



CERTIFICATE OF ATTENDANCE

This document certifies that

Christiano Sá

successfully participated in a Management 3.0

FOUNDATION WORKSHOP

Event Date: 30 November - 1 December

Location: Rio de Janeiro, Brazil

Facilitated by:

Isabel Coutinho

Management 3.0 - Facilitator

Licensed since 22 February 2019

Jurgen Appelo
Founder

This certificate may be required as proof of participation. License number 191142416