

Cork, 31 August 2018

Certificate of Participation

The Local Organizing Committee certifies that

Victoria Golikova

Institute for Industrial and Market Studies Higher School of Economics

has attended and made the below presentation(s)

**The role of CEO demographic characteristics in firm innovative performance:
comparative analysis of European countries and Russia**

Victoria Golikova (p), Fernanda Ricotta , Boris Kuznetsov

during the 58th ERSA Congress held
from the 28 August until the 31 August 2018
at the University College Cork, Ireland



Declan Jordan
Chair of the Local Organizing Committee

Note: (p) stands for presenter