



# CERTIFICATE

## OF COMPLETION

Hashtag Treinamentos certifies that **Marcio Fernandes Cruz** has completed the **2-hours** Online Course **Effective Communication** started on 08/12/25 and concluded on 11/09/25.

*Marcio Cruz*

ONLINE COURSE EFFECTIVE COMMUNICATION

Verification ID:  
**COMMAR1762720652**

Certificate issued on  
11/16/25 às 10:29:53.

Presented by:  
Employer Number:  
**26.344.392/0001-08**



# COURSE MODULES

1. Effective Communication