

CERTIFICATE OF ATTENDANCE

This document certifies that

Marcos R. O. Freitas

successfully participated in a Management 3.0

FUNDAMENTALS ONLINE WORKSHOP

Event Date: 11 - 12 July 2020



Facilitated by:

A handwritten signature in blue ink, appearing to be "Thiago Brant".

Thiago Brant
Management 3.0 - Facilitator
Licensed since 25 July 2019

A handwritten signature in purple ink, appearing to be "Rogerio Roberto".

Rogerio Roberto
Management 3.0 - Facilitator
Licensed since 7 February 2020

A handwritten signature in black ink, appearing to be "Jurgen Appelo".

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 200759741