



CERTIFICATE OF ATTENDANCE

This document certifies that

Ralfred Carbajal

successfully participated in the following Management 3.0 Workshop:

AGILE MINDSET ADOPTION

Event Date: 24 December 2021

Location: online

Facilitated by:

A handwritten signature in black ink.

Norberto Paredes Hernández

Management 3.0 - Facilitator

Licensed since 30 October 2018

A handwritten signature in black ink.

Jurgen Appelo

Founder

This certificate may be required as proof of participation. Certificate number 2112114770