We congratulate you on this achievement and look forward to your continued association with EJSET in future publications.

With best regards,

Prof. (Dr) Sangeet Vashishtha

Editor-in-Chief

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