

CERTIFICATE OF ATTENDANCE

This document certifies that

Karla Paulina Carral Adán

successfully participated in the following Management 3.0 Workshop:

Change Management 3.0

Event Date: 1 October 2021

Location: online



Facilitated by:

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

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 2110104679