



CERTIFICATE OF ATTENDANCE

This document certifies that

Javier Alejandro Santillán

successfully participated in the following Management 3.0 Workshop:

Fundamentals Online

Event Date: 3 - 23 August 2021

Location: online

Facilitated by:

A handwritten signature in black ink.

Yohan Paez

Management 3.0 - Facilitator

Licensed since 9 October 2018

A handwritten signature in black ink.

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2108100592