

# CERTIFICATE OF ATTENDANCE

This document certifies that

# Olga Esther Cruz Pichardo

successfully participated in a Management 3.0

# FUNDAMENTALS ONLINE WORKSHOP

Event Date: 23 - 31 July 2021



Facilitated by:

A handwritten signature in black ink, appearing to read "N. Paredes".

**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 210798430