



CERTIFICATE OF ATTENDANCE

This document certifies that

Aparecido Ferreira de Oliveira

successfully participated in a Management 3.0

FOUNDATION WORKSHOP

Event Date: 16 - 17 December 2019

Location: Sao Paulo, Brazil

Facilitated by:

Fabio Fioratti Azevedo
Management 3.0 - Facilitator
Licensed since 15 July 2019

Felipe Portuense Lima
Management 3.0 - Facilitator
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Jurgen Appelo
Founder

This certificate may be required as proof of participation. License number 191243840