



CERTIFICATE OF ATTENDANCE

This document certifies that

Ricardo Cervantes Madrid

successfully participated in the following Management 3.0 Workshop:

Agile Organization Structure

Event Date: 10 - 17 July 2021

Location: online

Facilitated by:

A handwritten signature in black ink, appearing to read "h. p." or similar.

Norberto Paredes Hernández

Management 3.0 - Facilitator

Licensed since 30 October 2018

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

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 210797653