

CERTIFICATE OF ATTENDANCE

This is to certify that

Aleksandr Karchava

has successfully completed

«**Management 360**» — a 4-day intensive
on four leadership roles in IT

Program covered:

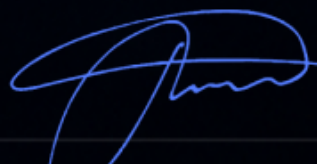
- Transition into a leadership role:
team lead, head of department, CTO, COO
- Core management toolkit for each level
- First 90 days in a new position
- Typical failures and how to handle them

Total: 12 hours

September 1-4, 2026



ALEXANDER ORLOV



SLAVA PANKRATOV