



CERTIFICATE OF ATTENDANCE

This document certifies that

Jéssica Costa

successfully participated in a Management 3.0

FOUNDATION WORKSHOP

Event Date: 4 - 5 February 2020

Location: Rio de Janeiro, Brazil

Facilitated by:

Avelar Leão

Management 3.0 - Facilitator

Licensed since 29 March 2017

Rafaela Sampaio

Management 3.0 - Facilitator

Licensed since 25 November 2019

Jurgen Appelo
Founder

This certificate may be required as proof of participation. License number 200247021