



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:
COMMARI762720652

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

Presented by:
Employer Number:
26.344.392/0001-08



COURSE MODULES

1. Effective Communication