



# CERTIFICATE

## OF COMPLETION

Hashtag Treinamentos certifies that **Marcio Fernandes Cruz** has completed the **11** - hours level **Level 4 – Leadership and Emotional Intelligence** of the Online Course , started on **08/19/25** and concluded on **11/09/25**.

*Marcio Cruz*

LEVEL □ NÍVEL 4 – LIDERANÇA E INTELIGÊNCIA EMOCIONAL -

Verification ID:  
ESPMAR1762720614

Certificate issued on:  
16/11/25 às 10:32:26.

Presented by:  
Employer Number:  
26.344.392/0001-08



# LEVEL MODULES

1. Emotional Intelligence
2. Feedback
3. Empowerment and Delegation
4. Leadership
- 5.