

CERTIFICATE OF ATTENDANCE

This document certifies that

Rafael Hernandez Ruiz

successfully participated in a Management 3.0

FUNDAMENTALS ONLINE WORKSHOP

Event Date: 2 - 24 October 2020



Facilitated by:

A handwritten signature in black ink, appearing to read "Guillermo Lechuga".

Guillermo Lechuga
Management 3.0 - Facilitator
Licensed since 6 August 2019

A handwritten signature in black ink, appearing to read "Dario Bello Forero".

Dario Bello Forero
Management 3.0 - Facilitator
Licensed since 4 February 2020

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

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 201072579