



CERTIFICATE OF ATTENDANCE

This document certifies that

Marcos Roberto de Oliveira

successfully participated in the following Management 3.0 Workshop:

Criatividade e Inovação

Event Date: 15 July 2020

Location: online

Facilitated by:

A stylized signature in blue ink.

Thiago Brant
Management 3.0 - Facilitator
Licensed since 25 July 2019

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Rogerio Roberto
Management 3.0 - Facilitator
Licensed since 7 February 2020

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Jurgen Appelo
Founder

This certificate may be required as proof of participation. License number 200760104