



# CERTIFICATE OF ATTENDANCE

This document certifies that

## Wiktor Ewtschatow

successfully participated in a Management 3.0

## FOUNDATION WORKSHOP

Event Date: 23 - 24 November 2019

Location: Saint Petersburg,

Facilitated by:

**Anton Ivanov**  
*Management 3.0 - Facilitator*  
*Licensed since 4 April 2019*

**Jurgen Appelo**  
*Founder*

This certificate may be required as proof of participation. License number 191141686