Authorization for Credit Card Transactions

Department of Homeland Security

Form G-1450

How To Fill Out Form G-1450

1. Type or print legibly in black ink.
2. Complete the "**Applicant's/Petitioner's/Requester's Information**," "**Credit Card Billing Information**," and "**Credit Card Information**" sections and sign the authorization. **NOTE:** The credit card must be issued by a U.S. bank.
3. Place your Form G-1450 ON TOP of your application, petition, or request package.

NOTE: Failure to provide the requested information may result in DHS and your financial institution not accepting the payment. DHS cannot process credit card payments without an authorized signature.

NOTE: Please see the USCIS Form G-1450 website for additional information.

We recommend that you print or save a copy of your completed Form G-1450 to review in the future and for your records.

By completing this transaction, you agree that you have paid for a government service and that the filing fee, biometric services fee and all related financial transactions are final and not refundable, regardless of any action DHS takes on an application, petition, or request. You must submit all fees in the exact amounts. DHS will charge your credit card up to the amount you authorize below.

Please refer to the form(s) you are filing for additional information, or you may call the USCIS Customer Contact number at **1-800-375-5283**. For TTY (deaf or hard of hearing) call: **1-800-767-1833**.

Applicant's/Petitioner's/Requester's Information (Full Legal Name)		
Given Name (First Name) Breno	Middle Name (if any) N/A	Family Name (Last Name) DE CASTRO NOGUEIRA
Credit Card Billing Information (Credit Card Holder's Name as it Appears on the Card)		
Given Name (First Name)	Middle Name (if any)	Family Name (Last Name)
Credit Card Holder's Billing Address:		
Street Number and Name	Apt. Ste. Flr. ☐ ☐ ☐	Number
City or Town	State	ZIP Code
Credit Card Holder's Signature and Contact Information:		
Credit Card Holder's Signature		
Credit Card Holder's Daytime Telephone Number	Credit Card Holder's Email Address	

Credit Card Information		
Credit Card Number	**Credit Card Type:** ☐ Visa ☐ MasterCard ☐ American Express ☐ Discover	Authorized Payment Amount $ 715.00
Credit Card Expiration Date (mm/yyyy) CVV Code		

Authorization for Credit Card Transactions

Department of Homeland Security

Form G-1450

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Applicant's/Petitioner's/Requester's Information (Full Legal Name)		
Given Name (First Name) Breno	Middle Name (if any) N/A	Family Name (Last Name) DE CASTRO NOGUEIRA

Credit Card Billing Information (Credit Card Holder's Name as it Appears on the Card)		
Given Name (First Name)	Middle Name (if any)	Family Name (Last Name)

Credit Card Holder's Billing Address:		
Street Number and Name	Apt. Ste. Flr. ☐ ☐ ☐	Number
City or Town	State	ZIP Code

Credit Card Holder's Signature and Contact Information:	
Credit Card Holder's Signature	
Credit Card Holder's Daytime Telephone Number	Credit Card Holder's Email Address

Credit Card Information		
Credit Card Number	**Credit Card Type:** ☐ Visa ☐ MasterCard ☐ American Express ☐ Discover	Authorized Payment Amount $ 300 .00
Credit Card Expiration Date (mm/yyyy) CVV Code		

Authorization for Credit Card Transactions

Department of Homeland Security

Form G-1450

How To Fill Out Form G-1450

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2. Complete the "**Applicant's/Petitioner's/Requester's Information**," "**Credit Card Billing Information**," and "**Credit Card Information**" sections and sign the authorization. **NOTE:** The credit card must be issued by a U.S. bank.
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Please refer to the form(s) you are filing for additional information, or you may call the USCIS Customer Contact number at **1-800-375-5283**. For TTY (deaf or hard of hearing) call: **1-800-767-1833**.

Applicant's/Petitioner's/Requester's Information (Full Legal Name)		
Given Name (First Name) Breno	Middle Name (if any) N/A	Family Name (Last Name) DE CASTRO NOGUEIRA

Credit Card Billing Information (Credit Card Holder's Name as it Appears on the Card)		
Given Name (First Name)	Middle Name (if any)	Family Name (Last Name)

Credit Card Holder's Billing Address:		
Street Number and Name	Apt. Ste. Flr. ☐ ☐ ☐	Number
City or Town	State	ZIP Code

Credit Card Holder's Signature and Contact Information:	
Credit Card Holder's Signature	
Credit Card Holder's Daytime Telephone Number	Credit Card Holder's Email Address

Credit Card Information		
Credit Card Number	**Credit Card Type:** ☐ Visa ☐ MasterCard ☐ American Express ☐ Discover	Authorized Payment Amount $ 2,965.00
Credit Card Expiration Date (mm/yyyy) CVV Code		

YOUSA
Law Firm

EB-2 IMMIGRANT PETITION
WITH REQUEST FOR A NATIONAL INTEREST WAIVER

Petitioner: NOGUEIRA, Breno de Castro

HS Law Corp
P.O Box 90487
San Diego - CA - United States

YOUSA Law Firm

TABLE OF CONTENTS

Petitioner: **NOGUEIRA, Breno de Castro**
Type of Petition: **I-140, EB-2 National Interest Waiver**
Classification Sought: **Immigration and Nationality Act 203(b)(2)(B)**

Forms	• Form G-1450 in the amount of $715 towards I-140 form filling fee • Form G-1450 in the amount of $300 towards Asylum Program Fee • Form G-1450 in the amount of $2,965 towards Premium Processing Fee • Form G-1145 • Form G-28 • Form I-140 • ETA-9089 • Form I-907
Petition Cover Letter	• Summary of Cover Letter • Petition Cover Letter • Exhibit List
Exhibit A	• Resume
Exhibit B ELIGIBILITY CRITERIA	**Advanced Degree** • Bachelor of Science (B.Sc.) in Information Systems – Universidade Federal Fluminense (UFF) – Diploma & Transcript and translation • Academic Credential Evaluation • Professional Evidence
Exhibit C NATIONAL INTEREST WAIVER	**C.I – First Prong – Substantial Merit and National Importance:** • Business Plan for Prickster Tech • Research and Government Initiatives Supporting the Business **C.II – Second Prong – Well-Positioned to Advance the Proposed Endeavor:** • All the documents from Exhibit B • Technical Diploma in Informatics and Transcripts – Senac • Ongoing Postgraduate Specialization in Software Engineering with Applied AI – Anhanguera • Thesis publication • Specialized Certifications - Professional Scrum Master I (PSM I) – Scrum.org - Additional Relevant Technical Certifications (e.g., Docker, Git, Web Development, Ruby, Java, etc.) • Recognition for your achievements and significant contributions to your

	industry or field - SENAC Talent Program – Local, Regional, and State-Level Awards - Press Coverage – SENAC Talent Program – Jornal do Brasil / Local Media • Professional Memberships and Standing - Association for Computing Machinery (ACM) – Membership - IEEE Computer Society – Membership • Operational Steps - Firm Digital Identity - Eazy Garage – Platform Overview • Proof of High Salary - Payslips – 2024–2025 - Accountant Letter - Income Tax Returns – 2023-2025 - Salary Comparison – Indeed.com – Software Engineer Salary Benchmark (Brazil/U.S. Comparison) - Central Bank of Brazil (BCB) – Currency Conversion and Official Rates • Letters of Support and Resume: - Mr. Jonathan Vaught - Mr. Matt Toensing - Mr. Gabriel Guardalupe Rodríguez - Prof. Raphael Pereira de Oliveira Guerra - Mr. James Moseley - Mr. Todd Eccles - Ms. Rozana de Oliveira Guimaraes • Proof of Financial Feasibility: - Letter of intent to hire from Mr. Ronaldo Correa Nogueira - Proof of Initial Investment Capacity – Prikster Tech (Personal Capital / Savings) • Other Eligible Evidences
<u>Exhibit D</u> **PERSONAL DOCUMENTS**	• Birth Certificate and Corresponding Translation • Passport's Biometrics Page • Marriage Certificate and Corresponding Translation • Derivative's Birth Certificate and Corresponding Translation • Derivative's Passport's Biometrics Page

e-Notification of Application/Petition Acceptance

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form G-1145

What Is the Purpose of This Form?

Use this form to request an electronic notification (e-Notification) when U.S. Citizenship and Immigration Services accepts your immigration application. This service is available for applications filed at a USCIS Lockbox facility.

General Information

Complete the information below and clip this form to the first page of your application package. You will receive one e-mail and/or text message for each form you are filing.

We will send the e-Notification within 24 hours after we accept your application. Domestic customers will receive an e-mail and/or text message; overseas customers will only receive an e-mail. Undeliverable e-Notifications cannot be resent.

The e-mail or text message will display your receipt number and tell you how to get updated case status information. It will not include any personal information. The e-Notification does not grant any type of status or benefit; rather it is provided as a convenience to customers.

USCIS will also mail you a receipt notice (I-797C), which you will receive within 10 days after your application has been accepted; use this notice as proof of your pending application or petition.

USCIS Privacy Act Statement

AUTHORITIES: The information requested on this form is collected pursuant to section 103(a) of the Immigration and Nationality Act, as amended INA section 101, et seq.

PURPOSE: The primary purpose for providing the information on this form is to request an electronic notification when USCIS accepts immigration form. The information you provide will be used to send you a text and/or email message.

DISCLOSURE: The information you provide is voluntary. However, failure to provide the requested information may prevent USCIS from providing you a text and/or email message receipting your immigration form.

ROUTINE USES: The information provided on this form will be used by and disclosed to DHS personnel and contractors in accordance with approved routine uses, as described in the associated published system of records notices [**DHS/USCIS-007 - Benefits Information System and DHS/USCIS-001 - Alien File (A-File) and Central Index System (CIS)**, which can be found at **www.dhs.gov/privacy**]. The information may also be made available, as appropriate for law enforcement purposes or in the interest of national security.

Complete this form and clip it on top of the first page of your immigration form(s).

Applicant/Petitioner Full Last Name	Applicant/Petitioner Full First Name	Applicant/Petitioner Full Middle Name
DE CASTRO NOGUEIRA	**Breno**	**N/A**

Email Address	Mobile Phone Number (Text Message)
brenocnog@gmail.com	

Notice of Entry of Appearance as Attorney or Accredited Representative

Department of Homeland Security

DHS Form G-28
OMB No. 1615-0105
Expires 05/31/2021

Part 1. Information About Attorney or Accredited Representative

1. USCIS Online Account Number (if any)

► 0 0 7 4 9 2 6 2 5 4 3 8

Name of Attorney or Accredited Representative

2.a. Family Name (Last Name): HAVERROTH SILVA

2.b. Given Name (First Name): Otavio

2.c. Middle Name: N/A

Address of Attorney or Accredited Representative

3.a. Street Number and Name: PO Box 90487

3.b. ☐ Apt. ☐ Ste. ☐ Flr. N/A

3.c. City or Town: San Diego

3.d. State: CA **3.e.** ZIP Code: 92169

3.f. Province: N/A

3.g. Postal Code: N/A

3.h. Country: USA

Contact Information of Attorney or Accredited Representative

4. Daytime Telephone Number: 5102419336

5. Mobile Telephone Number (if any): 5102419336

6. Email Address (if any): otavio@legalhs.com

7. Fax Number (if any): N/A

Part 2. Eligibility Information for Attorney or Accredited Representative

Select **all applicable** items.

1.a. ☒ I am an attorney eligible to practice law in, and a member in good standing of, the bar of the highest courts of the following states, possessions, territories, commonwealths, or the District of Columbia. If you need extra space to complete this section, use the space provided in **Part 6. Additional Information**.

Licensing Authority: California

1.b. Bar Number (if applicable): 343486

1.c. I (select **only one** box) ☒ am not ☐ am subject to any order suspending, enjoining, restraining, disbarring, or otherwise restricting me in the practice of law. If you are subject to any orders, use the space provided in **Part 6. Additional Information** to provide an explanation.

1.d. Name of Law Firm or Organization (if applicable): HS Law Corp

2.a. ☐ I am an accredited representative of the following qualified nonprofit religious, charitable, social service, or similar organization established in the United States and recognized by the Department of Justice in accordance with 8 CFR part 1292.

2.b. Name of Recognized Organization: N/A

2.c. Date of Accreditation (mm/dd/yyyy): N/A

3. ☐ I am associated with N/A, the attorney or accredited representative of record who previously filed Form G-28 in this case, and my appearance as an attorney or accredited representative for a limited purpose is at his or her request.

4.a. ☐ I am a law student or law graduate working under the direct supervision of the attorney or accredited representative of record on this form in accordance with the requirements in 8 CFR 292.1(a)(2).

4.b. Name of Law Student or Law Graduate: N/A

Part 3. Notice of Appearance as Attorney or Accredited Representative

If you need extra space to complete this section, use the space provided in **Part 6. Additional Information**.

This appearance relates to immigration matters before (select **only one** box):

1.a. ☒ U.S. Citizenship and Immigration Services (USCIS)

1.b. List the form numbers or specific matter in which appearance is entered.

I-140, ETA 9089, I-907

2.a. ☐ U.S. Immigration and Customs Enforcement (ICE)

2.b. List the specific matter in which appearance is entered.

N/A

3.a. ☐ U.S. Customs and Border Protection (CBP)

3.b. List the specific matter in which appearance is entered.

N/A

4. Receipt Number (if any)

► N/A

5. I enter my appearance as an attorney or accredited representative at the request of the (select **only one** box):

☐ Applicant ☒ Petitioner ☐ Requestor

☐ Beneficiary/Derivative ☐ Respondent (ICE, CBP)

Information About Client (Applicant, Petitioner, Requestor, Beneficiary or Derivative, Respondent, or Authorized Signatory for an Entity)

6.a. Family Name (Last Name) DE CASTRO NOGUEIRA

6.b. Given Name (First Name) Breno

6.c. Middle Name N/A

7.a. Name of Entity (if applicable)

N/A

7.b. Title of Authorized Signatory for Entity (if applicable)

N/A

8. Client's USCIS Online Account Number (if any)

► N/A

9. Client's Alien Registration Number (A-Number) (if any)

► A- N/A

Client's Contact Information

10. Daytime Telephone Number

+55 (21) 99775-5575

11. Mobile Telephone Number (if any)

+55 (21) 99775-5575

12. Email Address (if any)

brenocnog@gmail.com

Mailing Address of Client

NOTE: Provide the client's mailing address. **Do not** provide the business mailing address of the attorney or accredited representative **unless** it serves as the safe mailing address on the application or petition being filed with this Form G-28.

13.a. Street Number and Name PO Box 90487

13.b. ☐ Apt. ☐ Ste. ☐ Flr. N/A

13.c. City or Town San Diego

13.d. State CA **13.e.** ZIP Code 92169

13.f. Province N/A

13.g. Postal Code N/A

13.h. Country

USA

Part 4. Client's Consent to Representation and Signature

Consent to Representation and Release of Information

I have requested the representation of and consented to being represented by the attorney or accredited representative named in **Part 1.** of this form. According to the Privacy Act of 1974 and U.S. Department of Homeland Security (DHS) policy, I also consent to the disclosure to the named attorney or accredited representative of any records pertaining to me that appear in any system of records of USCIS, ICE, or CBP.

Part 4. Client's Consent to Representation and Signature (continued)

Options Regarding Receipt of USCIS Notices and Documents

USCIS will send notices to both a represented party (the client) and his, her, or its attorney or accredited representative either through mail or electronic delivery. USCIS will send all secure identity documents and Travel Documents to the client's U.S. mailing address.

If you want to have notices and/or secure identity documents sent to your attorney or accredited representative of record rather than to you, please select **all applicable** items below. You may change these elections through written notice to USCIS.

1.a. ☒ I request that USCIS send original notices on an application or petition to the business address of my attorney or accredited representative as listed in this form.

1.b. ☒ I request that USCIS send any secure identity document (Permanent Resident Card, Employment Authorization Document, or Travel Document) that I receive to the U.S. business address of my attorney or accredited representative (or to a designated military or diplomatic address in a foreign country (if permitted)).

NOTE: If your notice contains Form I-94, Arrival-Departure Record, USCIS will send the notice to the U.S. business address of your attorney or accredited representative. If you would rather have your Form I-94 sent directly to you, select **Item Number 1.c.**

1.c. ☐ I request that USCIS send my notice containing Form I-94 to me at my U.S. mailing address.

Signature of Client or Authorized Signatory for an Entity

2.a. Signature of Client or Authorized Signatory for an Entity

➡ Bruno Al Castro Noguiera

2.b. Date of Signature (mm/dd/yyyy) 01/13/2026

Part 5. Signature of Attorney or Accredited Representative

I have read and understand the regulations and conditions contained in 8 CFR 103.2 and 292 governing appearances and representation before DHS. I declare under penalty of perjury under the laws of the United States that the information I have provided on this form is true and correct.

1. a. Signature of Attorney or Accredited Representative

1.b. Date of Signature (mm/dd/yyyy) 01/13/2026

2.a. Signature of Law Student or Law Graduate

N/A

2.b. Date of Signature (mm/dd/yyyy) N/A

Part 6. Additional Information

If you need extra space to provide any additional information within this form, use the space below. If you need more space than what is provided, you may make copies of this page to complete and file with this form or attach a separate sheet of paper. Type or print your name at the top of each sheet; indicate the **Page Number**, **Part Number**, and **Item Number** to which your answer refers; and sign and date each sheet.

1.a Family Name (Last Name): DE CASTRO NOGUEIRA

1.b. Given Name (First Name): Breno

1.c. Middle Name: N/A

2.a. Page Number: N/A **2.b.** Part Number: N/A **2.c.** Item Number: N/A

2.d.

N/A

3.a. Page Number: N/A **3.b.** Part Number: N/A **3.c.** Item Number: N/A

3.d.

N/A

4.a. Page Number: N/A **4.b.** Part Number: N/A **4.c.** Item Number: N/A

4.d.

N/A

5.a. Page Number: N/A **5.b.** Part Number: N/A **5.c.** Item Number: N/A

5.d.

N/A

6.a. Page Number: N/A **6.b.** Part Number: N/A **6.c.** Item Number: N/A

6.d.

N/A

Immigrant Petition for Alien Workers

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS Form I-140
OMB No. 1615-0015
Expires 02/28/2027

For USCIS Use Only	Fee Stamp	Priority Date	Consulate	Action Block

Classification

- ☐ 203(b)(1)(A) Alien of Extraordinary Ability
- ☐ 203(b)(1)(B) Outstanding Professor or Researcher
- ☐ 203(b)(1)(C) Multinational Executive or Manager
- ☐ 203(b)(2) Member of Professions with Advanced Degree/Exceptional Ability
- ☐ 203(b)(3)(A)(i) Skilled Worker
- ☐ 203(b)(3)(A)(ii) Professional
- ☐ 203(b)(3)(A)(iii) Other Worker

Certification

- ☐ National Interest Waiver (NIW)
- ☐ Schedule A, Group I
- ☐ Schedule A, Group II

Remarks

To be completed by an Attorney or Accredited Representative (if any).	☒ Select this box if Form G-28 or Form G-28I is attached.	Attorney State Bar Number (if applicable)	Attorney or Accredited Representative USCIS Online Account Number (if any)
		343486	007492625438

► **START HERE - Type or print in black ink.**

Part 1. Information About the Person or Organization Filing This Petition

If an individual is filing this petition, answer **Item Numbers 1.a. - 1.c.** If a company or organization is filing this petition, answer **Item Number 2.**

1.a. Family Name (Last Name): DE CASTRO NOGUEIRA

1.b. Given Name (First Name): Breno

1.c. Middle Name: N/A

2. Company or Organization Name: N/A

Mailing Address

(USCIS ZIP Code Lookup)

3.a. In Care Of Name: Otavio Haverroth Silva

3.b. Street Number and Name: PO Box 90487

3.c. ☐ Apt. ☐ Ste. ☐ Flr. N/A

3.d. City or Town: San Diego

3.e. State: CA **3.f.** ZIP Code: 92169

3.g. Province: N/A

3.h. Postal Code: N/A

3.i. Country: USA

Other Information

4. IRS Employer Identification Number (EIN) ► N/A

5. Are you a nonprofit organized as tax exempt or a governmental research organization? ☐ Yes ☒ No

6. Do you currently employ a total of 25 or fewer full-time equivalent employees in the United States, including all affiliates or subsidiaries of this company/organization? ☒ Yes ☐ No

7. U.S. Social Security Number (SSN) (if any) ► N/A

8. USCIS Online Account Number (if any) ► N/A

Part 2. Petition Type

This petition is being filed for (select **only one** box):

1.a. ☐ An alien of extraordinary ability.

1.b. ☐ An outstanding professor or researcher.

1.c. ☐ A multinational executive or manager.

1.d. ☐ A member of the professions holding an advanced degree or an alien of exceptional ability (who is **NOT** seeking a National Interest Waiver (NIW)).

1.e. ☐ A professional (at a minimum, possessing a bachelor's degree or a foreign degree equivalent to a U.S. bachelor's degree).

Part 2. Petition Type (continued)

1.f. ☐ A skilled worker (requiring at least two years of specialized training or experience).

1.g. ☐ Any other worker (requiring less than two years of training or experience).

1.h. ☒ An alien applying for an NIW (who **IS** a member of the professions holding an advanced degree or an alien of exceptional ability).

This petition is being filed (select **only one** box):

2.a. ☐ To amend a previously filed petition.

Previous Petition Receipt Number
► N/A

2.b. ☐ For the Schedule A, Group I or II designation.

Part 3. Information About the Person for Whom You Are Filing

1.a. Family Name (Last Name): DE CASTRO NOGUEIRA

1.b. Given Name (First Name): Breno

1.c. Middle Name: N/A

Mailing Address

2.a. In Care Of Name: Otavio Haverroth Silva

2.b. Street Number and Name: PO Box 90487

2.c. ☐ Apt. ☐ Ste. ☐ Flr. N/A

2.d. City or Town: San Diego

2.e. State: CA **2.f.** ZIP Code: 92169

2.g. Province: N/A

2.h. Postal Code: N/A

2.i. Country: USA

Other Information

3. Date of Birth (mm/dd/yyyy): 10/25/1988

4. City/Town/Village of Birth: Rio de Janeiro

5. State or Province of Birth: Rio de Janeiro

6. Country of Birth: Brazil

7. Country of Citizenship or Nationality: Brazil

8. Alien Registration Number (A-Number) (if any)
► A- N/A

9. U.S. SSN (if any) ► N/A

Information About His or Her Last Arrival in the United States

If the person for whom you are filing is in the United States, provide the following information.

10. Date of Last Arrival (mm/dd/yyyy): N/A

11.a. Form I-94 Arrival-Departure Record Number
► N/A

11.b. Expiration Date of Authorized Stay Shown on Form I-94 (mm/dd/yyyy): N/A

11.c. Status on Form I-94 (for example, class of admission, or paroled, if paroled): N/A

12. Passport Number: N/A

13. Travel Document Number: N/A

14. Country of Issuance for Passport or Travel Document: N/A

15. Expiration Date for Passport or Travel Document (mm/dd/yyyy): N/A

Part 4. Processing Information

Provide the following information for the person named in **Part 3.** (select **only one** box):

1.a. ☒ Alien will apply for a visa abroad at a U.S. Embassy or U.S. Consulate at:

1.b. City or Town: Rio de Janeiro

1.c. Country: Brazil

2.a. ☐ Alien is in the United States and will apply for adjustment of status to that of lawful permanent resident.

Part 4. Processing Information (continued)

2.b. Alien's current country of residence or, if now in the United States, last country of permanent residence abroad.

Brazil

If you provided a United States address in **Part 3.**, provide the person's foreign address in **Item Numbers 3.a. - 3.f.**:

3.a. Street Number and Name: 100 Joao Lira

3.b. ☒ Apt. ☐ Ste. ☐ Flr. 101

3.c. City or Town: Rio de Janeiro

3.d. Province: Rio de Janeiro

3.e. Postal Code: 22430210

3.f. Country: Brazil

If the person's native alphabet is other than Roman letters, type or print the person's foreign name and address in the native alphabet in **Item Numbers 4.a. - 4.c.**:

4.a. Family Name (Last Name): N/A

4.b. Given Name (First Name): N/A

4.c. Middle Name: N/A

Mailing Address

5.a. In Care Of Name: N/A

5.b. Street Number and Name: N/A

5.c. ☐ Apt. ☐ Ste. ☐ Flr. N/A

5.d. City or Town: N/A

5.e. Province: N/A

5.f. Postal Code: N/A

5.g. Country: N/A

If you answer "Yes" to **Item Numbers 6.a. - 10.**, provide the case number, office location, date of decision, and disposition of the decision in the space provided in **Part 11. Additional Information**.

6.a. Are you filing any other petitions or applications with this Form I-140? ☒ Yes ☐ No

6.b. If you answered "Yes" **to Item Number 6.a.**, select all applicable boxes:

- ☐ Form I-485
- ☐ Form I-131
- ☐ Form I-765
- ☒ Other (Provide an explanation in **Part 11. Additional Information**.)

7. Is the person for whom you are filing in removal proceedings? ☐ Yes ☒ No

8. Has any immigrant visa petition ever been filed by or on behalf of this person? ☐ Yes ☒ No

9. Are you filing this petition without an original labor certification because the original labor certification was previously submitted in support of another Form I-140? ☐ Yes ☒ No

10. If you are filing this petition without an original labor certification, are you requesting that U.S. Citizenship and Immigration Services (USCIS) request a duplicate labor certification from the Department of Labor (DOL)? ☐ Yes ☒ No

Part 5. Additional Information About the Petitioner

Type of petitioner (select **only one** box):

1.a. ☐ Employer

1.b. ☒ Self

1.c. ☐ Other (For example, Lawful Permanent Resident, U.S. citizen or any other person filing on behalf of the alien)

N/A

If a company or an organization is filing this petition, provide the following information:

2. Type of Business: N/A

3. Date Established (mm/dd/yyyy): N/A

4. Current Number of U.S. Employees: N/A

5. Gross Annual Income $ N/A

6. Net Annual Income $ N/A

7. NAICS Code ► N/A

8. Labor Certification DOL Case Number: N/A

Part 5. Additional Information About the Petitioner (continued)

9. Labor Certification DOL Filing Date (mm/dd/yyyy)

N/A

10. Labor Certification Expiration Date (mm/dd/yyyy)

N/A

If an individual is filing this petition, provide the following information.

11. Occupation

Software Developer

12. Annual Income $ N/A

Part 6. Basic Information About the Proposed Employment

1. Job Title

General and Operations Managers

2. SOC Code ▶ 11 - 2021

3. Nontechnical Job Description

Oversee strategic planning, clinical supervision, service delivery standards, and dayto-day operations.

4. Is this a full-time position? ☒ Yes ☐ No

5. If the answer to **Item Number 4.** is "No," how many hours per week for the position?

N/A

6. Is this a permanent position? ☒ Yes ☐ No

7. Is this a new position? ☐ Yes ☒ No

8. Wages (Specify hour, week, month, or year):

$ 110,000.00 per year

Worksite Location

For **Item Numbers 9.a. - 9.e.**, provide the address where the person will work if different from the address provided in **Part 1.**

9.a. Street Number and Name: To be determined

9.b. ☐ Apt. ☐ Ste. ☐ Flr. To be determined

9.c. City or Town: To be determined

9.d. State: TX **9.e.** ZIP Code: To be determined

Part 7. Information About the Spouse and All Children of the Person for Whom You Are Filing

For **Part 7.**, provide information on the spouse and all children related to the individual for whom you are filing this petition. Also, note if the individual will apply for a visa abroad or adjustment of status as the dependent of the individual for whom the petition is filed. If you need extra space to provide information about additional family members, use the space provided in **Part 11. Additional Information**.

Person 1

1.a. Family Name (Last Name): REZENDE DOS SANTOS

1.b. Given Name (First Name): Talita

1.c. Middle Name: N/A

2. Date of Birth (mm/dd/yyyy): 10/19/1992

3. Country of Birth

Brazil

4. Relationship: Spouse

5. Is he or she applying for adjustment of status? ☐ Yes ☒ No

6. Is he or she applying for a visa abroad? ☒ Yes ☐ No

Person 2

7.a. Family Name (Last Name): N/A

7.b. Given Name (First Name): N/A

7.c. Middle Name: N/A

8. Date of Birth (mm/dd/yyyy): N/A

9. Country of Birth

N/A

10. Relationship: N/A

11. Is he or she applying for adjustment of status? ☐ Yes ☐ No

12. Is he or she applying for a visa abroad? ☐ Yes ☐ No

Part 7. Information About Spouse and All Children of the Person for Whom You Are Filing (continued)

Person 3

13.a. Family Name (Last Name) N/A

13.b. Given Name (First Name) N/A

13.c. Middle Name N/A

14. Date of Birth (mm/dd/yyyy) N/A

15. Country of Birth
N/A

16. Relationship N/A

17. Is he or she applying for adjustment of status?
☐ Yes ☐ No

18. Is he or she applying for a visa abroad?
☐ Yes ☐ No

Person 4

19.a. Family Name (Last Name) N/A

19.b. Given Name (First Name) N/A

19.c. Middle Name N/A

20. Date of Birth (mm/dd/yyyy) N/A

21. Country of Birth
N/A

22. Relationship N/A

23. Is he or she applying for adjustment of status?
☐ Yes ☐ No

24. Is he or she applying for a visa abroad?
☐ Yes ☐ No

Person 5

25.a. Family Name (Last Name) N/A

25.b. Given Name (First Name) N/A

25.c. Middle Name N/A

26. Date of Birth (mm/dd/yyyy) N/A

27. Country of Birth
N/A

28. Relationship N/A

29. Is he or she applying for adjustment of status?
☐ Yes ☐ No

30. Is he or she applying for a visa abroad?
☐ Yes ☐ No

Person 6

31.a. Family Name (Last Name) N/A

31.b. Given Name (First Name) N/A

31.c. Middle Name N/A

32. Date of Birth (mm/dd/yyyy) N/A

33. Country of Birth
N/A

34. Relationship N/A

35. Is he or she applying for adjustment of status?
☐ Yes ☐ No

36. Is he or she applying for a visa abroad?
☐ Yes ☐ No

Part 8. Contact Information, Certification, and Signature of the Petitioner or Authorized Signatory

Petitioner or Authorized Signatory's Contact Information

1.a. Petitioner's or Authorized Signatory's Family Name (Last Name)

DE CASTRO NOGUEIRA

1.b. Petitioner's or Authorized Signatory's Given Name (First Name)

Breno

2. Petitioner's or Authorized Signatory's Title

N/A

3. Petitioner's or Authorized Signatory's Daytime Telephone Number

+55 (21) 99775-5575

4. Petitioner's or Authorized Signatory's Mobile Telephone Number (if any)

+55 (21) 99775-5575

5. Petitioner's or Authorized Signatory's Email Address (if any)

brenocnog@gmail.com

Petitioner's or Authorized Signatory's Certification and Signature

If filing this petition on behalf of an organization, I certify that I am authorized to do so by the organization:

a. I reviewed and provided or authorized all of the responses and information in my petition;

b. I understood all of the responses and information contained in, and submitted with, my petition; and

c. All of the responses and information were complete, true, and correct at the time of filing

Furthermore, I authorize the release of any information from any and all of my records as authorized signatory and the petitioner's records that USCIS may need to determine the petitioner's eligibility for an immigration request and to other entities and persons where necessary for the administration and enforcement of U.S. immigration law.

6.a. Petitioner's or Authorized Signatory's Signature

Breno de Castro Nogueira

6.b. Date of Signature (mm/dd/yyyy) 01/13/2026

Part 9. Interpreter's Contact Information, Certification, and Signature

Interpreter's Full Name

1.a. Interpreter's Family Name (Last Name)

N/A

1.b. Interpreter's Given Name (First Name)

N/A

2. Interpreter's Business or Organization Name

N/A

Interpreter's Contact Information

3. Interpreter's Daytime Telephone Number

N/A

4. Interpreter's Mobile Telephone Number (if any)

N/A

5. Interpreter's Email Address (if any)

N/A

Interpreter's Certification and Signature

I certify, under penalty of perjury, that I am fluent in English and N/A, and I have interpreted every question on the petition and Instructions and interpreted the petitioner's or authorized signatory's answers to the questions in that language, and the petitioner or authorized signatory informed me that they understood every instruction, question, and answer on the petition.

6.a. Interpreter's Signature

N/A

6.b. Date of Signature (mm/dd/yyyy) N/A

Part 10. Contact Information, Certification, and Signature of the Person Preparing this Petition, if Other Than the Petitioner or Authorized Signatory

Preparer's Full Name

1. Preparer's Family Name (Last Name)

HAVERROTH SILVA

Preparer's Given Name (First Name)

Otavio

2. Preparer's Business or Organization Name

HS Law Corp

Preparer's Contact Information

3. Preparer's Daytime Telephone Number

5102419336

4. Preparer's Mobile Telephone Number (if any)

5102419336

5. Preparer's Email Address (if any)

otavio@legalhs.com

Preparer's Certification and Signature

I certify, under penalty of perjury, that I prepared this petition for the petitioner or authorized signatory at their request and with express consent and that all of the responses and information contained in and submitted with the petition are complete, true, and correct and reflects only information provided by the petitioner or authorized signatory. The petitioner or authorized signatory reviewed the responses and information and informed me that they understand the responses and information in or submitted with the petition.

6. Preparer's Signature

Date of Signature (mm/dd/yyyy) 01/13/2026

Part 11. Additional Information

If you need extra space to provide any additional information within this petition, use the space below. If you need more space than what is provided, you may make copies of this page to complete and file with this petition or attach a separate sheet of paper. Type or print your name and A-Number (if any) at the top of each sheet; indicate the **Page Number**, **Part Number**, and **Item Number** to which your answer refers; and sign and date each sheet.

1. Family Name (Last Name): DE CASTRO NOGUEIRA

Given Name (First Name): Breno

Middle Name: N/A

2. IRS EIN ▶ N/A

3.

Page Number	Part Number	Item Number
3	4	6.b

I-907

4.

Page Number	Part Number	Item Number
N/A	N/A	N/A

N/A

5.

Page Number	Part Number	Item Number
N/A	N/A	N/A

N/A

6.

Page Number	Part Number	Item Number
N/A	N/A	N/A

N/A

7.

Page Number	Part Number	Item Number
N/A	N/A	N/A

N/A

Employment OMB Approval: 1205-0451
Expiration Date: 02/28/2029

Application for Permanent Employment Certification
Form ETA-9089 – Final Determination: Permanent Employment Certification Approval
U.S. Department of Labor

PERMANENT EMPLOYMENT CERTIFICATION APPROVAL

A. U.S. Government Agency Use Only

Pursuant to the provisions of Sections 212(a)(5)(A) of the Immigration and Nationality Act, as amended, the Department hereby certifies that there are not sufficient workers who are able, willing, and qualified, and who will be available at the time of application for a visa and admission into the United States and place needed to fill the job opportunities for which certification is sought, and the permanent employment of the foreign worker will not adversely affect the wages and working conditions of workers in the United States similarly employed.

Therefore, by virtue of the signature below, the Department hereby acknowledges granting certification for the following *Application for Permanent Employment Certification* (Form ETA-9089):

1. DOL Case Number		2. Case Status
3. Employer Legal Business Name		4. Employer FEIN
5. Foreign Worker's Last (family) Name		
6. Foreign Worker's First (given) Name		
7. Foreign Worker's Middle Name(s)		
8. Job Title		
9. SOC Code	10. SOC Occupational Title	
Labor Certification Validity Information		
11. Filing Date	12. Determination Date	13. Expiration Date
14. Department of Labor Office of Foreign Labor Certification *(electronic signature)*		

Pursuant to 20 CFR 656, the aforementioned permanent labor certification is valid only for the job opportunity, the foreign worker, and the area of intended employment specified on the approved Form ETA-9089, including all appendices and any modifications approved by the Department. The aforementioned filing date on this approved *Application for Permanent Employment Certification*, established under 20 CFR 656.17(c), may be used as a priority date by the Department of Homeland Security and the Department of State, as appropriate. This approved *Application for Permanent Employment Certification* will expire if not filed in support of *Immigrant Petition for Alien Workers* (Form I-140) with the Department of Homeland Security by the aforementioned expiration date.

The foreign worker covered by this approved *Application for Permanent Employment Certification* has declared under Section B below, under penalty of perjury, that the foreign worker has read and reviewed every page of Appendix A for this approved Form ETA-9089, takes full responsibility for the accuracy of all information contained therein, and intends to accept permanent employment in the job opportunity specified on the approved Form ETA-9089, including all appendices, offered by the employer if granted a visa or an adjustment of status based on this permanent labor certification.

The employer covered by this approved *Application for Permanent Employment Certification* has declared under Section D below under penalty of perjury that it has read and reviewed every page of this approved Form ETA-9089, including all appendices, and takes full responsibility for the accuracy of all information contained therein and all documentation supporting this approved *Application for Permanent Employment Certification*, including any representations made by the employer's authorized preparer, agent or attorney, as applicable.

OMB Approval: 1205-0451
Expiration Date:02/28/2029

Application for Permanent Employment Certification
Form ETA-9089 – Final Determination: Permanent Labor Certification Approval
U.S. Department of Labor

B. Foreign Worker Declaration

I declare under penalty of perjury that I have read and reviewed all information contained in Appendix A of this approved Form ETA-9089, and that to the best of my knowledge the information contained therein is true and accurate. *I understand that to knowingly and/or willfully furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both (18 U.S.C. 2, 1001, 1546, 1621).*

I further declare that I am the person identified under Section A, Fields 5, 6, and 7 above. I did not participate in any activities involving the interviewing or consideration of U.S. workers and intend to accept permanent employment in the job opportunity specified on this approved Form ETA-9089, including all appendices, offered by the employer if granted a visa or an adjustment of status based on this permanent labor certification.

1. Signature *	2. Date Signed *
Bruno da Costa Nogueira	03/18/2026

C. Attorney or Agent Declaration

I declare under penalty of perjury that I am an attorney for the employer, or that I am an employee of, or hired by, the employer listed in Section C of the Form ETA-9089, and that I have been designated by that employer in accordance with 20 CFR 656.10(b) to act on its behalf in connection with this application.

I hereby certify that I have provided to the employer the entire Form ETA-9089, appendices, and all supporting documentation for review and to the best of my knowledge the information contained herein is true and accurate, including the employer's declaration regarding activities that I have undertaken on the employer's behalf in connection with this application. *I understand that to knowingly and/or willfully furnish materially false information in the preparation of this form and any supplement hereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both (18 U.S.C. 2, 1001, 1546, 1621).*

1. Attorney or Agent's Last (family) Name *	2. First (given) Name *	3. Middle Initial §
HAVERROTH SILVA	Otavio	N/A
4. Firm/Business Name §		
HS Law Corp		
5. Signature *		6. Date Signed *
		03/18/2026

D. Employer Declaration

I hereby designate the agent or attorney identified in Section C (if any) of the Form ETA-9089 to represent me for the purpose of labor certification and, by virtue of my signature in Field 5 below, **I take full responsibility** for the accuracy of any representations made by my agent or attorney, and my designated preparer identified in Section C above, on every page of the Form ETA-9089, including all appendices, and documentation supporting this application.

I declare under penalty of perjury that I have read and reviewed this application, including every page of the Form ETA-9089, appendices, and supporting documentation, and that to the best of my knowledge the information contained therein is true and accurate. *I understand that to knowingly and/or willfully furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both (18 U.S.C. 2, 1001, 1546, 1621).*

1. Last (family) Name *	2. First (given) Name *	3. Middle Initial §
4. Title *		
5. Signature *		6. Date Signed *

For Public Burden Statement, see the Instructions for Form ETA-9089.

PERM Case Number: _____ Case Status: _____ Determination Date: _____ Expiration Date: _____

OMB Approval: 1205-0451
Expiration Date:02/28/2029

Application for Permanent Employment Certification
Form ETA-9089 – Appendix A: Foreign Worker Information
U.S. Department of Labor

FOREIGN WORKER INFORMATION

A. Foreign Worker Contact Information

1. Foreign Worker's Last (family) Name * DE CASTRO NOGUEIRA		
2. Foreign Worker's First (given) Name * Breno		
3. Foreign Worker's Middle Name(s) * N/A		
4. Address 1 *(current)* * 100 Joao Lira		
5. Address 2 *(apartment/suite/floor and number)* § Apt 101		
6. City * Rio de Janeiro	7. State * Rio de Janeiro	8. Postal Code * 22430210
9. Country * Brazil	10. Province § Rio de Janeiro	
11. Date of Birth *(mm/dd/yyyy)* * 10/25/1988	12. Class of Admission * B1/B2	13. Alien Registration Number (A#) (if applicable) * N/A
14. Country of Birth * Brazil		
15. Country of Citizenship or Nationality * Brazil		

B. Foreign Worker Education §

a. Educational Attainment Information 1

1. Education: U.S. Diploma/Degree attained relevant to the job opportunity ☐ None ☐ High School/GED ☐ Associate ☐ Bachelor's ☐ Master's ☐ Doctorate (PhD) ■ Other Degree (JD, MD, etc.)	
1a. If "Other Degree" in question 1, specify the diploma/degree attained Lato Sensu Graduate Studies	
1b. Specify major(s) and/or field(s) of study (may list more than one related major and more than one field) Software Engineering in Applied AI	
1c. Name of Institution that issued the degree/diploma Anhanguera Educational	
1d. Name of Country of institution identified in question 1c Brazil	1e. Month/year attained (*mm/yyyy*) 02/2027

b. Educational Attainment Information 2

1. Education: U.S. Diploma/Degree attained relevant to the job opportunity ☐ None ☐ High School/GED ☐ Associate ■ Bachelor's ☐ Master's ☐ Doctorate (PhD) ☐ Other Degree (JD, MD, etc.)	
1a. If "Other Degree" in question 1, specify the diploma/degree attained	
1b. Specify major(s) and/or field(s) of study (may list more than one related major and more than one field) Information Systems	
1c. Name of Institution that issued the degree/diploma Fluminense Federal University (UFF)	
1d. Name of Country of Institution identified in question 1c Brazil	1e. Month/year attained (*mm/yyyy*) 07/2019

PERM Case Number: _____ Case Status: _____ Determination Date: _____ Expiration Date: _____

***B. Foreign Worker Education** (continued)*

c. Educational Attainment Information 3

1. Education: U.S. Diploma/Degree attained relevant to the job opportunity ☐ None ☐ High School/GED ☐ Associate ☐ Bachelor's ☐ Master's ☐ Doctorate (PhD) ■ Other Degree (JD, MD, etc.)
1a. If "Other Degree" in question 1, specify the diploma/degree attained Technician
1b. Specify major(s) and/or field(s) of study (may list more than one related major and more than one field) Computer Technician
1c. Name of Institution that issued the degree/diploma SENAC (National Service for Commercial Education)

1d. Name of Country of Institution identified in question 1c	1e. Month/year attained (*mm/yyyy*)
Brazil	07/2015

d. Educational Attainment Information 4

1. Education: U.S. Diploma/Degree attained relevant to the job opportunity ☐ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's ☐ Doctorate (PhD) ☐ Other Degree (JD, MD, etc.)
1a. If "Other Degree" in question 1, specify the diploma/degree attained
1b. Specify major(s) and/or field(s) of study (may list more than one related major and more than one field)
1c. Name of Institution that issued the degree/diploma

1d. Name of Country of Institution identified in question 1c	1e. Month/year attained (*mm/yyyy*)

e. Educational Attainment Information 5

1. Education: U.S. Diploma/Degree attained relevant to the job opportunity ☐ None ☐ High School/GED ☐ Associate's ☐ Bachelor's ☐ Master's ☐ Doctorate (PhD) ☐ Other Degree (JD, MD, etc.)
1a. If "Other Degree" in question 1, specify the diploma/degree attained
1b. Specify major(s) and/or field(s) of study (may list more than one related major and more than one field)
1c. Name of Institution that issued the degree/diploma

1d. Name of Country of Institution identified in question 1c	1e. Month/year attained (*mm/yyyy*)

C. Foreign Worker Training Qualifications §

a. Training, Certification(s), and/or License(s) Information 1

1. Name of Institution/School/Training provider IEEE Computer Society
1a. Name of training, coursework, experience received Professional Association

1b. Training/Certifications/licenses attained (if applicable) CS Professional		
1c. Start date of training (*mm/yyyy*)	1d. End date of training (*mm/yyyy*)	1e. Month/year awarded (*mm/yyyy*) 2026

b. Training, Certification(s), and/or License(s) Information 2

1. Name of Institution/School/Training provider Association for Computer Machinery		
1a. Name of training, coursework, experience received Professional Member		
1b. Training/Certifications/Licenses attained (if applicable)		
1c. Start date of training (*mm/yyyy*)	1d. End date of training (*mm/yyyy*)	1e. Month/year awarded (*mm/yyyy*) 11/2025

c. Training, Certification(s), and/or License(s) Information 3

1. Name of Institution/School/Training provider		
1a. Name of training, coursework, experience received Professional Scrum Master I		
1b. Training/certifications/licenses attained (if applicable)		
1c. Start date of training (*mm/yyyy*)	1d. End date of training (*mm/yyyy*)	1e. Month/year awarded (*mm/yyyy*) 11/2025

D. Foreign Worker Training Qualifications §

a. Skills, Abilities, and Proficiencies 1

1. Name of Employer/Institution/School/Training Provider	
1a. Country	1b. State, Territory, or Province
1c. Description of specific skills, abilities, and/or proficiencies the foreign worker possesses or attained, which help establish whether the foreign worker meets the requirements identified for the job opportunity *(up to 1,500 characters)*	

b. Skills, Abilities, and Proficiencies 2

1. Name of Employer/Institution/School/Training Provider	
1a. Country	1b. State, Territory, or Province
1c. Description of specific skills, abilities, and/or proficiencies the foreign worker possesses or attained, which help establish whether the foreign worker meets the requirements identified for the job opportunity *(up to 1,500 characters)*	

E. Foreign Worker Work Experience §

a. Work Experience 1

1. Employer Name			
JOIST			
1a. Address 1			
3601 Walnut St			
1b. Address 2			
Suite 400			
1c. City or Town			1d. Postal Code
Denver			80205
1e. Country		1f. State, Territory, or Province	
USA		Colorado	
1g. Job Title			
Senior Software Engineer			
1h. Start Date *(mm/yyyy)*	1i. End Date *(mm/yyyy)*	1j. Present	1k. Hours Worked Per Week
11/2025	Current	■ Yes ☐ No	40

1l. Job Duties: Specify details of the job (work tasks performed, use of tools/equipment, supervision, etc.) (*up to 3,500 characters*)

Developed and maintained the Joist platform within the portfolio of EverCommerce, Inc.;

Planned and implemented application features using Ruby on Rails;

Contributed to technical decisions and software architecture design;

Supported knowledge transfer of the Kickserv ecosystem and adaptation of similar functionalities in Joist;

Participated in the planning and architectural design of new platform modules;

Prepared technical documentation and implementation proposals for new features;

Collaborated with product and engineering teams to expand platform capabilities;

Contributed to backend development focusing on scalability and system evolution.

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Javascrip: Knowing the Browser and Design Patterns
Month/year awarded: 08/2017

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: MongoDB: An Alternative to Tradicional Relational Databases
Month/year awarded: 07/2017

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Java and JPA: Persist your objects with JPA2 and hibernate
Month/year awarded: 04/2017

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Flexbox: Position Elements on the Canvas
Month/year awarded: 02/2017

For Public Burden Statement, see the Instructions for Form ETA-9089.

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Responsive Web Design: Pages that adapt from mobile to desktop
Month/year awarded: 02/2017

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: HTML5 and CSS3 II: Supercharging your pages
Month/year awarded: 02/2017

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Ruby on Rails 3 Part II
Month/year awarded: 02/2017

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Ruby on Rails 3 Part III
Month/year awarded: 02/2017

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Ruby II: Continuing your first steps in programming
Month/year awarded: 02/2017

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Ruby I: Programming logic through games
Month/year awarded: 01/2017

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Ruby on Rails 3 Part I
Month/year awarded: 11/2016

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: ESR Rio
Name of training: Web application penetration testing
Month/year awarded: 11/2016

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Jquery I: The most popular javascript library
Month/year awarded: 09/2016

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Docker: Creating Containers Without Headaches
Month/year awarded: 08/2016

For Public Burden Statement, see the Instructions for Form ETA-9089.

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Advanced android development techniques
Month/year awarded: 07/2016

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Caelum
Name of training: Mobile development with google android
Month/year awarded: 06/2016

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Javascript: Programming in the Language of the Web
Month/year awarded: 03/2016

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: HTML5 and CSS3 I: Your First Web Pages
Month/year awarded: 03/2016

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: MYSQL I: Starting your queries
Month/year awarded: 02/2016

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Spring MVC: Time to create a webapp with spring MVC4
Month/year awarded: 11/2015

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Servlets: Java Fundamentals on the Web
Month/year awarded: 11/2015

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Alura
Name of training: Java and JSF I: Your web application with JSF2
Month/year awarded: 11/2015

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Cisco Networking Academy
Name of training: Cisco Exploration: Network Fundamentals
Month/year awarded: 07/2014

B. Supplemental Information 2 §

1. Section and Item Number	C	1a. Section Name or Category of Supplemental Information	**Foreign Worker Training Qualifications**

1b. Supplemental Information. *(up to 1,500 characters)*

Training, Certification(s), and/or License(s) Information
Name of institution: Cisco Networking Academy
Name of training: Cisco IT Essentials
Month/year awarded: 05/2014

For Public Burden Statement, see the Instructions for Form ETA-9089.

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	E	1a. Section Name or Category of Supplemental Information	**Foreign Worker Work Experience**

1b. Supplemental Information. *(up to 1,500 characters)*

Work Experience 2
Employer: Kickserv
Address of Employer: 21700 Oxnard St #1600, Woodland Hills, CA 91367, USA
Job title: Senior Software Engineer
Start date – end date: 07/2022 – 11/2025
Job duties: Developed and maintained features for the Kickserv platform using Ruby on Rails;
Planned and implemented new functionalities while ensuring system stability and performance;
Led the evolution of the subscription system, including pricing flexibility and automated discount quotas;
Implemented a new API version with custom authentication and development standards;
Integrated the platform with Stripe Unified to support additional payment methods and fee structures;
Collaborated with the mobile team to implement the "Tap to Pay" feature through Stripe integration;
Developed mechanisms for spam prevention and protection against suspicious activities;
Contributed to architectural decisions and mentored junior developers.

B. Supplemental Information 2 §

1. Section and Item Number	E	1a. Section Name or Category of Supplemental Information	**Foreign Worker Work Experience**

1b. Supplemental Information. *(up to 1,500 characters)*

Work Experience 3
Employer: Jobsity
Address of Employer: Remote – 228 Park Ave S #62771, New York, NY 10003, US.
Job title: Mid-level web ruby on rails developer
Start date – end date: 07/2019 – 07/2022
Job duties: Assigned to a U.S. client (Kickserv), collaborating daily with product and engineering teams. Responsible for developing and maintaining the website, mobile app, and API. Led the migration of the subscription system from Chargify to Stripe with minimal client impact, created an interactive onboarding checklist for new users, improved the customer billing area to support single and multiple invoice payments, and actively contributed to code reviews and technical discussions with international teams.

For Public Burden Statement, see the Instructions for Form ETA-9089.

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	E	1a. Section Name or Category of Supplemental Information	**Foreign Worker Work Experience**

1b. Supplemental Information. *(up to 1,500 characters)*

Work Experience 4
Employer: Information Technology Superintendency – UFF
Address of Employer: Boa Viagem, Niteroi – Rio de Janeiro/Brazil 24210346
Job title: Web runy on rails developer
Start date – end date: 12/2016 – 08/2019
Job duties: Development, support, and maintenance of academic systems used by students, faculty, and staff. Worked on both backend and frontend with Ruby on Rails and Bootstrap, ensuring stability and continuous improvements. Actively participated in the creation of a new module for the university, aimed at coordinations and the president's office, expanding administrative functionalities and integration between different academic departments

B. Supplemental Information 2 §

1. Section and Item Number	E	1a. Section Name or Category of Supplemental Information	**Foreign Worker Work Experience**

1b. Supplemental Information. *(up to 1,500 characters)*

Work Experience 5
Employer: Information Technology Superintendency – UFF
Address of Employer: Boa Viagem, Niteroi – Rio de Janeiro/Brazil 24210346
Job title: Operations manager (interim)
Start date – end date: 10/2018 – 12/2018
Job duties: Temporary leadership of the operations team, composed of 5 members, for undergraduate systems, supervising technical support and the execution of critical infrastructure tasks.

For Public Burden Statement, see the Instructions for Form ETA-9089.

OMB Approval: 1205-0451
Expiration Date: 02/28/2029

SUPPLEMENTAL INFORMATION

A. Supplemental Information 1 §

1. Section and Item Number	E	1a. Section Name or Category of Supplemental Information	Foreign Worker Work Experience

1b. Supplemental Information. *(up to 1,500 characters)*

Work Experience 6
Employer: Information Technology Superintendency – UFF
Address of Employer: Boa Viagem, Niteroi – Rio de Janeiro/Brazil 24210346
Job title: Web java developer
Start date – end date: 11/2015 – 11/2017
Job duties: Development and maintenance of the university's internal systems using Java, Hibernate, JSF, and Oracle SQL, focused on academic and administrative management. Also worked on the collection and consolidation of data for the Higher Education Census of the Ministry of Education (MEC), the federal agency responsible for the formulation and evaluation of higher education policies in Brazil, ensuring the accuracy and integrity of the information submitted annually.

B. Supplemental Information 2 §

1. Section and Item Number		1a. Section Name or Category of Supplemental Information	

1b. Supplemental Information. *(up to 1,500 characters)*

For Public Burden Statement, see the Instructions for Form ETA-9089.

PERM Case Number: _____ Case Status: _____ Determination Date: _____ Expiration Date: _____

Request for Premium Processing Service

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-907
OMB No. 1615-0048
Expires 02/28/2027

For USCIS Use Only	Request Physically Received by USCIS	Returned	Resubmitted	Receipt
	Date	Date	Date	
	Date	Date	Date	Action Block
	Remarks			

To be completed by an attorney or accredited representative (if any).	☒ Select this box if Form G-28 or Form G-28I is attached.	Attorney State Bar Number (if applicable)	Attorney or Accredited Representative USCIS Online Account Number (if any)
		343486	007492625438

▶ **START HERE - Type or print in black ink.**

Part 1. Information About the Person Filing This Request

1. Alien Registration Number (A-Number) (if any)
▶ A- N/A

2. USCIS Online Account Number (if any)
▶ 007492625438

3. Family Name (Last Name): HAVERROTH SILVA
Given Name (First Name): Otavio
Middle Name: N/A

4. Company or Organization Named in the Related Case (If filed on behalf of a company or organization)
HS Law Corp

5. Mailing Address

In Care Of Name
Otavio Haverroth Silva

Street Number and Name: PO Box 90487
Apt. ☐ Ste. ☐ Flr. ☐ Number: N/A

City or Town: San Diego
State: CA
ZIP Code: 92169 *USPS ZIP Code Lookup*

Province: N/A
Postal Code: N/A
Country: USA

6. Is your current mailing address the same as your physical address? ☒ Yes ☐ No

If you answered "No" to **Item Number 6.**, provide your physical address in **Item Number 7.**

Part 1. Information About the Person Filing This Request (continued)

7. Physical Address

Street Number and Name | Apt. ☐ Ste. ☐ Flr. ☐ | Number

City or Town | State | ZIP Code

Province | Postal Code | Country

8. Request for Premium Processing Service (select **only one** box):

☐ I am the **petitioner** who is filing or has filed a petition eligible for Premium Processing Service.

☒ I am the attorney or accredited representative **for the petitioner** who is filing or has filed a petition eligible for Premium Processing Service. (Complete and submit Form G-28, Notice of Entry of Appearance as Attorney or Accredited Representative, or Form G-28I, Notice of Entry of Appearance as Attorney In Matters Outside the Geographical Confines of the United States, if Form G-28 or Form G-28I has not been submitted with the petition.)

☐ I am the **applicant** who is filing or has filed an application eligible for Premium Processing Service.

☐ I am the attorney or accredited representative **for the applicant** who is filing or has filed an application eligible for Premium Processing Service. (Complete and submit Form G-28 or Form G-28I, if Form G-28 or Form G-28I has not been submitted with the application.)

Part 2. Information About the Request

1. Form Number of Related Petition or Application: I-140

2. Receipt Number of Related Petition or Application: N/A

3. Classification or Eligibility Requested: N/A

4. Petitioner or Applicant in the Related Case

Family Name (Last Name): DE CASTRO NOGUEIRA | Given Name (First Name): Breno | Middle Name: N/A

5. Beneficiary in the Related Case

Family Name (Last Name): DE CASTRO NOGUEIRA | Given Name (First Name): Breno | Middle Name: N/A

6. Name of Point of Contact for the Company or Organization

Family Name (Last Name): N/A | Given Name (First Name): N/A | Middle Name: N/A

Position Title: N/A

7. Company or Organization IRS Employer Identification Number (EIN) (if any): N/A

Part 2. Information About the Request (continued)

8. Address of Petitioner, Applicant, Company, or Organization Named in Related Case

Street Number and Name	Apt.	Ste.	Flr.	Number
Joao Lira St 100	☒	☐	☐	101

City or Town	State	ZIP Code
Rio de Janeiro	N/A	N/A

Province	Postal Code	Country
Rio de Janeiro	22430210	Brazil

Part 3. Requestor's Statement, Contact Information, Declaration, Certification, and Signature

NOTE: Read the **Penalties** section of the Form I-907 Instructions before completing this section.

I understand that U.S. Citizenship and Immigration Services (USCIS) will refund the Premium Processing Service fee to the person listed in **Part 1.** of this request if USCIS does not take an action on the related case within the applicable processing timeframe. I understand that case actions include a referral for investigation of suspected fraud, misrepresentation, or the issuance of an approval notice, a request for evidence, a notice of intent to deny, or a denial notice.

Requestor's Statement

NOTE: Select the box for either **Item A.** or **B.** in **Item Number 1.** If applicable, select the box for **Item Number 2.**

1. Requestor's Statement Regarding the Interpreter

A. ☒ I can read and understand English, and I have read and understand every question and instruction on this request and my answer to every question.

B. ☐ The interpreter named in **Part 4.** read to me every question and instruction on this request and my answer to every question in N/A, a language in which I am fluent, and I understood everything.

2. Requestor's Statement Regarding the Preparer

☐ At my request, the preparer named in **Part 5.**, N/A, prepared this request for me based only upon information I provided or authorized.

Requestor's Contact Information

3. Requestor's Daytime Telephone Number: 5102419336

4. Requestor's Mobile Telephone Number (if any): 5102419336

5. Requestor's Fax Number (if any): N/A

6. Requestor's Email Address (if any): otavio@legalhs.com

Requestor's Declaration and Certification

Copies of any documents I have submitted are exact photocopies of unaltered, original documents, and I understand that USCIS may require that I submit original documents to USCIS at a later date. Furthermore, I authorize the release of any information from any and all of my records that USCIS may need to determine my eligibility for the immigration benefit that I seek.

I furthermore authorize release of information contained in this request, in supporting documents, and in my USCIS records, to other entities and persons where necessary for the administration and enforcement of U.S. immigration law.

Part 3. Requestor's Statement, Contact Information, Declaration, Certification, and Signature (continued)

I certify, under penalty of perjury, that all of the information in my request and any document submitted with it were provided or authorized by me, that I reviewed and understand all of the information contained in, and submitted with, my request and that all of this information is complete, true, and correct.

Requestor's Signature

7. Requestor's Signature

Date of Signature (mm/dd/yyyy): 04/17/2026

NOTE TO ALL REQUESTORS: If you do not completely fill out this request or fail to submit required documents listed in the Instructions, USCIS may deny your request.

Part 4. Interpreter's Contact Information, Certification, and Signature

Provide the following information about the interpreter.

Interpreter's Full Name

1. Interpreter's Family Name (Last Name): N/A

Interpreter's Given Name (First Name): N/A

2. Interpreter's Business or Organization Name (if any): N/A

Interpreter's Mailing Address

3. Street Number and Name: N/A

Apt. ☐ Ste. ☐ Flr. ☐ Number: N/A

City or Town: N/A

State: N/A

ZIP Code: N/A

Province: N/A

Postal Code: N/A

Country: N/A

Interpreter's Contact Information

4. Interpreter's Daytime Telephone Number: N/A

5. Interpreter's Mobile Telephone Number (if any): N/A

6. Interpreter's Email Address (if any): N/A

Interpreter's Certification

I certify, under penalty of perjury, that:

I am fluent in English and N/A, which is the same language specified in **Part 3.**, **Item B.** in **Item Number 1.**, and I have read to this requestor in the identified language every question and instruction on this request and his or her answer to every question. The requestor informed me that he or she understands every instruction, question, and answer on the request, including the **Requestor's Declaration and Certification**, and has verified the accuracy of every answer.

Part 4. Interpreter's Contact Information, Certification, and Signature (continued)

Interpreter's Signature

7. Interpreter's Signature: N/A

Date of Signature (mm/dd/yyyy): N/A

Part 5. Contact Information, Declaration, and Signature of the Person Preparing this Request, if Other Than the Requestor

Provide the following information about the preparer.

Preparer's Full Name

1. Preparer's Family Name (Last Name)

Preparer's Given Name (First Name)

2. Preparer's Business or Organization Name (if any)

Preparer's Mailing Address

3. Street Number and Name

Apt. ☐ Ste. ☐ Flr. ☐ Number

City or Town

State

ZIP Code

Province

Postal Code

Country

Preparer's Contact Information

4. Preparer's Daytime Telephone Number

5. Preparer's Mobile Telephone Number (if any)

6. Preparer's Email Address (if any)

Preparer's Statement

7.A. ☐ I am not an attorney or accredited representative but have prepared this request on behalf of the requestor with the requestor's consent.

B. ☐ I am an attorney or accredited representative and my representation of the requestor in this case

☐ extends ☐ does not extend beyond the preparation of this request.

NOTE: If you are an attorney or accredited representative, you may need to submit a completed Form G-28 or Form G-28I with this request.

Part 5. Contact Information, Declaration, and Signature of the Person Preparing this Request, if Other Than the Requestor (continued)

Preparer's Certification

By my signature, I certify, under penalty of perjury, that I prepared this request at the request of the requestor. The requestor then reviewed this completed request and informed me that he or she understands all of the information contained in, and submitted with, his or her request, including the **Requestor's Declaration and Certification**, and that all of this information is complete, true, and correct. I completed this request based only on information that the requestor provided to me or authorized me to obtain or use.

Preparer's Signature

8. Preparer's Signature

Date of Signature (mm/dd/yyyy)

Part 6. Additional Information

If you need extra space to provide any additional information within this petition, use the space below. If you need more space than what is provided, you may make copies of this page to complete and file with this petition or attach a separate sheet of paper. Type or print your name and A-Number (if any) at the top of each sheet; indicate the **Page Number**, **Part Number**, and **Item Number** to which your answer refers; and sign and date each sheet.

1. Family Name (Last Name): HAVERROTH SILVA | Given Name (First Name): Otavio | Middle Name: N/A

2. A-Number (if any) ► **A-** N/A

3.A. Page Number: N/A **3.B.** Part Number: N/A **3.C.** Item Number: N/A

3.D.

N/A

4.A. Page Number: N/A **4.B.** Part Number: N/A **4.C.** Item Number: N/A

4.D.

N/A

5.A. Page Number: N/A **5.B.** Part Number: N/A **5.C.** Item Number: N/A

5.D.

N/A

YOUSA
Law Firm

SUMMARY OF COVER LETTER

Petitioner: **NOGUEIRA, Breno de Castro**

Type of Petition: **I-140, EB-2 National Interest Waiver**

Classification Sought: **Immigration and Nationality Act 203(b)(2)(B) - Advanced Degree Professional**

This petition is submitted on behalf of **Mr. Breno de Castro Nogueira**, **a STEM professional and distinguished Software Engineering** and Information Systems Expert with a Bachelor of Science (B.Sc.) in Information Systems (evaluated as equivalent to a U.S. Bachelor's in Information Systems) and over 10 years of progressive experience in software architecture, SaaS development, and digital automation. His background includes pivotal roles at major organizations, such as the Universidade Federal Fluminense (UFF), and U.S.-based technology firms Jobsity LLC and Kickserv (EverCommerce), where he developed scalable web applications and managed complex software infrastructures relied upon by thousands of American businesses.

Mr. Nogueira seeks a National Interest Waiver as a professional holding an advanced degree to establish and lead Prikster Tech, a U.S.-based software development and digital automation firm specializing in custom SaaS solutions, API integration, and engineering process optimization. Based in Dallas, Texas, a premier technology hub, the proposed endeavor addresses critical U.S. needs related to the digital transformation of SMEs, the modernization of legacy systems, and the strengthening of national digital infrastructure.

Mr. Nogueira satisfies the *Matter of Dhanasar framework* for a National Interest Waiver:

1. **Substantial Merit and National Importance:** Mr. Nogueira's proposed endeavor directly addresses the urgent need for operational efficiency and digital competitiveness among U.S. small and medium-sized enterprises (SMEs). By delivering scalable SaaS architectures and automated workflows, the endeavor aligns with national priorities to strengthen the digital economy and enhance workforce productivity. Prikster Tech supports economic resilience by providing specialized technical oversight to critical sectors, including field services, logistics, and healthcare, demonstrating clear national importance.
2. **Well-Positioned to Advance the Proposed Endeavor**: Mr. Nogueira's qualifications, including a degree from a prestigious federal university, a Professional Scrum Master I (PSM I) certification, and over ten (10) years of leadership in developing mission-critical systems for U.S. and international organizations, establish that he is exceptionally well-positioned. His record of success is further validated by the SENAC Talent Award and his formal memberships in the Association for Computing Machinery (ACM) and the IEEE Computer Society. Independent letters of support from senior technology leaders at Kickserv and EverCommerce corroborate his ability to lead complex engineering operations and mentor high-performance teams.
3. **Balancing of Benefits to the United States:** Requiring labor certification would be impractical given the entrepreneurial and highly specialized nature of Mr. Nogueira's work. His proposed endeavor is expected to generate substantial public benefits, including the creation of twenty-eight (28) high-skilled STEM jobs by Year 5, approximately $1.25 million in tax contributions, and a total economic impact of $11.5 million. His personal financial readiness, evidenced by high-standing compensation (3x the national average) and significant liquid assets, ensures the endeavor's immediate viability without the need for external financing.

In light of these considerations, Mr. Nogueira meets all of the criteria for a National Interest Waiver. His efforts through Prikster Tech will create high-skilled STEM jobs, enhance the efficiency of U.S. business infrastructure, and provide significant benefits to the nation's technology-driven economy. We respectfully request a thorough review of the attached cover letter and supporting documentation, which together provide substantial evidence of Mr. Nogueira's advanced qualifications and the national importance of the endeavor he has proposed. The approval of this Form I-140 petition is justified in recognition of Mr. Nogueira's contributions to the fields of Software Engineering and Digital Automation in the United States. We respectfully request that this petition be granted.

Thank you for your attention to this matter.

Sincerely,

Otavio Haverroth Silva
California Bar # 343486

April 15, 2026.

VIA USPS

USCIS
Attn: Premium I-140
P.O. Box 660128
Dallas, TX 75266-0128

PREMIUM PROCESSING

Ref: I-140 Immigrant Visa Self-Petition of Mr. Breno de Castro Nogueira – Request for National Interest Waiver under the EB-2 Classification along with form I-907, request for premium processing service.

STEM PROFESSIONAL AND PROPOSED ENDEAVOR

CIP Code 11.0201 – Computer Programming/Programmer, General
CIP Code 11.0103 – Information Technology

Dear Immigration Officer,

Please note that our firm represents **Mr. Breno de Castro Nogueira (hereinafter "Mr. Nogueira")** in his I-140 immigrant visa self-petition under the EB-2 category. We respectfully request his classification as a professional holding an advanced degree, and we seek a waiver of the job offer and labor certification requirements pursuant to a National Interest Waiver (NIW), as provided under section 203(b)(2)(B)(ii) of the Immigration and Nationality Act and interpreted by the USCIS in Matter of Dhanasar, 26 I&N Dec. 884 (AAO 2016).

Mr. Nogueira is a STEM professional and a highly skilled Software Engineering and Information Systems Expert with a **bachelor's degree in Information Systems and over 10 years of progressive, high-level experience in the technology industry**. His career is characterized by technical leadership in both public and private sectors, including serving as an Information Technology Technician at the Universidade Federal Fluminense (UFF), a major Brazilian federal institution, where he led the development and maintenance of critical systems. Furthermore, he has spent the last several years providing specialized software development services for U.S. based companies such as Jobsity, Kickserv, and Joist (EverCommerce), demonstrating a consistent track record of designing scalable web applications and managing complex software architectures for the American market.

Through **his proposed endeavor, executed via Prikster Tech**, a specialized software development and digital automation firm, Mr. Nogueira **will deliver critical services** in **SaaS solution scaling, customized software architecture, and digital transformation for U.S. service based small and medium sized enterprises (SMEs).** His initiative directly addresses the growing U.S. demand for operational efficiency through automation and the need for specialized technical expertise in modern engineering practices. Prikster Tech is designed to provide U.S. businesses with the sophisticated digital infrastructure and technical training necessary to remain competitive in an increasingly automated global economy.

According to the U.S. Bureau of Labor Statistics and the Department of Commerce, the software development and computer systems design sector is a fundamental driver of U.S. GDP, reflecting the industry's structural role in national economic growth. Mr. Nogueira's proposed endeavor operates within this documented sector by providing structured software engineering services and technology integrated automation solutions to U.S. enterprises. Through the application of a decade of experience in full stack development and workflow optimization, his work supports economic productivity, digital security, and the delivery of high quality software solutions in sectors that represent a substantial component of U.S. economic activity.

Once Mr. Nogueira's eligibility is established, in accordance with the framework in *Matter of Dhanasar*, we will demonstrate that:

- **His proposed endeavor has substantial merit and national importance,** particularly in strengthening the U.S. digital economy and enhancing operational efficiency for SMEs through specialized software solutions– **Section 3.1**;
- **He is exceptionally well-positioned to advance this endeavor,** supported by his academic credentials from a federal university, his professional certifications including Professional Scrum Master I, his memberships in prestigious organizations such as ACM and IEEE, and his award winning track record recognized by the SENAC Talent Award– **Section 3.2**; and
- **On balance, it is clearly in the interest of the United States to waive the job offer and labor certification requirements** to enable the immediate application of Mr. Nogueira's specialized skills to these pressing national economic and technological challenges – **Section 3.3**.

The evidence enclosed with this petition, including Mr. Nogueira's academic evaluation, professional certifications, and the comprehensive Business Plan for Prikster Tech, will establish, by a preponderance of the evidence, that his presence in the United States will provide a significant benefit to the nation.

1. THE EB-2 CLASSIFICATION

1.1 ADVANCED DEGREE

To qualify as a member of the professions holding an advanced degree under the EB-2 category, the Petitioner must demonstrate possession of either a U.S. **advanced degree** or its foreign equivalent. **Mr. Nogueira fully meets the regulatory** requirements of this classification through his academic credentials, which are **equivalent to a Bachelor of Science in Information Systems** from **an accredited institution in the United States**, as confirmed by the Academic Evaluation Report (Exhibit B). Mr. Nogueira earned his Bachelor's Degree in Information Systems from the Universidade Federal Fluminense (UFF), a prestigious federal institution in Brazil, in 2019.

Academic Equivalency in the United States

BACHELOR OF SCIENCE IN INFORMATION SYSTEMS

As established by the regulations under 8 CFR § 204.5(k)(2), a U.S. Bachelor's degree (or foreign equivalent) followed by **at least five (5) years of progressive experience** in the specialty shall be considered the equivalent of a master's degree. With **ten (10) years of progressive professional experience** in the information technology and software engineering industry, Mr. Nogueira far exceeds this requirement. His career began with technical roles and progressed into high-level software development for multinational platforms, demonstrating increasing responsibility and technical complexity.

The academic evaluation confirms that Mr. Nogueira's training provided him with advanced knowledge in Software Architecture, Database Management, Systems Analysis, and Digital Automation, core competencies that form the foundation of his proposed endeavor in the United States.

In addition to these academic qualifications, **Mr. Nogueira possesses a proven track record of developing scalable SaaS solutions, implementing innovative cloud computing strategies, and managing technical workflows for U.S.-based technology firms.** He holds professional certifications such as the Professional Scrum Master I and maintains active memberships in the Association for Computing Machinery (ACM) and the IEEE Computer Society, which validate his high-level standing in the global technology industry (Exhibit A and B).

Attached please find his Curriculum Vitae, Academic Evaluation, and Professional Evidence (Exhibits A and B), as summarized below:

- **11/2025 to Present – Senior Software Engineer at Joist in the USA:** Involved in the development and evolution of the Joist platform, part of the EverCommerce, Inc. portfolio, participating in technical planning, architecture definition, and implementation of functionalities using Ruby on Rails. Contributed to the creation and improvement of secondary modules for the management of small and medium-sized service companies, including scheduling, service management, and customer communication features. Participated in the preparation of technical proposals, documentation, and implementation strategies, as well as collaborating with product and engineering teams to expand the platform's capabilities and maintain a scalable and efficient backend.

- **07/2022 to 11/2025 – Senior Software Engineer (Kickserv/EverCommerce / Norman's Dojo), United States (Full-time):** In this role for a Denver-based software leader, Mr. Nogueira was responsible for designing, developing, and maintaining complex web applications for the Kickserv platform. His responsibilities included collaborating with cross-functional teams to implement new features, resolve performance bottlenecks, and manage the training of junior developers. His work directly supported the operational infrastructure of a platform utilized by thousands of service-providing companies across the United States, demonstrating his ability to operate at the highest levels of the U.S. technology industry.

- **2019 to 2022 – Software Developer, Jobsity LLC, United States (Full-time):** Working for a prominent U.S.-based software development firm, Mr. Nogueira provided high-level programming services, focusing on the creation of robust software applications according to rigorous project requirements. He was instrumental in writing and documenting code following international best practices and coding standards, ensuring optimal functionality and scalability for diverse corporate clients. His tenure at Jobsity solidified his expertise in remote collaboration and agile methodologies within the American business ecosystem.

- **2015 to 2019 – Information Technology Technician, Universidade Federal Fluminense (UFF), Brazil (Full-time):** Serving at one of Brazil's leading federal universities, Mr. Nogueira demonstrated consistent career progression and increasing levels of responsibility. He was responsible for developing, designing, and performing maintenance on critical institutional systems and applications. His role involved selecting work resources and optimizing digital workflows for a large-scale public organization, establishing a strong foundation in systems engineering and technical problem-solving.

Thus, Mr. Nogueira has demonstrated that he has significantly more than the required 5 years of progressive post-baccalaureate experience in his field of expertise. He qualifies as a member of the advanced degree professions, meeting the requirements for EB-2 preference.

Pursuant to 8 C.F.R. § 204.5(k)(3)(i)(B), a beneficiary can satisfy the advanced degree requirement by holding either a:

- U.S. master's degree or higher or a foreign degree evaluated to be the equivalent of a U.S. master's degree or higher; or
- U.S. bachelor's degree, or foreign degree evaluated to be the equivalent of a U.S. bachelor's degree, plus 5 years of progressive, post-degree work experience

Although eligibility for the EB-2 category requires meeting the advanced degree criterion or the exceptional ability criterion, this petition is based on Mr. Nogueira's qualifications as a professional holding an advanced degree, as fully established by the evidence presented above.

2. THE PROPOSED ENDEAVOR

Mr. Nogueira's proposed endeavor, executed via Prikster Tech, consists of **establishing and leading a specialized software development and digital automation firm based in Dallas, Texas,** with a strategic **focus** on **empowering small and medium-sized enterprises (SMEs), technology startups,** and service-based organizations through high-quality, accessible, and scalable digital solutions. As detailed in the Business Plan (Exhibit C.I), the company will focus on **custom software development, digital transformation, scalable SaaS architecture, and technical leadership programs,** particularly for U.S. organizations seeking to modernize legacy systems and automate complex operational workflows.

Importantly, Mr. Nogueira's work is not based on generalized software development practices, but rather on highly specialized, applied experience within the operational ecosystem of U.S. small and medium-sized service-based businesses. Through his work with companies such as Jobsity, Kickserv, and Joist (EverCommerce), he has developed deep expertise in systems that directly support core business operations, including team scheduling, service dispatching, estimates and invoicing workflows, financial integrations (such as Stripe, QuickBooks and Xero), payment processing, and SaaS platforms used by thousands of active users across the United States.

This applied, domain-specific expertise enables Mr. Nogueira not only to develop software, but to architect solutions that directly address real operational bottlenecks faced by U.S. SMEs, positioning his endeavor as a targeted and technically grounded response to a well-defined segment of the American economy.

Mr. Nogueira's proposed endeavor is to translate fragmented business processes into integrated, automated, and scalable software systems that enhance operational efficiency, improve data accuracy, and strengthen competitiveness across high-priority U.S. sectors, including field

services, education, logistics, and healthcare. By combining senior-level engineering expertise with modern cloud-based architectures and agile delivery methodologies, Prikster Tech catalyzes the expansion of the U.S. technology sector for service management, workforce productivity, and digital modernization.

According to the business plan (Exhibit C.I), Prikster Tech will provide services including:

- **Custom Software Development and Digital Transformation:** Design and development of tailored web and mobile applications that replace manual workflows and legacy systems, improving process control and operational efficiency for U.S. small and medium-sized enterprises.

- **Scalable SaaS Architecture and Platform Engineering:** Design and evolution of subscription-based software frameworks, including billing logic, API development, and performance optimization, supporting U.S. businesses seeking standardized and repeatable digital solutions with national applicability.

- **API Development and Systems Integration:** Implementation of secure and reliable APIs to improve interoperability between disparate business systems, allowing U.S. firms to modernize incrementally while reducing implementation risk and preserving existing technology investments.

- **Technical Leadership and Engineering Process Optimization:** Provision of technical mentorship and advisory services focused on improving software engineering practices, code quality, and team productivity, building a pipeline of skilled technology professionals to meet national demand for digital expertise.

Prikster Tech will meet the sustained demand for specialized software engineering expertise in sectors of national relevance. The complexity of digital transformation, the increasing reliance on automated systems for service management, and the need for U.S. businesses to remain competitive through robust digital infrastructure underscore the necessity of such an endeavor. By positioning the firm as a strategic partner for digital modernization, Mr. Nogueira will provide the U.S. market with the tools needed to accelerate technology adoption, expand workforce capabilities, and strengthen national economic resilience.

Launching its operations in Dallas, Texas, a strategically selected location offering a robust technology ecosystem, access to skilled technical talent, and a high concentration of service-oriented businesses, Prikster Tech has a strategic roadmap for growth. The company's implementation plan includes a phased workforce expansion: beginning with a core team of five **(5) professionals in Year 1,** including the General Manager and Senior Software Engineer, and scaling to twenty-eight **(28) highly skilled positions by Year 5,** including Senior Software Engineers, DevOps Engineers, Software Project Managers, and Digital Transformation Consultants. This disciplined hiring strategy ensures capacity scales in alignment with service demand, creating sustainable, high-skilled employment in the U.S. technology economy.

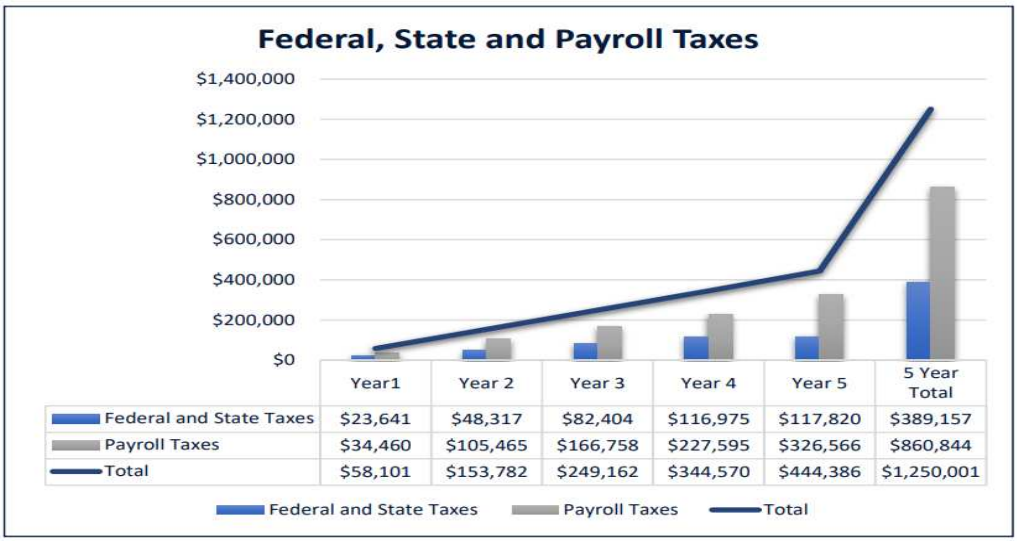
Personnel Plan					
	Year 1	Year 2	Year 3	Year 4	Year 5
General Manager & Senior Software Engineer - Mr. Nogueira	1	1	1	1	1
Senior Software Engineer	1	1	2	2	3
Software Developer	1	1	2	2	3
Software Project Manager	0	1	1	2	3
DevOps Engineer	0	1	1	2	2
Training and Development Specialist	0	1	1	2	2
UX / UI Designer	0	0	1	1	2
Digital Transformation Consultant	0	1	1	2	3
Project Manager	1	1	1	1	2
Marketing and Communications Specialist	0	0	1	1	1
Sales Representative	1	1	2	2	3
Administrative Manager	0	1	1	1	1
Customer Service Representative	0	0	1	2	2
Total People	**5**	**10**	**16**	**21**	**28**

Furthermore, Prikster Tech's projected growth underscores its economic impact. According to the business plan (Exhibit C.I), company revenue is **expected to grow from $588,500 in Year 1** to **over $4.53 million ($4,533,375) in Year 5, with gross margin** consistently maintained at approximately **92.0%** over the same period. The company's strategy to establish a strong base in Dallas and progressively extend its reach to other high demand regions through remote delivery models and national client partnerships further underscores its potential to become a significant contributor to the U.S. economy in the professional and technical services sectors.

Pro Forma Profit and Loss					
	Year 1	Year 2	Year 3	Year 4	Year 5
Sales	$588,500	$1,544,813	$2,433,080	$3,321,154	$4,533,375
Direct Cost of Sales	$47,080	$123,585	$194,646	$265,692	$362,670
Total Cost of Sales	$47,080	$123,585	$194,646	$265,692	$362,670
Gross Margin	$541,420	$1,421,228	$2,238,433	$3,055,461	$4,170,705
Gross Margin %	92.00%	92.00%	92.00%	92.00%	92.00%

Prikster Tech's business plan outlines significant job creation as a core element of the company's growth model. The firm aims to expand its workforce from a core team of **five (5) professionals** in its first year **to twenty-eight (28) highly skilled positions** by year five. This growth is expected to generate meaningful contributions to both local employment in Texas and the broader national labor market in high-skilled engineering, management, and technical roles.

The company's projected financial performance will generate substantial public revenue contributions across multiple tax categories, including federal income tax, state business taxes, and employment-related obligations such as Social Security and Medicare. **Over a five-year period, total tax contributions** are projected to reach approximately **$1.25 million**, while **payroll** expenses are projected to total approximately **$3.26 million in Year 5 alone**, reflecting the firm's expanding workforce and increasing compensation base, as detailed in the Profit and Loss projections (Business Plan, Exhibit C.I).



As the company scales and **employs twenty-eight (28) high-skilled full-time professionals** by Year 5, **its growing payroll and operational expenditures** will provide sustained support to both local and national tax systems. In addition, total direct payroll investment, together with ongoing operational expenditures in cloud infrastructure, software licenses, and professional services, will generate secondary economic activity and indirect tax revenues through the firm's suppliers and service providers.

While headquartered **in Dallas, Texas,** leveraging the region's status as a premier technology hub, Prikster Tech is designed for national scalability. Through remote service delivery and cloud-based solutions, Mr. Nogueira's endeavor will serve clients across the United States, contributing to the national digital infrastructure and the competitiveness of the U.S. small business sector on a global scale.

In summary, **Prikster Tech will address** urgent needs in **software development, digital automation, workforce development, and innovation enablement,** supporting essential private sector activities while simultaneously contributing to economic growth through sustained business development and job creation. The company's vision and phased expansion roadmap reflect a forward-looking approach to the U.S. digital economy and technological competitiveness. Additional information regarding the operational strategy and projected contributions to national interests can be found in the attached business plan (Exhibit C.I).

3. NATIONAL INTEREST WAIVER
Framework Under *Matter of Dhanasar*

The national interest waiver (NIW) provides a pathway for qualified individuals to forgo the traditional labor certification and job offer requirements when their contributions promise significant benefits to the United States. Under section 203(b)(2)(B)(ii) of the Immigration and Nationality Act, and pursuant to 8 C.F.R. § 204.5(k)(4)(ii), USCIS may waive these requirements when it is determined that doing so is in the national interest.

In *Matter of Dhanasar*, 26 I&N Dec. 884 (AAO 2016), USCIS introduced a modernized, three-prong framework for evaluating NIW eligibility. This framework requires that the petitioner demonstrate:

1. The First Prong – endeavor has substantial merit and national importance – reviews the importance of the field and the specific endeavor the petitioner aims to undertake.
2. The Second Prong– the individual is well-positioned to advance the endeavor – reviews the beneficiary's credentials.
3. The Third Prong – beneficial to the U.S. to waive the job offer and labor certification requirement – reviews the national interest.

Mr. Nogueira's proposed endeavor centers on establishing and scaling Prikster Tech, a specialized software development and digital automation firm headquartered in Dallas, Texas. The endeavor is designed to **deliver SaaS solution scaling, customized software architecture, and digital transformation for U.S. service-based small and medium-sized enterprises (SMEs).** His work lies at the intersection of cloud computing, systems integration, and engineering process optimization, an area of clear national relevance given the increasing U.S. demand for operational efficiency and specialized technical expertise to support business competitiveness.

Requiring labor certification in this context would be counterproductive to the national interest, because Mr. Nogueira's work is project-based, highly specialized, and entrepreneurial, requiring the flexibility to provide services to multiple clients and sectors rather than being tied to a single employer. His proposed endeavor depends on the agility to architect scalable systems, implement automated workflows, and respond to shifting technological demands. His record of achievement, including senior roles at Jobsity, Kickserv, and Joist (EverCommerce), demonstrates his ability to execute complex technical projects and generate measurable value directly transferable to the U.S. market.

Furthermore, **Mr. Nogueira's endeavor aligns with federal objectives** related to strengthening the digital economy and enhancing the global competitiveness of U.S. enterprises. By establishing Prikster Tech, Mr. Nogueira intends to contribute **to economic activity and job creation, with a projected five-year hiring plan to employ 28 high-skill professionals in Dallas, TX.** His work is consistent with U.S. policy priorities aimed at attracting global talent capable of applying advanced methodologies to complex technological challenges.

As will be detailed in the following sections, Mr. Nogueira satisfies all three prongs of the *Dhanasar framework:*

- **Substantial Merit and National Importance:** The proposed endeavor, through Prikster Tech in Dallas, TX, provides specialized software architecture and digital automation for U.S. SMEs. This project possesses substantial merit and national importance by strengthening the U.S. digital economy and enhancing the operational efficiency of critical service sectors through scalable software solutions and workflow optimization.

- **Well-Positioned to Advance the Endeavor:** Mr. Nogueira is well-positioned to lead this project, bringing over 10 years of progressive experience in software engineering and technical leadership. His background includes implementing large-scale SaaS platforms for U.S. companies and achieving measurable efficiency gains through optimized engineering processes and agile methodologies.

- **On Balance, Beneficial to Waive Labor Certification:** On balance, granting the waiver is in the best interest of the United States, as Mr. Nogueira's project aims to create new job opportunities for highly skilled professionals, strengthen the operational infrastructure of

U.S. organizations, and generate over $1.25 million in tax contributions without displacing American workers.

Accordingly, this petition demonstrates through documentary evidence that Mr. Nogueira's proposed endeavor fully satisfies the Matter of *Dhanasar* framework and qualifies for a National Interest Waiver.

3.1 First PRONG:
The Proposed Endeavor has Substantial Merit and National Importance

Under *Matter of Dhanasar*, the "national importance" of an endeavor is not limited by geographic scope but is assessed by its potential to address issues of national relevance. Local or regional projects can qualify if they tackle problems affecting the country at large.

Mr. Nogueira's **proposed endeavor** consists of **pursuing his professional activities** in the fields of **software engineering, SaaS architecture, and digital automation through the establishment and operation of Prikster Tech in Dallas, Texas.** The proposed endeavor has clear **substantial merit and national importance,** as **it addresses matters of national relevance related to the digital transformation of U.S. enterprises,** the strengthening of the technology-driven economy, and the enhancement of operational efficiency for small and medium-sized enterprises (SMEs) across critical service sectors.

This impact is further reinforced by the fact that Mr. Nogueira's expertise is specifically concentrated in the operational infrastructure of U.S. service-based SMEs. His work directly supports systems responsible for scheduling, service coordination, invoicing, payments, and financial integrations, which are essential components of day-to-day business operations. By improving these core systems, his work produces measurable gains in efficiency, cost reduction, and service delivery capacity across a large segment of the U.S. economy.

Through Prikster Tech, Mr. Nogueira proposes to **deliver advanced, strategy-driven software solutions that support the optimization of business workflows, the reduction of operational costs through automation, and the scaling of cloud-based platforms for U.S. organizations.** These activities directly impact sectors of national relevance, including the U.S. software publishing industry, the digital infrastructure sector, and the global competitiveness of American SMEs. By applying rigorous engineering standards and scalable SaaS methodologies to the business sector, Mr. Nogueira provides specialized technical oversight that transforms legacy processes into strategic digital assets, enhancing the overall productivity and technological reach of the U.S. business environment.

The proposed endeavor aligns with U.S. national interests by strengthening the domestic digital infrastructure, supporting the modernization of business operations, and fostering economic growth through high-skill job creation. By providing specialized consultancy and software development that reduces the technical debt and time-to-market for high-quality digital products, Mr. Nogueira's work promotes economic continuity, technological innovation, and long-term sustainable development for U.S. companies engaged in an increasingly automated global marketplace. Furthermore, Prikster Tech serves as a catalyst for innovation in Dallas, Texas, by establishing a pipeline for trained technology professionals, projecting a team of 28 employees by Year 5, thereby reinforcing the regional and national tech workforce and strengthening the broader digital economy.

Accordingly, Mr. Nogueira's proposed endeavor satisfies the first prong of the *Matter of Dhanasar framework*, as it is grounded in a field of substantial merit and carries clear implications for national importance extending beyond any single geographic region.

3.1.1 BUSINESS PLAN

A detailed description of the proposed endeavor and why it is of substantial merit:

Prikster Tech, under **Mr. Nogueira's leadership**, is designed to support the technological capacity and digital adaptability of U.S. organizations, focusing on service-based SMEs, startups, education, logistics, and healthcare providers. Its core objective is to deliver targeted solutions in custom software development, SaaS architecture scaling, digital transformation strategy, and workflow automation for organizations operating in an increasingly digital-first marketplace.

The business plan (Exhibit C.I) explains the well-documented market demand for these services. This need is driven by the sustained growth in cloud computing adoption and the requirement for specialized expertise to ensure U.S. institutions operate with modern, scalable, and secure digital infrastructure. The endeavor's solutions are designed to strengthen the global positioning of U.S. organizations, reduce operational costs, and improve the scalability of business-critical systems.

Several structural factors in the U.S. context drive sustained demand for the services offered by Prikster Tech:

- **Digital Transformation and SaaS-Centric Operations:** U.S. organizations face the imperative to adopt cloud-based software as a primary operational tool, yet many SMEs lack the internal capacity to build or maintain broadcast-grade, scalable platforms. Prikster Tech will provide senior-level expertise to implement robust software architectures, directly supporting organizational objectives in efficiency and market reach.

- **Operational Efficiency and Cost Reduction through Automation:** Many U.S. companies suffer from fragmented and manual workflows. Drawing upon Mr. Nogueira's track record in engineering rigor and agile methodologies, Prikster Tech will implement process improvements and automated integrations that significantly reduce operational bottlenecks, converting IT departments into strategic, performance-oriented units. Mr. Nogueira's approach is grounded in practical experience with platforms that support thousands of U.S. service businesses. His work involves optimizing systems responsible for scheduling, estimates, invoicing, and financial workflows, including integrations with widely used accounting systems such as QuickBooks and Xero, as well as payment processing platforms such as Stripe. This applied expertise ensures that the solutions delivered by Prikster Tech are not theoretical, but directly aligned with real operational challenges faced by American SMEs.

- **Technology Economy Growth and Workforce Development:** Computer systems design and related services constitute a major component of U.S. economic activity, as documented by the U.S. Bureau of Labor Statistics. Prikster Tech is designed to contribute to this established sector by providing structured software development and technical leadership that strengthens the digital competencies within the U.S. workforce. Through these activities, the company supports organizational scalability and the development of skilled professionals in software engineering.

- **Digital Security and Infrastructure Reliability:** The policy environment prioritizes secure and reliable digital systems for the healthcare and service sectors. Prikster Tech is strategically positioned to address the demand for high-quality, secure software that supports data integrity and community engagement. By ensuring technical oversight and modern coding standards, the firm enhances institutional reliability and aligns with national technological standards.

For these reasons, Prikster Tech will provide **high-impact software engineering and digital automation solutions**. Under Mr. Nogueira's leadership, the company will leverage his over 10 years of progressive experience and proven ability to lead technical projects for U.S.-based brands like Kickserv and Jobsity. His success in managing complex web applications and achieving measurable efficiency gains demonstrates his ability to address a well-defined market opportunity in high-level engineering services that combine technical expertise with advanced execution.

Industry research indicates continued expansion of investment in software publishing and cloud services in the United States, reflecting sustained demand for professional development services. Mr. Nogueira's proposed enterprise operates within this documented national market environment by providing structured development workflows and automated systems designed to improve operational efficiency for U.S. organizations.

Prikster Tech also holds **substantial merit through its potential economic contributions.** According to the business plan (Exhibit C.I), company revenue is expected to grow from **$588,500 in Year 1 to over $4,530,000 by Year 5.** Over the same period, the firm plans to expand its workforce **from 5 professionals in its first year to 28 full-time employees by Year 5**, creating high-skilled jobs in the professional and technical services sector.

Additionally, **Digital transformation has become one of the fastest-growing segments of the technology industry. The US market generated approximately $345 billion in revenue in 2024 and is projected to exceed $1.28 trillion by 2030**[1], driven by the increasing adoption of cloud-based platforms, software automation, and the modernization of legacy systems. A significant portion of this growth is driven by services that help organizations integrate data, optimize workflows, and migrate from fragmented operating systems to scalable digital infrastructures.

Additionally, the proposed endeavor incorporates the strategic use of artificial intelligence tools as part of modern software engineering practices. While not focused on the development of artificial intelligence technologies themselves, Prikster Tech will integrate AI-driven functionalities to enhance operational efficiency, data processing, and decision-making capabilities within the solutions delivered to U.S. clients.

These applications include intelligent data analysis, automated workflows, predictive operational insights, and enhanced dashboard systems, enabling businesses to make more informed, data-driven decisions. This approach aligns with current U.S. priorities emphasizing the adoption of advanced digital technologies to strengthen productivity and competitiveness.

Mr. Nogueira's **ongoing postgraduate studies in Software Engineering with Applied Artificial Intelligence** further reinforce his ability to effectively integrate these technologies into real-world software environments.

Finally, as a Software Engineering professional applying advanced technical methodologies, Mr. Nogueira leads a technology-integrated endeavor. His work integrates cloud computing, API

[1] https://www.grandviewresearch.com/industry-analysis/digital-transformation-market

systems, and structured technical architectures that require specialized technological proficiency. His academic background and practice are formally classified under:

- **11.0201 – Computer Programming/Programmer, General:** Encompasses the application of software development technologies, programming techniques, and system architecture methodologies. This reflects Mr. Nogueira's role in applying high-level coding standards to improve the operational efficiency of U.S. organizations.

- **11.0103 – Information Technology:** Focuses on the design, implementation, and management of complex computer-based information systems. This aligns with Mr. Nogueira's extensive background in developing scalable platforms and managing technical workflows for multinational environments.

These classifications reflect the technology-intensive nature of his field and underscore its relevance to the modernization of U.S. digital infrastructure. The USCIS Policy Manual recognizes the importance of innovation and technological advancement in areas that strengthen U.S. competitiveness. Mr. Nogueira's proposed endeavor directly contributes to these objectives by integrating scalable digital systems and modern engineering methodologies.

3.1.2 EVIDENCE OF ENDEAVOR'S MERIT

National or even global implications within a particular field:

Demonstrating the national importance of Mr. Nogueira's proposed endeavor, Prikster Tech, involves showing the broader implications of its activities beyond its immediate business operations. The company's mission directly supports U.S. efforts to strengthen the technology-driven economy, modernize business operations, and increase the digital competitiveness of American enterprises. This is supported by documentary evidence, including technical analyses and market context, provided in the business plan (Exhibit C.I).

As detailed in previous sections and in the business plan, Prikster Tech is designed to address a critical gap in specialized, strategy-oriented software engineering and automation services for U.S. Small and Medium-sized Enterprises (SMEs). Its solutions help organizations overcome operational inefficiencies, reduce technical debt, enhance system scalability, and integrate automated digital workflows that improve productivity and business continuity.

Federal and industry stakeholders repeatedly emphasize the urgency of digital transformation, secure system integration, and modern cloud-based workflows in maintaining U.S. competitiveness. The increasing complexity of digital platforms and the rapid shift toward SaaS-based operations create sustained demand for senior-level engineering expertise. Prikster Tech is structurally aligned with these priorities by delivering applied software solutions that support data-driven operational optimization across multiple industries.

Through technical assessments, workflow automation, and scalable SaaS architecture, Prikster Tech strengthens institutional infrastructure by enabling organizations to adopt consistent, efficient, and secure digital processes. These activities reduce operational uncertainty, improve cross-departmental efficiency, and elevate the baseline of technical quality within the U.S. digital ecosystem.

Thus, the impact of Prikster Tech extends beyond internal business metrics. It represents an initiative with direct implications for economic growth, digital modernization, and long-term resilience of U.S. SMEs. By addressing systemic vulnerabilities associated with outdated systems

and fragmented workflows, the company supports the foundational operational infrastructure required for American businesses to remain competitive in the global technology market.

The national importance of Mr. Nogueira's endeavor is underscored by its alignment with the strategic interests of the U.S. Department of Commerce, the Small Business Administration (SBA), and federal initiatives promoting technological advancement, digital literacy, and innovation-driven growth. His focus on modernizing essential business systems aligns with national priorities to strengthen economic competitiveness, cybersecurity readiness, and workforce productivity.

Led by Mr. Nogueira, Prikster Tech is purposefully structured to support U.S. SMEs, healthcare organizations, service-based companies, and other institutions that depend on reliable software infrastructure. Through specialized engineering strategies, cloud-native development, and automated workflows, the company contributes to the broader U.S. effort to modernize the digital economy.

Key points detailing why Mr. Nogueira's endeavor is of national importance:

- **Strengthening Digital Infrastructure and Business Reliability:** Prikster Tech builds scalable software systems and automated workflows that enhance the operational reliability of U.S. enterprises.

  National importance: Improving digital infrastructure reduces business vulnerability, strengthens competitiveness against foreign markets, and supports sustainable economic growth.

- **Reducing Inefficiency Through Automation and Systems Integration:** The endeavor targets common vulnerabilities such as manual processes, high operational costs, and outdated systems.

  National importance: Eliminating workflow inefficiencies supports U.S. SME continuity, improves productivity, and contributes to national economic resilience.

- **Supporting Technological Modernization Across Critical Sectors:** Many public-facing sectors, including healthcare, logistics, field services, and education, require modern digital systems to function effectively.

  National importance: Modernized software infrastructure strengthens community outcomes and improves the quality of essential services citizens depend on.

- **Alignment With U.S. Digital Economy Priorities:** Mr. Nogueira's work falls within STEM fields classified under CIP Codes 11.0201 and 11.0103, both directly tied to national innovation and workforce development.

  National importance: Strengthening software and IT infrastructure enhances U.S. global competitiveness in a technology-dependent economy.

The business plan provides market evidence showing that Prikster Tech is positioned to meet sustained national demand. As documented in Exhibit C.I, the company will be headquartered in Dallas, Texas, a major technology and logistics hub with strong demand for software engineering and automation services. The city's rapid economic expansion and concentration of SMEs create recurring opportunities for Prikster Tech's specialized services.

National importance is further supported by the scale of the U.S. technology and software development economy. The U.S. Bureau of Labor Statistics and Department of Commerce identify

software development and computer systems design as major contributors to U.S. GDP growth. By addressing digital modernization needs, Prikster Tech supports the resilience and competitiveness of critical segments of the U.S. economy.

Prikster Tech is strategically positioned to support this expanding digital landscape by enabling organizations to adopt secure, scalable, and efficient software systems. Through structured engineering methodologies, automated workflows, and cloud-based architectures, the company improves operational efficiency, reduces system downtime, and enhances organizational reliability.

In this context, the market evidence in Exhibit C. I support the national importance of the endeavor, as the underlying drivers are structural and long-term. The continued expansion of digital platforms, enterprise automation, and cloud computing creates sustained national demand for advanced engineering and integration services.

In conclusion, under Mr. Nogueira's leadership, Prikster Tech addresses nationally relevant needs tied to digital competitiveness, operational modernization, and workforce development. The market analysis and financial projections in Exhibit C.I, showing revenue growth from **$588,500 in Year 1 to $4.53 million in Year 5, with workforce expansion to 28 employees,** provide quantitative support that the endeavor operates in a high-demand, nationally significant sector. These factors reinforce that the endeavor has substantial merit and national importance under the first prong.

3.1.3 ENDEAVOR'S IMPACT

The proposed endeavor has significant potential to employ U.S. workers:

This is one of the most important factors when assessing national importance because there is no room for interpretation. The precedent decision in *Dhanasar* expressly includes the significant potential to employ U.S. workers or other substantial positive economic effects as determinative factors of national importance.

Under the guidance of its **founder and General Manager & Senior Software Engineer, Mr. Nogueira,** Prikster Tech is positioned to make **a substantial contribution to U.S. employment** through both **direct and indirect job creation.** As outlined in the company's business plan, by the end of its fifth year of operations, Prikster Tech is projected to grow to a team of **28 (twenty-eight) highly skilled professionals.** This expansion will be driven by Mr. Nogueira's strategic leadership in the software engineering and digital automation sectors.

Beyond direct hiring, the proposed endeavor is projected to generate a total economic impact of approximately **$11.5 million over its first five years of operation**. This figure represents the cumulative effect of direct payroll **(projected at $8.2M), o**perational expenditures, tax contributions, and the broader stimulation of the U.S. technology economy. Prikster Tech is expected to engage U.S.-based professionals in roles such as Software Engineers, Systems Architects, QA Analysts, DevOps Specialists, and Project Managers. These positions involve advanced technical expertise and operate within the high-growth computer systems design and professional services sectors.

In addition to direct employment, **Mr. Nogueira's endeavor includes a strong workforce development component**. Prikster Tech plans to implement training and upskilling programs to prepare U.S. workers in areas such as cloud-native architecture, API integration, and agile

engineering methodologies. These initiatives will contribute to strengthening the U.S. technical talent pool, in line with national objectives to build domestic capacity in critical technology fields.

When evaluating the broader economic impact of job creation, it is essential to consider not just the direct positions generated by an enterprise but the **indirect and induced jobs supported across related sectors**. A standard method for quantifying this extended impact is the use of job multipliers, which reflect how a primary business stimulates activity throughout its supply chain and local economy. For a specialized firm like Prikster Tech, this ripple effect is significant, as its operations require ongoing engagement with U.S.-based cloud infrastructure providers, hardware manufacturers, and professional service firms.

According to the national job multipliers published by the **Economic Policy Institute (EPI)[2] On January 23, 2019, 100** direct jobs in the Computer Systems Design and Related Services industry generate approximately **283.4 indirect and induced jobs**. Applying this federally recognized multiplier to **Prikster Tech's projected creation of 28 direct jobs, the company is expected to support approximately 79 additional indirect and induced jobs over the same period.** These roles will arise across multiple sectors, including professional services, marketing, legal support, accounting, cloud infrastructure providers, telecommunications, and local service industries that benefit from sustained technical activity and employee expenditures. This quantifiable economic ripple effect further satisfies the evaluative criteria established in *Matter of Dhanasar* regarding the potential to generate substantial positive economic effects.

Employment multipliers per 100 direct jobs, all private-sector industries

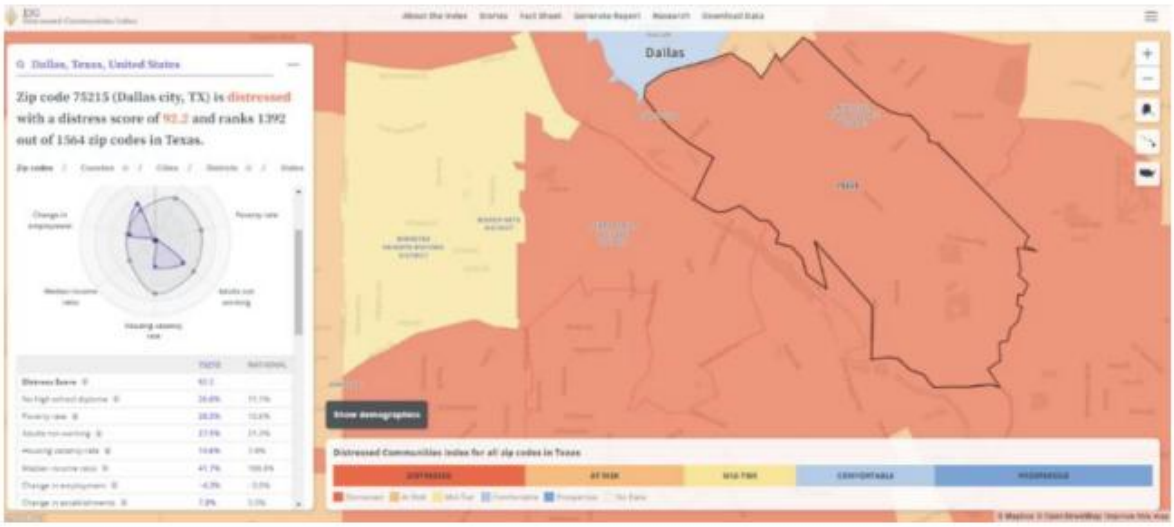
	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
	Professional, scientific, and technical services				
125	Legal services	100.0	89.2	111.3	200.5
126	Accounting, tax preparation, bookkeeping, and payroll services	100.0	52.0	81.3	133.4
127	Architectural, engineering, and related services	100.0	90.0	114.1	204.1
128	Specialized design services	100.0	67.5	97.4	164.9
129	Computer systems design and related services	100.0	134.1	149.3	283.4
130	Management, scientific, and technical consulting services	100.0	91.1	116.5	207.6
131	Scientific research and development services	100.0	519.3	323.7	842.9
132	Advertising, public relations, and related services	100.0	460.9	270.7	731.6
133	Other professional, scientific, and technical services	100.0	70.8	83.6	154.3

The proposed endeavor will be based in **Dallas, Texas**, where it will contribute to the creation of skilled jobs, workforce development, and the expansion of digital infrastructure, supporting regional economic development and federal priorities related to technological innovation, infrastructure modernization, and long-term U.S. competitiveness.

The proposed project will be located in **Dallas, Texas (ZIP Code 75215)**, an area identified as experiencing significant economic distress. According to the project's economic indicators, ZIP Code **75215** has a **Distressed Communities Index (DCI) score of 92.2**, ranking **1,392 out of**

[2]https://www.epi.org/about/

1,564 zip codes in Texas, reflecting substantial socioeconomic challenges that affect both the local community and the broader economic environment. These conditions highlight the need for initiatives that promote economic opportunity, workforce development, and business growth within the region.



By establishing **Prikster Tech** in a zip code classified as economically distressed, as detailed in the Business Plan (Exhibit C.I.), **Mr. Nogueira** will generate local and regional impact through job creation and the expansion of **software development, digital transformation, and automation services**, supporting economic revitalization and technological innovation.

The company will create professional roles in **software engineering, cloud infrastructure, product development, sales, and administrative operations**, expanding high-skill employment opportunities while helping organizations modernize digital systems and improve operational efficiency.

The endeavor impacts a matter that a government entity has described as having national importance, or is a subject of national importance:

Mr. Nogueira's proposed **effort through Prikster Tech is directly aligned with U.S**. government priorities in digital competitiveness and the technology economy. Federal policy documents and the USCIS Policy Manual underscore the need to strengthen U.S. leadership in critical and emerging technologies, including software engineering and automated digital workflows.

Prikster Tech's mission is to provide advanced software architecture and automation support to organizations that drive U.S. innovation. By helping U.S. entities, including service-based SMEs and healthcare providers, optimize their digital infrastructure and operational reach, the company contributes to national policy objectives identified as critical to U.S. economic strength and technological competitiveness.

The national importance of digital modernization and operational efficiency is reflected in current federal policy. In **Executive Order "Establishing and Implementing the President's Department of Government Efficiency" (2025),** the White House directed federal agencies to

modernize government technology systems and software in order to improve productivity, efficiency, and operational performance. This initiative highlights the federal government's recognition that modern software systems, digital infrastructure, and automated workflows are essential tools for improving organizational efficiency across the American economy.

Federal policy has also emphasized the importance of fostering innovation and entrepreneurship within the U.S. economy. In the **Executive Order "Reducing Anti-Competitive Regulatory Barriers" (2025)[3].** The White House stated that regulations that restrict competition, entrepreneurship, and innovation should be eliminated in order to revitalize the American economy and encourage new market entrants. This policy reinforces the federal priority of supporting innovative businesses and technology-driven enterprises that improve productivity and competitiveness across the U.S. economy.

In conclusion, Mr. Nogueira's initiative addresses issues that U.S. government entities have identified as matters of national importance: the growth of the digital economy, the development of a robust technical workforce, and the enhancement of U.S. competitiveness in global technology markets. The endeavor's alignment with these federal priorities, together with its concrete plans for job creation and economic impact, strengthens the case that Mr. Nogueira's work satisfies the national importance prong under *Matter of Dhanasar*.

3.2 Second PRONG:
The Self-Petitioner is Well-Positioned to Advance the Proposed Endeavor in the United States

The second prong under *Matter of Dhanasar* requires demonstrating that the petitioner is well-positioned to advance the proposed endeavor. This does not demand proof of guaranteed success, but rather credible evidence of qualifications, experience, and progress made toward implementation.

Mr. Nogueira's academic background in Information Systems, combined with over ten (10) years of progressively responsible experience in software engineering, SaaS development, systems architecture, and workflow automation, along with his sustained record of technical leadership in U.S.-based companies and his entrepreneurial preparation through the structured Business Plan for Prikster Tech, clearly establish that he is exceptionally well positioned to lead and expand Prikster Tech in the United States. His professional history demonstrates his ability to design, implement, and scale complex digital systems, providing a solid foundation for the successful execution of his proposed endeavor in the American market.

3.2.1 EDUCATION, SKILLS, KNOWLEDGE, AND RECORD OF SUCCESS:

Mr. Nogueira is exceptionally well qualified to advance his proposed endeavor in the United States based on his strong academic credentials, extensive technical expertise, and long-standing professional engagement in software engineering and digital automation. He holds a **Bachelor's Degree in Information Systems from the Universidade Federal Fluminense (UFF)[4]**, one of Brazil's **most respected federal institutions**, **recognized nationally for its rigorous academic standards and contributions to research and technological innovation**. His degree has been

[3] https://www.whitehouse.gov/presidential-actions/2025/04/reducing-anti-competitive-regulatory-barriers/

[4] https://www.uff.br/sobre/apresentacao/

officially evaluated as fully **equivalent to a U.S. Bachelor's degree in Information Systems (Exhibit B).** UFF's prestige as a federal university, its competitive admission process, and its emphasis on computer science, systems analysis, and applied technology provide a strong academic foundation consistent with high-level STEM occupations in the U.S.

Mr. Nogueira also holds a **Technical Diploma in Information Technology** and is **currently enrolled in a Postgraduate Program in Software Engineering with Applied Artificial Intelligence (Lato Sensu)**, in the area of Computer Science and Information and Communication Technologies (ICT) (Registration No. 14064272). This additional academic training further aligns his qualifications with his proposed career in the software development and technology sector.

Mr. Nogueira's academic rigor is further demonstrated by his contribution to the field's body of knowledge through his thesis titled *"Performance Analysis of Native, Cross-Compiled, Hybrid, and Interpreted Mobile Applications.*" In this research, he conducted a sophisticated comparative study of the most popular development frameworks, including Java, React Native, Flutter, and Ionic, measuring critical performance metrics such as CPU and RAM consumption, execution time, and application size. By providing a technical taxonomy and empirical data on how different software architectures impact device efficiency, his work offers a vital framework for developers and enterprises to make informed decisions in mobile engineering. **This publication reflects his deep understanding of cross-platform interoperability and systems optimization and also establishes his authority in designing high-performance software solutions,** a core competency directly applicable to the technical leadership he will provide through Prikster Tech.

His academic training provided advanced competencies in database management, systems analysis, software architecture, and digital automation, core areas directly aligned with his proposed U.S. endeavor. This background is complemented by more than a decade of progressively advanced technical experience in both public-sector IT environments and high-performance software engineering roles for U.S.-based companies.

Beyond his formal degree, Mr. Nogueira has pursued **sustained professional development** through **specialized technical certifications** that validate his mastery of modern engineering processes widely adopted by leading U.S. technology companies, including:

- **Professional Scrum Master I (PSM I) – Scrum.org[5]:** A globally recognized credential confirming expertise in Agile methodologies, framework implementation, and team leadership in high-performance software environments.
- **Advanced Software Development Training:** Extensive coursework in specialized areas such as **Java, Spring MVC, JPA, Ruby on Rails, Docker, Git, and NoSQL databases (MongoDB),** reflecting a continuous commitment to technical excellence and full-stack proficiency (Exhibit B).

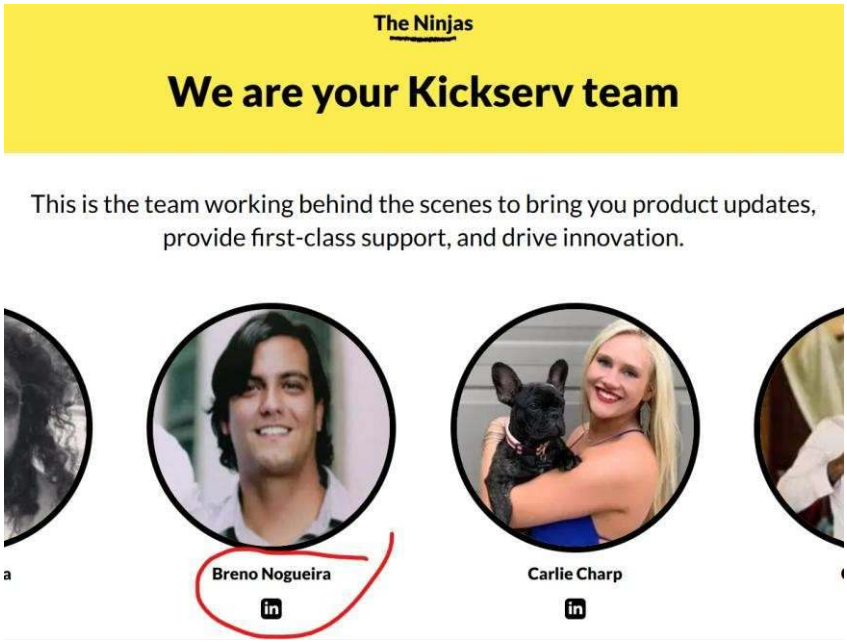
His record of success is defined by over **10 years of progressively increasing responsibility in software development, systems engineering, and DevOps-oriented workflows**. From **2015 to 2019,** he served as an **Information Technology Technician at Universidade Federal Fluminense,** where **he developed, maintained, and optimized institutional systems** used by a major public university serving more than **50,000 students**. This role required high technical proficiency, systems security awareness, and the ability to deliver stable digital infrastructure to support mission-critical academic and administrative functions.

From **2019 to 2022**, he was hired as a **Software Developer by Jobsity LLC, a U.S**. **software** nearshore firm servicing **American enterprises** with stringent performance and reliability

[5] https://www.scrum.org/about

requirements. At Jobsity[6]he delivered end-to-end software solutions, implemented robust codebases, and contributed directly to U.S.-based agile teams, working with modern JavaScript frameworks, databases, and scalable web architectures. His work improved client systems, optimized functionality, and supported organizations operating in competitive technology markets.

From 2022 to 11/2025, he served as a Software Developer for Kickserv.[7] (EverCommerce / Norman's Dojo), a U.S. software company headquartered in Denver, Colorado, which offers a leading SaaS platform for field service **businesses nationwide.** Kickserv is part of the portfolio of EverCommerce, a publicly traded U.S. technology company specializing in service commerce solutions. In this role, Mr. Nogueira was responsible for building and maintaining complex web applications upon which thousands of U.S. companies rely. His responsibilities included implementing new features on the platform, resolving performance bottlenecks, and mentoring junior developers, demonstrating leadership capabilities and advanced technical acumen within a U.S. corporate environment.



Serving these major U.S. entities requires meeting the **highest standards of software security, code quality, and reliability.** His direct contribution to U.S.-based enterprises provides strong evidence of his ability to function at a level of technical excellence expected within the American technology sector. His strong compensation history, including earnings significantly above market rates for senior software engineers in Brazil, further demonstrates his high standing and recognition as a specialist whose expertise commands premium value (Exhibit C).

Currently, since 11/2025, he serves Joist at USA as a senior software engineer, participating in the technical planning, architecture definition, and implementation of functionalities using Ruby on Rails. Contributing to the creation and improvement of modules focused on the management of small and medium-sized service companies, including scheduling, service management, and customer communication features.

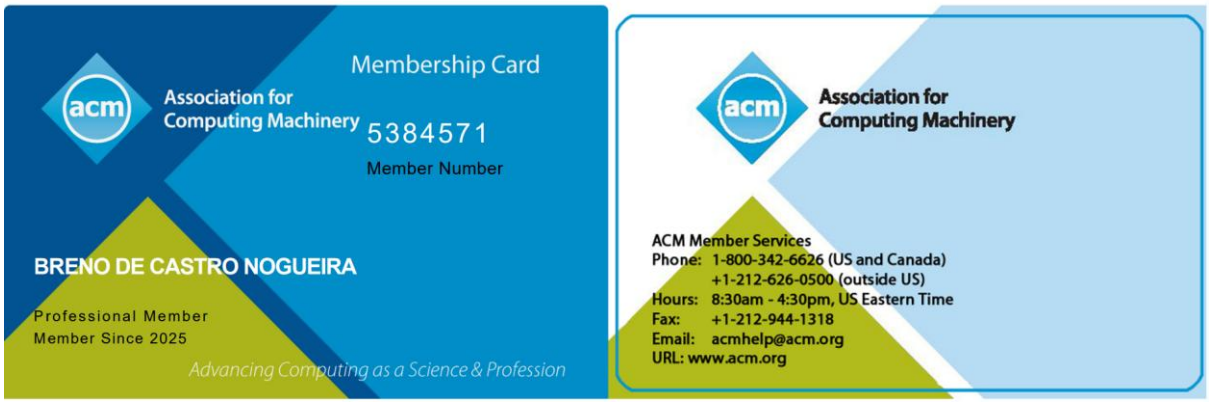
Mr. Nogueira's professional standing is further validated by **his technical portfolio**, industry certifications, and successful execution of numerous high-impact software initiatives. He has repeatedly demonstrated the ability to lead multidisciplinary development teams, implement

[6] https://www.jobsity.com/about-us
[7] https://www.kickserv.com/team

scalable digital systems, and optimize engineering workflows according to agile and DevOps best practices. His experience includes architecting automated systems, integrating APIs across enterprise environments, and deploying cloud-based solutions capable of supporting large volumes of users, skills that are directly aligned with the core services of Prikster Tech. This high level of expertise is reflected in his strong compensation history, as his earnings have consistently been significantly above market rates for software engineering specialists, commanding premium value for his technical leadership and specialized knowledge (Exhibit C).

Mr. Nogueira's professional excellence is further validated by his **performance in "Talentos Senac", the largest professional education competition** in the State of Rio de Janeiro, organized by the **National Service for Commercial Learning (SENAC)**[8]. In the 2014 and 2015 editions, he progressed through local, regional, and state-level stages, ultimately being ranked **3rd place at the state level in the Computer Technician category**. The 2015 event alone gathered more than 20,000 attendees at Copacabana Beach and awarded only 72 students across 24 occupations, as reported in a feature article in the Jornal do Brasil (Exhibit C). This distinction confirms that his skills were recognized early in his career through a highly competitive, statewide selection process, reinforcing the strength of his record of success.

He also demonstrates **active engagement with the U.S. technology ecosystem through his formal memberships in the Association for Computing Machinery (ACM)**[9] **and the IEEE Computer Society**[10]**,** two of the **most prestigious and influential computing organizations in the world.** Through these affiliations, he participates in ongoing professional development, accesses peer-reviewed research, and follows international standards used across the U.S. computing industry. These memberships indicate a continuing commitment to remaining at the forefront of global technological advancements and confirm that he is not merely proposing theoretical entry into the U.S. market, but is already integrated into its professional networks.



[8] https://www.senac.br/sobre/
[9] https://www.acm.org/about-acm
[10] https://www.computer.org/about

Beyond securing initial capital, **Mr. Nogueira has already taken concrete operational steps to establish the infrastructure for his endeavor**. As evidenced by the official domain registration records (Exhibit C.III), he has **secured the digital identity for his firm,** including the deployment of the **prikster-tech.com[11] web domain.** This proactive measure demonstrates his immediate commitment to the project's implementation and his readiness to launch professional operations in the United States. By securing these strategic digital assets, **Mr. Nogueira confirms that Prikster Tech is** not merely a theoretical proposal but a **venture with established foundations and a clear path toward commercial execution.**

Additionally, the record further demonstrates that Mr. Nogueira is actively applying his expertise through the development of Eazy Garage (Exhibit C.II), a cloud-based SaaS platform currently in active development (alpha stage), built using Ruby on Rails and modern cloud infrastructure. The platform is designed to support automotive service businesses by centralizing operational workflows such as customer management, service tracking, scheduling, invoicing, and business analytics within a unified system.

This project serves as concrete evidence of Mr. Nogueira's ability to independently design, develop, and implement scalable software solutions aligned with the same operational challenges faced by U.S. small and medium-sized service-based businesses. While not the central focus of this petition, Eazy Garage (Exhibit C.II) demonstrates his technical execution capacity and reinforces that his proposed endeavor is grounded in real-world application and ongoing innovation.

Mr. Nogueira's **financial record** further demonstrates his long-standing professional success and capacity to sustain and invest in his proposed U.S. endeavor. His annual gross compensation has shown consistent growth, rising from BRL 384,149.71 in 2023 to BRL 457,611.72 in 2025 (approximately **USD 86,554[12]**). This annual income is **more than three times higher than the national average for Software Engineers in Brazil,** which stands at BRL 149,671 (USD 28,309), according to Indeed[13]. Furthermore, his consolidated investment portfolios (Exhibit C) confirm personal liquid assets exceeding USD 42,900. These resources far exceed the initial startup capital

[11] https://www.prikster-tech.com.
[12] https://www.bcb.gov.br/conversao
[13] https://br.indeed.com/career/engenheiro-de-software/salaries

of USD 17,500 outlined in the Prikster Tech Business Plan for legal registration, cloud infrastructure, and market entry. This financial strength demonstrates that Mr. Nogueira is fully prepared to execute his endeavor without the need for external financing, satisfying the requirements of the second prong of *Matter of Dhanasar.*

Collectively, his academic credentials, technical certifications, several courses, leadership experience, memberships in premier computing organizations, and documented success in U.S.-based engineering roles form a strong and consistent record of achievement that directly mirrors the services of Prikster Tech. Unlike a speculative or early-stage practitioner, Mr. Nogueira presents over a decade of proven, measurable, and documented results in software engineering, systems architecture, and digital automation. Accordingly, the evidence clearly establishes that Mr. Nogueira is exceptionally well-positioned to advance his proposed endeavor in the United States under the second prong of *Matter of Dhanasar.*

3.2.2 INDEPENDENT EXPERT TESTIMONIALS SUPPORTING THE PETITIONER'S QUALIFICATIONS AND IMPACT:

A first expert letter is provided by **Mr. Jonathan Vaught, Co-founder and Senior Director of Technology at Kickserv**, Inc. (EverCommerce), based in South Carolina. In his capacity overseeing engineering teams and product development for nearly fifteen years, Mr. Vaught supervised Mr. Nogueira's technical contributions directly and provided an authoritative assessment of his impact on U.S. software infrastructure. In his letter, he affirms:

> *"One of Mr. Breno's most significant contributions was the modernization of Kickserv's subscription system. Additionally, his work integrating Stripe Unified enabled a broader array of payment options, while his leadership in developing a new API version established authentication standards and coding best practices that continue to guide the entire engineering team."*

Mr. Vaught further underscores the national relevance of Mr. Nogueira's expertise, stating:

> *"His skill in designing scalable, secure systems and improving operational efficiency aligns with national interests in innovation, productivity, and cybersecurity. His continued contributions would benefit American software companies, enhance service reliability, and support technological growth."*

A second expert letter is provided by **Mr. Matt Toensing, Senior Software Engineer at EverCommerce,** based in Colorado, who worked directly alongside Mr. Nogueira at Kickserv and experienced his mentorship and technical leadership firsthand. Mr. Toensing provides a detailed account of Mr. Nogueira's impact on team performance and engineering culture, stating:

> *"By fostering a culture of collaboration, he elevated the performance of the entire team. I witnessed firsthand how his guidance improved our development process, from code reviews to system architecture, creating a lasting impact on the quality and maintainability of our software. His ability to balance hands-on mentorship with strategic thinking made him a cornerstone of our team's success, and his dedication inspired me and others to step up and contribute at our best."*

Mr. Toensing further attests to the transformative nature of Mr. Nogueira's mentorship, noting:

> *"Breno has been fundamental to my professional journey, and I carry the lessons he imparted to me in every project I undertake."*

A third expert letter is provided by **Mr. Gabriel Guadalupe Rodriguez, Senior Software Engineer at ecoPortal** and former Tech Lead at the IT Superintendence of the Universidade Federal Fluminense (STI-UFF), who directly supervised Mr. Nogueira's technical work on mission-critical academic systems serving thousands of students and staff. Mr. Rodriguez provides detailed technical context for Mr. Nogueira's contributions, noting:

> *"Mr. Nogueira's work directly strengthened the integration of academic and administrative systems and modernized the university's software infrastructure. He demonstrated exceptional skill in bridging Java and Ruby on Rails systems, ensuring data consistency and reliability across institutional workflows."*

Mr. Rodriguez further attests to Mr. Nogueira's standing as a high-level technical professional:

> *"Throughout our collaboration, Mr. Nogueira consistently demonstrated a high level of technical competence, including a strong understanding of object-oriented design, software engineering principles, design patterns, and test automation. His ability to learn quickly, apply best practices, and share knowledge with colleagues distinguishes him as a professional capable of driving significant impact in the field of software engineering."*

Ms. Rosana de Oliveira Guimaraes Moreira attests to Mr. Nogueira's significant contribution to the collection and consolidation of institutional data submitted to the MEC (Ministry of Education):

> *"One of Mr. Nogueira's most significant contributions to the institution was his work regarding the collection and consolidation of institutional data submitted to the Ministry of Education (MEC) within the scope of the Higher Education Census. The MEC is the agency responsible for formulating and implementing public policies for education in Brazil, as well as for regulating and supervising higher education institutions. The Census constitutes the primary official information base regarding students, academic programs, faculty, and infrastructure, serving as a national benchmark for government decision-making. It is a highly complex process that demands absolute precision and complete confidentiality.*
> *The results of the Census influence financial transfers from the MEC, the allocation of public resources, the evaluation of academic programs, and the formulation of policies that impact the entire educational system. Mr. Nogueira's work was essential in ensuring the integrity and confidentiality of the data reported by the UFF, thereby contributing to the institution's credibility, the optimization of administrative and academic management processes, and the maintenance of parameters critical to the university's funding and evaluation."*

Dr. Ing Raphael Pereira de Oliveira Guerra, an Associate Professor and Researcher at the Institute of Computing of the Universidade Federal Fluminense (UFF), Brazil, with a Ph.D. in Computer Engineering and international research experience in Germany. In his academic capacity, Prof. Guerra directly supervised Mr. Nogueira's undergraduate thesis and closely monitored his technical and analytical development over an extended period. Based on this direct academic supervision, he provides a detailed and authoritative evaluation of Mr. Nogueira's technical capabilities and contributions to software engineering. In his letter, he states:

> "*During the mentorship period, I observed Breno's exceptional analytical ability, his autonomy, and his technical rigor in conducting research. He demonstrated a talent for translating experimental data into practical conclusions applicable to the development of mobile systems.*
>
> *Mr. Nogueira's work demonstrated not only advanced theoretical knowledge but also strong practical application in software engineering, particularly in performance analysis, system efficiency, and the design of scalable applications. He emphasizes that Mr. Nogueira's research offered concrete contributions to the field by generating objective data to inform decision-making regarding software development approaches.*
>
> *Mr. Nogueira's professional experience with SaaS platforms and large-scale web applications, combined with his academic background, positions him to contribute significantly to innovation, system optimization, and technological competitiveness, especially in environments that rely on high-performance digital solutions".*

An expert letter is provided by **Mr. James Moseley,** Director of Engineering at Joist/Kickserv, a U.S.-based service management software company. Mr. Moseley holds a degree in Computer Science and multiple industry certifications, including AWS SysOps Administrator, Solutions Architect, and Developer Associate, and has led initiatives in cloud infrastructure modernization, DevOps operations, and scalable software systems since 2018. He highlights:

> *"Breno played a central role in several critical initiatives that significantly enhanced the company's platform and operations. For instance, he led the evolution of the subscription system, enabling flexible pricing, automated discounts, and quotas, which directly contributed to increased revenue and customer satisfaction.*
> *Mr. Nogueira's leadership in integrating Stripe Unified to expand payment capabilities, as well as his role in developing a new version of the platform's API, establishing authentication standards and coding best practices adopted across the engineering team. These contributions improved development efficiency, reduced errors, and accelerated deployment cycles. Mr. Nogueira's impact on software reliability and security, including enhancements to automated testing coverage (RSpec), implementation of spam prevention mechanisms, and strengthening of system stability, directly benefiting thousands of U.S.-based clients."*

In addition, **Mr. Todd Eccles,** a seasoned U.S. executive, entrepreneur, and former Chief Executive Officer and Co-founder of Kickserv, Inc., with over 30 years of experience in technology and service-based companies. Throughout his career, Mr. Eccles has led large-scale operations, product strategy, and SaaS business development initiatives, providing him with extensive expertise in software-driven business environments. In his letter, he affirms:

> *"During the subscription system migration, Mr. Nogueira demonstrated exceptional technical leadership and strategic foresight. He ensured no service interruptions, safeguarded revenue continuity, and implemented system improvements that enhanced flexibility for plan creation and billing adjustments."*

Mr. Eccles further emphasizes that:

> *"Mr. Nogueira played a pivotal role in modernizing the company's subscription and billing infrastructure, directly impacting recurring revenue, customer acquisition, and retention. His contributions enabled greater flexibility in pricing structures, simplified administrative processes, and resolved long-standing technical limitations, strengthening the company's operational efficiency and financial performance.*
>
> *Mr. Nogueira's work consistently connected technical development with strategic business outcomes, demonstrating an ability to operate beyond traditional engineering roles. (...) Mr. Nogueira stands at the top of his field among SaaS and service management professionals, and his contributions were recognized at the highest levels of the organization, including being awarded "Most Valuable Employee." (...) Mr. Nogueira's expertise delivers measurable impact on business performance, scalability, and revenue growth within U.S. technology companies."*

Together, these **letters from U.S. technology executives** and senior engineering leaders offer consistent, detailed, and mutually reinforcing evidence that Mr. Nogueira has operated at the highest levels of his profession. They demonstrate that he has designed and implemented scalable software systems supporting large-scale corporate and institutional operations, led complex engineering initiatives in high-visibility U.S. environments, and delivered innovative technical solutions with direct relevance to U.S. digital infrastructure and economic priorities.

These testimonials from independent experts, therefore, are not mere character references; they are substantial, experience-based accounts of Mr. Nogueira's expertise, impact, and alignment with U.S. national interests. They confirm that he is well-positioned to drive the proposed endeavor and that his work directly supports key national priorities in technological innovation, cybersecurity, and the development of a skilled engineering workforce. Given the critical nature of the proposed venture and the growing importance of digital infrastructure in the U.S. economy, we respectfully request that the Service consider these cited expert statements, as well as those contained in the filing, as compelling evidence of both Mr. Nogueira's exceptional positioning and the strategic importance of his proposed initiatives in the U.S. through Prikster Tech.

3.2.3 EVIDENCE OF COMMERCIAL INTEREST AND MARKET VIABILITY

In addition to the independent expert testimonials, Mr. Nogueira has secured documented investment commitment and professional validation from a highly experienced engineering leader. As evidenced by the attached Letter of Investment Intent from **Mr. Ronaldo Corrêa Nogueira** (Exhibit C.II), a retired Metallurgical Engineer and former Subsea Project Manager at Petrobras with over 42 years of experience in managing complex technical projects, there is a formal commitment to provide the necessary capital to launch Prikster Tech in the United States.

In his letter, **Mr. Ronaldo Nogueira,** who holds an **MBA in Project Management from FIA-USP,** confirms his professional assessment of the endeavor's viability and his commitment to its success, stating:

> *"My decision to invest is based on both the project's structure and my assessment of Mr. Nogueira's capabilities in this field. [...] After reviewing the available information and considering my professional experience evaluating and managing technical projects, I have decided to support this initiative. I hereby express my intention to invest USD 30,000 in the company to be established by Mr. Nogueira. This amount is intended to contribute to the initial implementation and development of the business."*

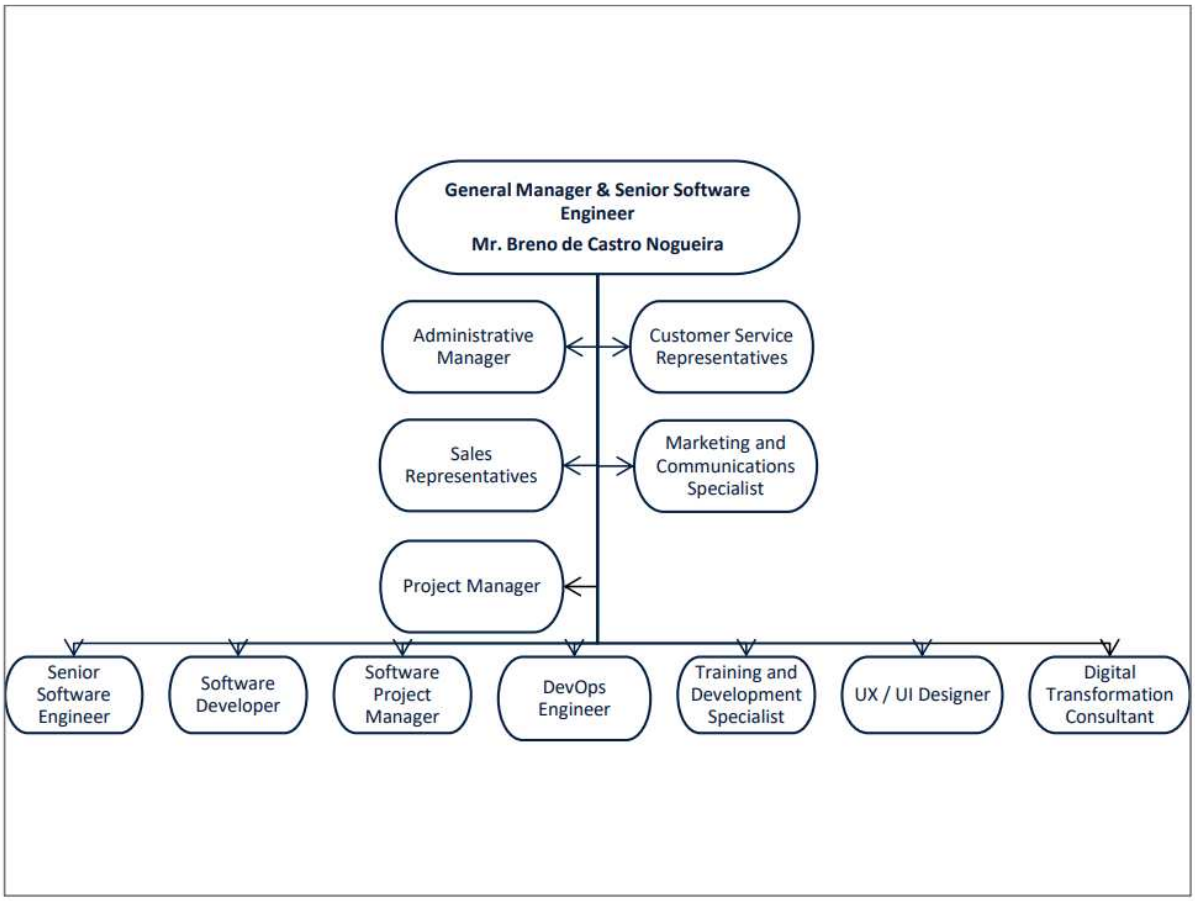
Mr. Ronaldo Nogueira further validates the Petitioner's technical standing and the market need for the proposed services:

> *"The project outlines a software development and consulting business focused on helping companies modernize their operations. [...] This type of service addresses a clear market need for businesses seeking to adopt more efficient and modern technological solutions. [...] [Mr. Breno Nogueira has demonstrated strong technical leadership and a comprehensive understanding of developing and maintaining scalable software solutions."*

This documented financial support, backed by the Income Tax returns and Curriculum Vitae of the investor (Exhibit C.II), further demonstrates the credibility, feasibility, and market viability of the proposed endeavor. It provides concrete evidence that Mr. Nogueira is well-positioned to successfully implement his business operations in the United States, having already secured the initial capital required to execute the first phase of Prikster Tech's business plan.

3.2.4 PLAN FOR FUTURE ACTIVITIES:

As Founder and General Manager and Senior Software Engineer, Mr. Nogueira will personally lead the most strategically complex components of Prikster Tech's operations, integrating executive management with hands-on software engineering, systems architecture, and automation oversight. His role encompasses the full lifecycle of the endeavor, including defining corporate strategy, establishing software architecture standards, leading complex system design and API development, overseeing project execution, mentoring engineering staff, managing strategic client relationships, and driving continuous improvement of internal processes and delivery workflows.



Mr. Nogueira will be responsible for overseeing the company's financial health and operational efficiency while supervising a multidisciplinary team of professionals, including Software Engineers, DevOps Specialists, QA Analysts, Systems Architects, and Project Managers. By directing the company's engineering and automation strategy, he will ensure that all solutions meet industry best practices, modern security standards, and the operational objectives of clients operating in professional services, healthcare, logistics, field service management, and other technology-dependent sectors.

Under his leadership, Prikster Tech will cultivate a collaborative, high-performance engineering environment focused on efficiency, innovation, and measurable business outcomes. He will maintain direct involvement in client relations, ensuring strong partnerships, high levels of satisfaction, and sustainable business growth. His executive oversight will include the integration of cloud-native development practices, automated workflows, scalable systems architecture, and API-driven infrastructure, key components needed to maintain the company's competitive positioning in the U.S. software and digital transformation market.

In addition to his technical and managerial qualifications, Mr. Nogueira has secured the financial resources necessary to launch and sustain the proposed enterprise. As outlined in the Business Plan, Prikster Tech is projected to require an initial startup investment of $50,000 USD to cover essential early-stage operating expenses. This launch capital is fully supported by a combination of Mr. Nogueira's personal savings and a documented investment commitment of $30,000 USD from Mr. Ronaldo Corrêa Nogueira, a senior engineering professional with extensive experience in managing complex technical projects (Exhibit C.II).

Furthermore, Mr. Nogueira maintains additional personal financial reserves totaling R$ 115,206.27, which is equivalent to approximately $23,131.00 USD (Exhibit C.III). Considering the totality of these resources, Mr. Nogueira possesses the financial capacity to ensure the operational stability and continuity of the proposed venture during its initial phases.

This well-structured financial strategy is further supported by Mr. Nogueira's documented personal liquidity, ensuring that Prikster Tech will operate with a solid capital base from its inception. The budget includes specific allocations for cloud infrastructure, specialized engineering software, legal and administrative setup, and business development, demonstrating a conservative and realistic approach to market entry.

Taken together, the evidence overwhelmingly demonstrates that Mr. Nogueira is exceptionally well-positioned to advance the proposed endeavor in the United States. His academic training, highly specialized technical knowledge in software engineering, and over a decade of progressively responsible experience in U.S. and Brazilian technology environments establish a clear foundation for success. His ability to lead complex engineering initiatives has been validated through large-scale contributions at Kickserv (EverCommerce), Joist, Jobsity, and the IT Superintendence of UFF, including modernizing critical systems, architecting APIs, and mentoring engineering teams.

These achievements have been further corroborated by detailed testimonial letters from distinguished technology leaders, all of whom affirm both his outstanding qualifications and the strategic importance of his continued work through Prikster Tech. Moreover, Mr. Nogueira has developed a robust and realistic implementation plan for the company, supported by a clearly defined leadership role and a thorough financial strategy.

The totality of these factors, including his combination of engineering expertise, entrepreneurial success, professional recognition, documented financial capacity, and thoughtful operational planning, firmly supports the conclusion that Mr. Nogueira is well-positioned to make a significant and sustained contribution to U.S. digital modernization and economic competitiveness. Accordingly, the record establishes that he has already demonstrated the leadership, strategic vision, and financial readiness required to immediately implement and scale Prikster Tech in the United States.

3.3 <u>Third PRONG:</u>
On Balance, It Would be Beneficial to the United States to Waive the Requirement of a Job Offer and Labor Certification

Congress established the National Interest Waiver to address the limitations of the labor certification process. When a foreign national brings significant and unique benefits to a particular field beyond what is expected from a typical job, they should not be denied permanent residence solely because another individual could perform the job adequately.

Mr. Nogueira exemplifies this intent. As a seasoned Senior Software Engineer with over a decade of experience in leading high impact engineering operations and digital automation initiatives, his proposed endeavor transcends the scope of a conventional job placement. His work delivers strategic benefits to sectors vital to the United States, such as the technology economy, digital infrastructure, and professional technical workforce development. The labor certification framework does not adequately account for entrepreneurial initiatives structured to create employment rather than fill a preexisting position.

Given the critical technological challenges identified in the modern digital economy, it would be impractical and contrary to the national interest to require a specific job offer for Mr. Nogueira. His ability to serve multiple stakeholders, from private corporate entities to service-based SMEs, as well as education and healthcare providers, provides a benefit to the United States that far outweighs the protections afforded by the labor certification process.

According to the third prong in the *Dhanasar framework*, adjudicators must conduct a balancing test by considering the national interest of requiring job offers and labor certifications against other factors that the foreign national brings to the table. This balancing act involves analyzing various factors, including:

- Whether it would be impractical for the foreign national to secure a job offer or for the petitioner to obtain a labor certification, given the nature of the foreign national's qualifications or proposed endeavor.

- Whether the United States would still benefit from the foreign national's contributions even if qualified U.S. workers are available.

- Whether the national interest in the foreign national's contributions is of significant national relevance, bypassing the labor certification process.

The Dhanasar decision elucidates that while these factors are not stringent prerequisites, they serve as valuable considerations. When collectively assessed, they offer insight into the potential benefits of waiving the job offer and labor certification requirements for the United States.

The evidence furnished within this petition compellingly illustrates the imperative national interest in bypassing the arduous procedures associated with the job offer and labor certification process. Mr. Nogueira's endeavor is not about filling a vacancy; it is about providing a high-level service that strengthens the U.S. software landscape and economic competitiveness on a national scale. Hence, a favorable decision is merited.

3.3.1 IMPRACTICABILITY OF A LABOR CERTIFICATION:

Given the Petitioner's intended role as the General Manager and Senior Software Engineer of Prikster Tech, engaging in the labor certification process proves impractical. The labor certification process is designed primarily to protect U.S. workers from displacement by foreign nationals filling existing job openings. However, Mr. Nogueira's entrepreneurial initiative does not displace any U.S. worker; rather, it directly creates new employment opportunities and contributes to the U.S. economy through job creation, tax revenue, and the delivery of professional software engineering, systems architecture, and digital automation services to corporate, healthcare, and other private sector stakeholders.

The traditional labor certification framework fails to accommodate the unique structure and objectives of Mr. Nogueira's proposed endeavor. The following factors support this conclusion:

- **Nature of Entrepreneurial Endeavor:** As a self-employed entrepreneur, Mr. Nogueira's role is inherently distinct from traditional employment scenarios. He is not seeking to fill an existing position that could be occupied by a U.S. worker; instead, he is establishing a new enterprise that will generate positions for U.S. workers in software development, DevOps engineering, quality assurance, systems architecture, and project management, as detailed in the organizational structure of his Business Plan.

- **Job Creation and Economic Impact:** As detailed in the five-year hiring plan in the Business Plan, Prikster Tech's growth is directly tied to its client pipeline and project volume. Initial hires focus on core engineering and automation capabilities, followed by specialized technical and operations roles as demand increases. By Year 5, the firm is projected to employ twenty-eight (28) skilled professionals, strengthening local capacity in software engineering and digital modernization in the Dallas, Texas region.

- **Self-Sustenance and Broader Contributions:** Through his entrepreneurial endeavor, Mr. Nogueira secures his economic sustenance and also plays a crucial role in fostering employment opportunities and enhancing tax revenues, making the labor certification process impractical and unnecessary for his case.

The Petitioner has provided compelling evidence demonstrating his intention to operate as a self-employed entrepreneur and has outlined, in detail, how Prikster Tech will contribute to job creation, generate tax revenue, and deliver advanced software architecture and strategic automation services that serve the national interest. By pursuing this entrepreneurial endeavor, Mr. Nogueira ensures his own economic sustainability and makes a significant contribution to U.S. economic competitiveness and the growth of the technology economy.

3.3.2 THE U.S. WOULD STILL BENEFIT FROM THE FOREIGN NATIONAL'S CONTRIBUTION EVEN IF QUALIFIED U.S. WORKERS ARE AVAILABLE:

Given Mr. Nogueira's vast experience and track record as a senior software engineer, systems architect, and technical leader, he is positioned to make significant strides in his proposed endeavor in the United States. Even in scenarios where other skilled U.S. workers are available, the nation has much to gain from Mr. Nogueira's contributions:

- Unique Qualifications and Expertise: Mr. Nogueira brings a rare combination of skills, experience, and insights that are difficult to replicate. His over ten years of progressively responsible experience across international software development, SaaS platforms, and end to end engineering leadership position him to offer specialized knowledge and technical direction that would significantly benefit the U.S. market, particularly in sectors that depend on scalable digital infrastructure, automated workflows, and high reliability software systems. His expertise spans strategic API design, cloud native architecture, legacy system modernization, and scalable engineering process optimization, including the integration of modern DevOps and agile methodologies.

- Letters of Support and Testimonials: The attached letters of support serve as a testament to Mr. Nogueira's impact in his field. These letters from distinguished technology professionals highlight his leadership, reliability in complex engineering environments, and ability to deliver measurable outcomes through professional software operations. They further corroborate that his work has produced tangible and lasting benefits for organizations and engineering teams, and that his continued contribution through Prikster Tech will bring distinct value that extends beyond routine development services.

Taking everything into consideration, while there may be qualified U.S. workers available, the exceptional expertise, unique perspective, and proven track record that Mr. Nogueira brings to the software engineering and digital automation sector offer substantial and distinct benefits. His

contributions, backed by strong endorsements from industry professionals, demonstrate that his presence in the United States will meaningfully expand organizational capacity in strategic digital transformation and help generate economic value through scalable technical services and job creation. Therefore, it is in the national interest to prioritize his contributions by waiving the labor certification process.

3.3.3 WHETHER THE NATIONAL INTEREST IN THE FOREIGN NATIONAL'S CONTRIBUTIONS IS URGENT ENOUGH TO JUSTIFY BYPASSING THE LABOR CERTIFICATION PROCESS:

The national interest in Mr. Nogueira's contributions is urgent enough to justify bypassing the labor certification process. His extensive experience and acumen underscore the immediate benefits his endeavor would bring to the United States.

- **Timeliness of Expertise:** The U.S. digital economy is increasingly driven by software automation across commercial, healthcare, and industrial sectors, and organizations face fast changing technological dynamics, rising security demands, and heightened expectations for operational efficiency and system stability. These conditions require experienced leaders who can deliver professional, high performance, high quality software solutions efficiently, while adopting modern cloud infrastructure and automated optimization. Mr. Nogueira's expertise in enterprise level standards, technical leadership oversight, and scalable engineering workflows is well suited to meet these time sensitive needs.

- **Immediate Economic Impact:** Mr. Nogueira's proposed endeavor, Prikster Tech, promises immediate economic benefits, including job creation and increased tax revenue. Rapid implementation of his business plans will stimulate economic activity, particularly in the region where his business will operate. Delaying his contributions by subjecting him to the labor certification process could result in missed opportunities for growth, innovation, and the timely delivery of critical automation services to organizations that depend on effective digital infrastructure and technological resilience.

- **Strategic Advantage:** Enabling Mr. Nogueira to launch his endeavor without delay provides a strategic advantage to U.S. organizations that rely on professional software to compete, scale, and secure data. This urgency is further underscored by the U.S. **Department of Labor's O*NET OnLine database**[14], which classifies Software Developers (SOC Code 15-1252.00) as a **"Bright Outlook" occupation.** This designation confirms that the field is expected to grow rapidly in the next several years and is critical to the U.S. economy, highlighting the immediate national benefit of waiving the labor certification to allow Mr. Nogueira's specialized expertise to be applied without the delays inherent in the traditional recruitment process. His proven ability to lead complex engineering projects, implement efficient workflows, and deliver consistent outcomes will strengthen the operational capacity of clients and support the continued growth of the U.S. technology economy.

In short, the national interest in Mr. Nogueira's contributions is urgent and compelling. His unique skills, immediate impact on the software engineering and digital automation sector, and the substantial economic and strategic benefits his venture promises justify bypassing the labor

[14] https://www.onetonline.org/

certification process. The rapid integration of his expertise will support time sensitive technological needs across multiple sectors and generate significant national benefits, constituting a strong case for the National Interest Waiver.

4. FINAL CONSIDERATIONS

From all topics discussed above and the attached evidence, it is "more likely than not" that:

1. The self-petitioner, Mr. Nogueira, satisfies the Advanced Degree requirement under INA 203(b)(2). He holds a Bachelor's Degree in Information Systems from Universidade Federal Fluminense, which is equivalent to a U.S. bachelor's degree in a closely related STEM field, and he has accumulated over a decade of progressive post-degree experience in software engineering, systems architecture, and digital automation. His extensive record of achievement, including senior roles at a U.S.-based SaaS company, leadership in complex engineering initiatives, and technical mentorship of other developers, demonstrates a degree of expertise significantly above that ordinarily encountered in the field. Together, his academic credentials and professional accomplishments firmly establish his eligibility under the statutory classification.

2. The proposed endeavor has substantial merit and national importance. Prikster Tech is aligned with vital U.S. national interests, including the strengthening of the technology economy, the modernization of digital and operational infrastructure, and the enhancement of automation capacity for corporate, healthcare, and service-based sectors. The endeavor addresses the increasing demand for high quality, scalable software solutions in a digital-centric global economy and contributes to workforce development in the software engineering and automation sectors. It is projected to create 28 direct high-skilled jobs by Year 5 and, based on the Economic Policy Institute multipliers, to support an estimated 79 additional indirect and induced positions, thereby generating significant economic impact. Accordingly, it satisfies the first prong under the Matter of Dhanasar precedent.

3. The self-petitioner is well-positioned to advance the endeavor. Mr. Nogueira has over ten years of progressive professional experience, a comprehensive and realistic business plan, and letters of support from distinguished technology leaders who have directly supervised or collaborated with him. He has also secured solid financial support for the venture, through a combination of his own resources and a documented investment commitment, as evidenced in the record. His proven expertise in software architecture, API design, scalable systems, and engineering leadership, validated by his extensive career and professional recognition, firmly establishes his ability to successfully conduct and scale the proposed endeavor in the United States.

4. On balance, it would be beneficial to the United States to waive the requirement of a job offer and labor certification. The labor certification process is impracticable for an entrepreneur like Mr. Nogueira, whose role is to create, rather than fill, jobs. His endeavor has the potential to create dozens of specialized positions for U.S. workers in software development, DevOps, quality assurance, and related technical roles, contributing significantly to the national economy and to the robustness of U.S. digital infrastructure. The strategic importance of enhancing U.S. technological capacity, automation efficiency, and economic competitiveness further justifies bypassing the lengthy labor certification process under the third prong of Matter of Dhanasar.

Accordingly, Mr. Nogueira merits a favorable adjudication of this I-140 petition under the Employment-Based Second Preference category with a request for a waiver of the job offer and labor certification requirements, pursuant to INA §203(b)(2)(B). His qualifications, leadership, and proven impact in the field of Software Engineering and Digital Automation distinctly align with the legislative intent of the National Interest Waiver provision.

We respectfully request USCIS to approve this petition considering the credible evidence of national benefit and professional excellence.

Should you require any further information or documentation, please do not hesitate to contact my office. Thank you in advance for your kind assistance with this matter.

Sincerely,

Otavio Haverroth Silva
California Bar # 343486

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Exhibit A

BRENO DE CASTRO NOGUEIRA

Email | brenocnog@gmail.com

Phone | +55 21 99775-5575

I am a software engineer with over 10 years of experience in system development, specializing in Ruby on Rails and with strong expertise in large-scale SaaS products. I currently work as a Senior Software Engineer at Kickserv, a U.S.-based service management company, where I lead the development of new features, integrations, and performance improvements.

My career combines strong technical knowledge with strategic vision, having worked in both international teams and academic and corporate projects. I actively participate in architecture planning, platform integration, and mentoring junior developers, contributing to technical efficiency and team growth. I am recognized for my ability to solve complex problems, collaborative leadership, and constant pursuit of scalable, high-impact solutions.

WORK EXPERIENCE

SENIOR SOFTWARE ENGINEER

JOIST | REMOTE, USA

11/2025 – PRESENT

Worked on the development of the Joist platform, a product within the portfolio of EverCommerce, Inc. Responsible for the planning, development, and evolution of the application, primarily using Ruby on Rails, contributing to technical decisions, architecture definition, and preparing the platform for new features aimed at managing small and medium-sized service businesses.

Key projects include:

- Knowledge transfer of the Kickserv ecosystem after more than 6 years working on the product, contributing to the adaptation and evolution of similar functionalities in Joist.
- Participation in the planning and architectural definition for new platform modules, including service management, scheduling, and customer communication features.
- Structuring technical proposals, documentation, and defining implementation approaches for new functionalities.
- Collaboration with product and engineering teams in defining strategies to expand the platform's capabilities.
- Contribution to the development and maintenance of the application's backend, focusing on system scalability and evolution.

SENIOR SOFTWARE ENGINEER

KICKSERV | REMOTE, USA

07/2022 – 11/2025

Worked on the development of the Kickserv platform. During this period, the product was operated by Norman's Dojo, Inc. and was later acquired by EverCommerce, Inc. in August 2023. Responsible for the planning, development, and

maintenance of new features for the main platform, primarily using Ruby on Rails, as well as contributing to the stability of critical systems and mentoring junior developers.

Key projects include:

- Evolution of the subscription system, initially migrated from Chargify to Stripe in the previous phase, including discount coupons, flexible pricing, and automatic quotas that apply discounts when usage limits are reached.
- Implementation of a new version of the API, with custom authentication and definition of development standards for the entire team.
- Integration with Stripe Unified, allowing new payment methods and different fees for platform users.
- Development of the "Tap to Pay" feature in the mobile app, in collaboration with the mobile team, using Stripe integration.
- Active involvement in spam prevention, creating blocking mechanisms and protection against suspicious activities.
- Constant participation in architectural decisions, ensuring scalability and evolution of the code to support new integrations and products.

MID-LEVEL WEB RUBY ON RAILS DEVELOPER

JOBSITY | REMOTE, USA

07/2019 – 07/2022

Assigned to a U.S. client (Kickserv), collaborating daily with the product and engineering team. Responsible for the development and maintenance of the website, mobile app, and API.

Key achievements:

- Complete migration of the subscription system from Chargify to Stripe, ensuring a seamless transition with minimal impact on clients, work that served as the foundation for later evolutions in the Senior Engineer position.
- Creation of an interactive onboarding checklist for new clients, allowing them to learn to use the system independently.
- Improvements in the customer area, developing new pages for paying open invoices, enabling payment of one or multiple at a time.
- Active participation in code reviews and technical discussions with international teams, contributing to the continuous improvement of processes and the codebase.

WEB RUBY ON RAILS DEVELOPER

INFORMATION TECHNOLOGY SUPERINTENDENCY – UFF | NITERÓI, RIO DE JANEIRO, BRAZIL

12/2016 – 08/2019

Development, support, and maintenance of academic systems used by students, faculty, and staff. Worked on both backend and frontend with Ruby on Rails and Bootstrap, ensuring stability and continuous improvements. Actively participated in the creation of a new module for the university, aimed at coordinations and the president's office, expanding administrative functionalities and integration between different academic departments.

OPERATIONS MANAGER (INTERIM)

INFORMATION TECHNOLOGY SUPERINTENDENCY – UFF | NITERÓI, RIO DE JANEIRO, BRAZIL

10/2018 – 12/2018

Temporary leadership of the operations team, composed of 5 members, for undergraduate systems, supervising technical support and the execution of critical infrastructure tasks.

WEB JAVA DEVELOPER

INFORMATION TECHNOLOGY SUPERINTENDENCY – UFF | NITERÓI, RIO DE JANEIRO, BRAZIL

11/2015 – 11/2017

Development and maintenance of the university's internal systems using Java, Hibernate, JSF, and Oracle SQL, focused on academic and administrative management

Also worked on the collection and consolidation of data for the Higher Education Census of the Ministry of Education (MEC), the federal agency responsible for the formulation and evaluation of higher education policies in Brazil, ensuring the accuracy and integrity of the information submitted annually.

EDUCATION

LATO SENSU GRADUATE STUDIES IN SOFTWARE ENGINEERING IN APPLIED AI

ANHANGUERA EDUCATIONAL

RIO DE JANEIRO, RIO DE JANEIRO, BRAZIL

FEBRUARY 2027

Program focused on the integration of Artificial Intelligence into software applications, including LLMs, generative AI APIs, creation of autonomous agents, AI system architecture, data processing, and model governance.

BACHELOR'S DEGREE IN INFORMATION SYSTEMS

FLUMINENSE FEDERAL UNIVERSITY

NITERÓI, RIO DE JANEIRO, BRAZIL

JULY 2019

Undergraduate Thesis titled *"Performance Analysis of Native, Cross-Compiled, Hybrid, and Interpreted Mobile Applications*," which compared the performance of different mobile development approaches (Java, Flutter, React Native, and Ionic) in terms of CPU, memory, and runtime metrics.

COMPUTER TECHNICIAN

SENAC (National Service for Commercial Education)

NITERÓI, RIO DE JANEIRO, BRAZIL

JULY 2015

Finalist in the 2015 Senac State Talents competition, representing the Niterói unit in the local, regional, and state stages, achieving 3rd place overall in the Computer Technician category, as reported in *Jornal do Brasil*.

MAIN COURSES / SEMINARS

- **JAVASCRIPT: KNOWING THE BROWSER AND DESIGN PATTERNS – 08/2017**
- **MONGODB: AN ALTERNATIVE TO TRADITIONAL RELATIONAL DATABASES – 07/2017**
- **JAVA AND JPA: PERSIST YOUR OBJECTS WITH JPA2 AND HIBERNATE – 04/2017**
- **GIT: CONTROL AND SHARE YOUR CODE – 04/2017**
- **FLEXBOX: POSITION ELEMENTS ON THE CANVAS - 02/2017**
- **RESPONSIVE WEB DESIGN: PAGES THAT ADAPT FROM MOBILE TO DESKTOP – 02/2017**

- **HTML5 AND CSS3 II: SUPERCHARGING YOUR PAGES – 02/2017**
- **RUBY ON RAILS 3 PART II – 02/2017**
- **RUBY ON RAILS 3 PART III – 02/2017**
- **RUBY II: CONTINUING YOUR FIRST STEPS IN PROGRAMMING - 02/2017**
- **RUBY I: PROGRAMMING LOGIC THROUGH GAMES – 01/2017**
- **RUBY ON RAILS 3 PART I – 11/2016**
- **WEB APPLICATION PENETRATION TESTING – 11/2016**
- **JQUERY I: THE MOST POPULAR JAVASCRIPT LIBRARY – 09/2016**
- **DOCKER: CREATING CONTAINERS WITHOUT HEADACHES – 08/2016**
- **ADVANCED ANDROID DEVELOPMENT TECHNIQUES - 07/2016**
- **MOBILE DEVELOPMENT WITH GOOGLE ANDROID – 06/2016**
- **JAVASCRIPT: PROGRAMMING IN THE LANGUAGE OF THE WEB – 03/2016**
- **HTML5 AND CSS3 I: YOUR FIRST WEB PAGES – 03/2016**
- **MYSQL I: STARTING YOUR QUERIES – 02/2016**
- **SPRING MVC: TIME TO CREATE A WEBAPP WITH SPRING MVC4 – 11/2015**
- **SERVLETS: JAVA FUNDAMENTALS ON THE WEB – 11/2015**
- **JAVA AND JSF I: YOUR WEB APPLICATION WITH JSF2 – 11/2015**
- **CISCO EXPLORATION: NETWORK FUNDAMENTALS - 07/2014**
- **CISCO IT ESSENTIALS – 05/2014**

CERTIFICATIONS

- **PROFESSIONAL SCRUM MASTER I – 11/2025**
- **ENTRY LEVEL CERTIFICATE IN ENGLISH (ESOL) - ENTRY 2 – 02/2003**
- **LEVEL 1 CERTIFICATE IN ENGLISH (ESOL) - 02/2006**

PROFESSIONAL ASSOCIATION

IEEE COMPUTER SOCIETY

101887709

CS Professional – Affiliated on 11/10/2026

ASSOCIATION FOR COMPUTING MACHINERY

5384571

Professional Member – Affiliated on 11/10/2026

AWARDS AND HONORS

- **MOST VALUABLE EMPLOYEE – 03/2023**
  Nashville, TN, Estados Unidos
  Nashville, TN, United States
  Awarded by the CEO and CTO of Kickserv to the employee who stood out the most among approximately 12 staff members, recognizing technical performance and exceptional contribution to the company.

- **3rd PLACE SENAC TALENTS 2015 – 11/2015**
  Rio de Janeiro, RJ, Brazil
  Senac Talents is a state-level competition that brings together hundreds of students from different technical courses at Senac in practical and theoretical tests. Finalists are selected through local, regional, and state stages, and winners are determined by a judging panel composed of instructors and industry specialists.

MARCH 2026.

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Date: January 29, 2026.

BRENO DE CASTRO NOGUEIRA

E-mail | brenocnog@gmail.com

Telefone | +55 21 99775-5575

Sou engenheiro de software com mais de 10 anos de experiência em desenvolvimento de sistemas, especializado em Ruby on Rails e com sólida atuação em produtos SaaS de larga escala. Atualmente trabalho como Engenheiro de Software Sênior na Kickserv, empresa norte-americana do setor de gestão de serviços, onde lidero o desenvolvimento de novas funcionalidades, integrações e melhorias de performance.

Minha trajetória combina forte conhecimento técnico e visão estratégica, tendo atuado tanto em times internacionais quanto em projetos acadêmicos e corporativos. Participo ativamente do planejamento de arquitetura, integração de plataformas e mentoria de desenvolvedores juniores, contribuindo para a eficiência técnica e o crescimento das equipes. Sou reconhecido pela capacidade de resolver problemas complexos, pela liderança colaborativa e pela busca constante por soluções escaláveis e de alto impacto.

EXPERIÊNCIA

ENGENHEIRO DE SOFTWARE SÊNIOR

JOIST | REMOTO, USA

11/2025 – PRESENTE

Atuação no desenvolvimento da plataforma Joist, produto pertencente ao portfólio da EverCommerce, Inc. Responsável pelo planejamento, desenvolvimento e evolução da aplicação utilizando principalmente Ruby on Rails, contribuindo com decisões técnicas, definição de arquitetura e preparação da plataforma para novas funcionalidades voltadas à gestão de pequenas e médias empresas de serviços.

Projetos de destaque incluem:

- Transferência de conhecimento do ecossistema Kickserv após mais de 6 anos atuando no produto, contribuindo para a adaptação e evolução de funcionalidades semelhantes no Joist.
- Participação no planejamento e definição de arquitetura para novos módulos da plataforma, incluindo funcionalidades de gestão de serviços, agendamento e comunicação com clientes.
- Estruturação de propostas técnicas, documentação e definição de abordagens de implementação para novas funcionalidades.
- Colaboração com times de produto e engenharia na definição de estratégias para expansão das capacidades da plataforma.
- Contribuição no desenvolvimento e manutenção do backend da aplicação, com foco em escalabilidade e evolução do sistema.

ENGENHEIRO DE SOFTWARE SÊNIOR

KICKSERV | REMOTO, USA

07/2022 – 11/2025

Atuação no desenvolvimento da plataforma Kickserv. Durante esse período, o produto foi operado pela Norman’s Dojo, Inc. e posteriormente adquirido pela EverCommerce, Inc. em agosto de 2023. Responsável pelo planejamento,

desenvolvimento e manutenção de novas funcionalidades da plataforma principal, utilizando principalmente Ruby on Rails, além de contribuir para a estabilidade de sistemas críticos e a mentoria de desenvolvedores juniores.

Projetos de destaque incluem:

- Evolução do sistema de assinaturas, inicialmente migrado do Chargify para o Stripe na fase anterior, com inclusão de cupons de desconto, sistema de precificação flexível e quotas automáticas que aplicam descontos ao atingir limites de uso.
- Implementação de uma nova versão da API, com autenticação própria e definição de padrões de desenvolvimento para todo o time.
- Integração com o Stripe Unified, permitindo novas formas de pagamento e diferentes taxas para os usuários da plataforma.
- Desenvolvimento da funcionalidade “Tap to Pay” no aplicativo móvel, em colaboração com o time de mobile, utilizando a integração com o Stripe.
- Atuação ativa na prevenção de spam, criando mecanismos de bloqueio e proteção contra atividades suspeitas.
- Participação constante em decisões de arquitetura, garantindo a escalabilidade e evolução do código para suportar novas integrações e produtos.

DESENVOLVEDOR PLENO WEB RUBY ON RAILS

JOBSITY | REMOTO, USA

07/2019 – 07/2022

Alocado em tempo integral no cliente norte-americano Kickserv, atuando no desenvolvimento e manutenção da plataforma web, aplicativo móvel e API. Responsável pelo desenvolvimento e manutenção do site, aplicativo móvel e API.

Principais realizações:

- Migração completa do sistema de assinaturas do Chargify para o Stripe, garantindo uma transição sem interrupções e com impacto mínimo aos clientes, trabalho que serviu de base para as evoluções posteriores na posição de Engenheiro Sênior.
- Criação de uma onboarding checklist interativa para novos clientes, permitindo que aprendessem a usar o sistema de forma autônoma.
- Melhorias na área de clientes, com desenvolvimento de novas páginas para pagamento de invoices abertas, permitindo pagar uma ou várias de uma vez.
- Participação ativa em revisões de código e discussões técnicas com equipes internacionais, contribuindo para a melhoria contínua dos processos e da base de código.

DESENVOLVEDOR WEB RUBY ON RAILS

SUPERINTENDÊNCIA DE TECNOLOGIA DA INFORMAÇÃO UFF | NITERÓI, RIO DE JANEIRO, BRASIL

12/2016 – 08/2019

Desenvolvimento, suporte e manutenção dos sistemas acadêmicos utilizados por alunos, docentes e funcionários. Atuação no backend e frontend com Ruby on Rails e Bootstrap, garantindo estabilidade e melhorias contínuas. Participação ativa na criação de um novo módulo para a universidade, voltado às coordenações e à reitoria, ampliando as funcionalidades administrativas e a integração entre diferentes setores acadêmicos.

GERENTE DE OPERAÇÕES (INTERINO)

SUPERINTENDÊNCIA DE TECNOLOGIA DA INFORMAÇÃO UFF | NITERÓI, RIO DE JANEIRO, BRASIL

10/2018 – 12/2018

Liderança temporária da equipe de operações, composta por 5 integrantes, dos sistemas de graduação, supervisionando suporte técnico e a execução de tarefas críticas de infraestrutura.

DESENVOLVEDOR WEB JAVA

SUPERINTENDÊNCIA DE TECNOLOGIA DA INFORMAÇÃO UFF | NITERÓI, RIO DE JANEIRO, BRASIL

11/2015 – 11/2017

Desenvolvimento e manutenção de sistemas internos da universidade com Java, Hibernate, JSF e Oracle SQL, voltados à gestão acadêmica e administrativa.

Atuação também na coleta e consolidação de dados para o Censo da Educação Superior do Ministério da Educação (MEC), órgão federal responsável pela formulação e avaliação das políticas de ensino superior no Brasil, garantindo a precisão e integridade das informações enviadas anualmente.

EDUCAÇÃO

PÓS-GRADUAÇÃO LATO SENSU EM ENGENHARIA DE SOFTWARE EM IA APLICADA

ANHANGUERA EDUCACIONAL

RIO DE JANEIRO, RJ, BRASIL

FEVEREIRO 2027

Formação voltada à integração de Inteligência Artificial em aplicações de software, incluindo LLMs, APIs de IA generativa, criação de agentes autônomos, arquitetura de sistemas com IA, processamento de dados e governança de modelos.

BACHALERADO EM SISTEMAS DE INFORMAÇÃO

UNIVERSIDADE FEDERAL FLUMINENSE

NITERÓI, RJ, BRASIL

JULHO 2019

Trabalho de Conclusão de Curso intitulado *"Análise de Desempenho de Aplicações Móveis Nativas, Cross-Compiladas, Híbridas e Interpretadas"*, que comparou o desempenho de diferentes abordagens de desenvolvimento móvel (Java, Flutter, React Native e Ionic) em métricas de CPU, memória e tempo de execução.

TÉCNICO EM INFORMÁTICA

SENAC

NITERÓI, RJ, BRASIL

JULHO 2015

Finalista na competição estadual *Talentos Senac 2015*, representando a unidade de Niterói nas etapas local, regional e estadual, alcançando o 3º lugar geral na categoria Técnico em Informática, conforme matéria publicada no *Jornal do Brasil*.

PRINCIPAIS CURSOS / SEMINÁRIOS

- **JAVASCRIPT: KNOWING THE BROWSER AND DESIGN PATTERNS – 08/2017**
- **MONGODB: AN ALTERNATIVE TO TRADITIONAL RELATIONAL DATABASES – 07/2017**
- **JAVA E JPA: PERSISTA SEUS OBJETOS COM A JPA2 E HIBERNATE – 04/2017**
- **GIT: CONTROL AND SHARE YOUR CODE – 04/2017**
- **FLEXBOX: POSITION ELEMENTS ON THE CANVAS - 02/2017**
- **WEB DESIGN RESPONSIVO: PÁGINAS QUE SE ADAPTAM DO MOBILE AO DESK – 02/2017**

- **HTML5 AND CSS3 II: SUPERCHARGING YOUR PAGES – 02/2017**
- **RUBY ON RAILS 3 PARTE II – 02/2017**
- **RUBY ON RAILS 3 PARTE III – 02/2017**
- **RUBY II: CONTINUANDO SEUS PRIMEIROS PASSOS NA PROGRAMAÇÃO - 02/2017**
- **RUBY I: LÓGICA DE PROGRAMAÇÃO COM JOGOS – 01/2017**
- **RUBY ON RAILS 3 PARTE I – 11/2016**
- **TESTE DE INVASÃO DE APLICAÇÕES WEB – 11/2016**
- **JQUERY I: A BIBLIOTECA CAMPEÃ DE JAVASCRIPT – 09/2016**
- **DOCKER: CREATING CONTAINERS WITHOUT HEADACHES – 08/2016**
- **TÉCNICAS DE DESENVOLVIMENTO ANDROID AVANÇADO - 07/2016**
- **DESENVOLVIMENTO MÓVEL COM GOOGLE ANDROID – 06/2016**
- **JAVASCRIPT: PROGRAMMING IN THE LANGUAGE OF THE WEB – 03/2016**
- **HTML5 AND CSS3 I: YOUR FIRST WEB PAGES – 03/2016**
- **MYSQL I: INICIANDO SUAS CONSULTAS – 02/2016**
- **SPRING MVC: É HORA DE CRIAR UMA WEBAPP COM SPRING MVC4 – 11/2015**
- **SERVLETS: JAVA FUNDAMENTALS ON THE WEB – 11/2015**
- **JAVA E JSF I: SUA APLICAÇÃO WEB COM JSF2 – 11/2015**
- **CISCO EXPLORATION: NETWORK FUNDAMENTALS 07/2014**
- **CISCO IT ESSENTIALS – 05/2014**

CERTIFICAÇÕES

- **PROFESSIONAL SCRUM MASTER I – 11/2025**
- **ENTRY LEVEL CERTIFICATE IN ENGLISH (ESOL) - ENTRY 2 – 02/2003**
- **LEVEL 1 CERTIFICATE IN ENGLISH (ESOL) - 02/2006**

ASSOCIAÇÃO PROFISSIONAL

IEEE COMPUTER SOCIETY

101887709

CS Professional – Afiliado em 10/11/2026

ASSOCIATION FOR COMPUTING MACHINERY

5384571

Professional Member - Afiliado em 10/11/2026

PRÊMIOS E HONRARIAS

- **MOST VALUABLE EMPLOYEE – 03/2023**
  Nashville, TN, Estados Unidos
  Prêmio concedido pelo CEO e CTO da Kickserv ao colaborador que mais se destacou entre cerca de 12 funcionários, reconhecendo desempenho técnico e contribuição excepcional para a empresa.

- **3º LUGAR TALENTOS SENAC 2015 – 11/2015**
  Rio de Janeiro, RJ, Brasil
  O Talentos Senac é uma competição estadual que reúne centenas de alunos de diferentes cursos técnicos do Senac em provas práticas e teóricas. Os finalistas são selecionados por etapas (local, regional e estadual), e os vencedores são definidos por uma banca avaliadora composta por instrutores e especialistas da área.

MARÇO 2026.

Exhibit B - Eligibility Criteria - Advanced Degree

Federative Republic of Brazil
MINISTRY OF EDUCATION

FLUMINENSE FEDERAL UNIVERSITY

Established by Law No. 3,848 of December 18, 1960.

The President of ***Fluminense Federal University****, in the exercise of his duties and in view of the completion of the* ***Undergraduate*** *Program in* INFORMATION SYSTEMS, *on* 07/22/2019, *hereby confers the title of* BACHELOR IN INFORMATION SYSTEMS, *to* BRENO DE CASTRO NOGUEIRA, *born on* 10/25/1988, BRAZILIAN *nationality*, *from* RIO DE JANEIRO, *holder of Identity Card No.* 20.894.796-0, *issued by* SECC/RJ, *and grants him the present Diploma so that he may enjoy all legal rights and prerogatives.*

Graduation Ceremony Date: 10/01/2019

Niterói, NOVEMBER 13, 2019

Vice-President for Undergraduate Studies

Breno de Castro Nogueira
Graduate

President

MEC – Fluminense Federal University
Department of Academic Administration

Diploma registered under No. 04720/2019

Book UFF083 Page 108 On 11/13/2019

DCCD / DAE 11/13/2019

HEAD OF DCCD/DAE
Leilane Paiva Lima
Head of DCCD/DAE/PROGRAD
Registration: 2421772

IN ACCORDANCE,

DIRECTOR OF THE DEPARTMENT OF ACADEMIC ADMINISTRATION
Suzette Cabral Lopes
Director of DAE
SIAPE Registration 1082964

Program **INFORMATION SYSTEMS**

Recognized by Decree and/or Ordinance

No. 922

12 / 27 / 2018 D.O. 12 / 28 / 2018

Graduation Ceremony Date: 10 / 01 / 2019

Fabio Barboza Passos
Acting Vice-President
Ordinance No. 62.493 of 11/27/2018

Jorge Simões de Sá Martins
Acting Vice-President for
Undergraduate Studies
SIAPE Registration 1352870

CNPJ: 28.523.215/0001-06

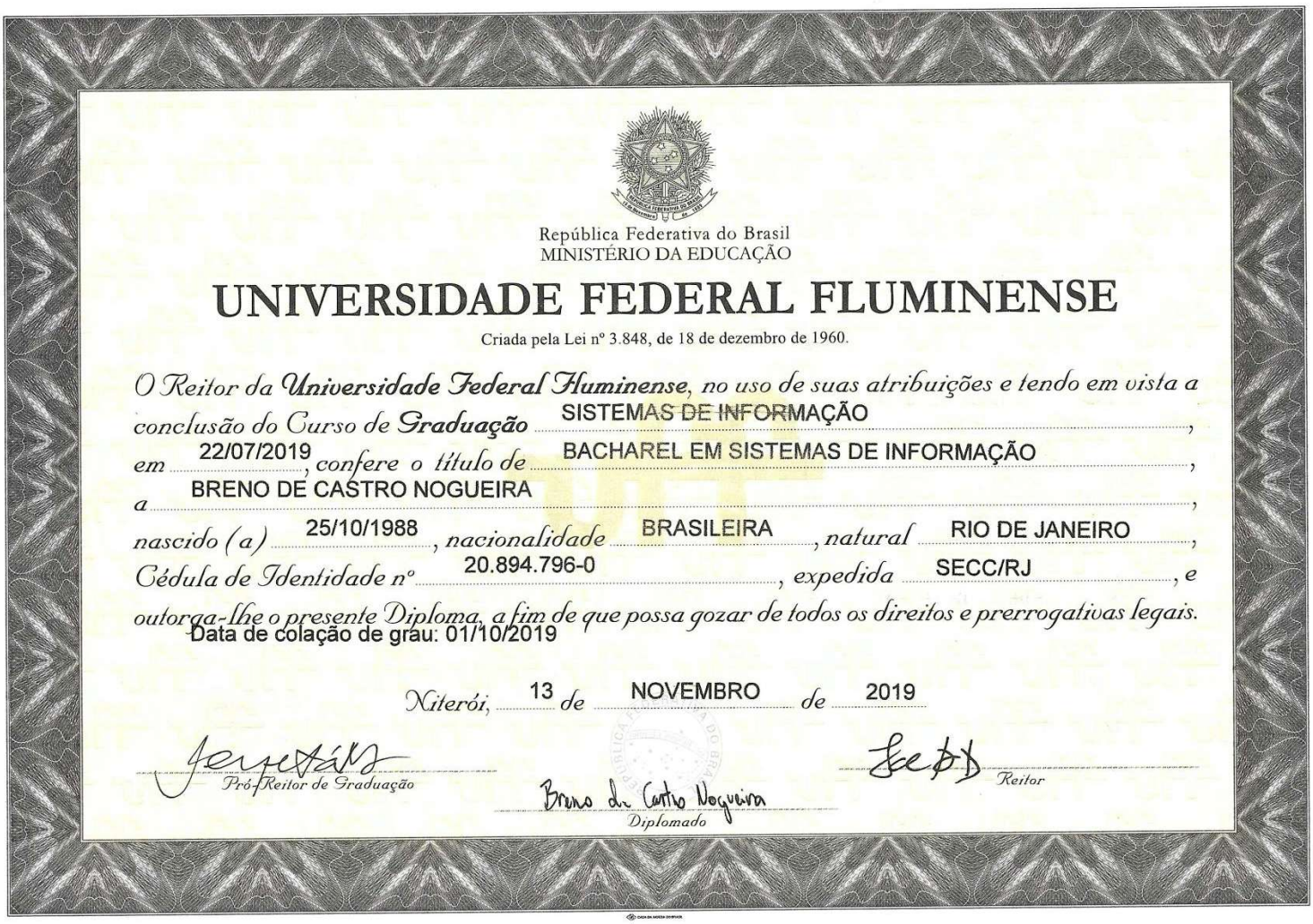
No. 085762

*D.O. - Official Gazette
*DCCD - Division of Certificate and Diploma Control
*DAE - Department of Academic Administration
*SIAPE - Integrated Human Resources Administration System

I, Marina Viana Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that I have performed the professional translation of this document from Portuguese to English, as a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Marina Viana

Date: November 27, 2025.



República Federativa do Brasil
MINISTÉRIO DA EDUCAÇÃO

UNIVERSIDADE FEDERAL FLUMINENSE

Criada pela Lei nº 3.848, de 18 de dezembro de 1960.

O Reitor da **Universidade Federal Fluminense**, no uso de suas atribuições e tendo em vista a conclusão do Curso de **Graduação** SISTEMAS DE INFORMAÇÃO, em 22/07/2019, confere o título de BACHAREL EM SISTEMAS DE INFORMAÇÃO, a BRENO DE CASTRO NOGUEIRA, nascido (a) 25/10/1988, nacionalidade BRASILEIRA, natural RIO DE JANEIRO, Cédula de Identidade nº 20.894.796-0, expedida SECC/RJ, e outorga-lhe o presente Diploma, a fim de que possa gozar de todos os direitos e prerrogativas legais.

Data de colação de grau: 01/10/2019

Niterói, 13 de NOVEMBRO de 2019

Pró-Reitor de Graduação

Diplomado

Reitor

MEC - Universidade Federal Fluminense
Departamento de Administração Escolar

Diploma registrado sob o nº 04720/2019

Livro UFF083.1 Folhas 108 Em 13/11/2019

DCCD / DAE 13/11/2019

CHEFE DA DCCD / DAE
Leilane Paiva Lima
Chefe da DCCD/DAE/PROGRAD.
Matrícula: 2421772

VISTO:
DIRETOR DO DEPARTAMENTO DE ADMINISTRAÇÃO ESCOLAR
Suzette Cabral Lopes
Diretora do DAE
Matr SIAPE 1082964

Curso de **SISTEMAS DE INFORMAÇÃO**

Reconhecimento pelo Decreto e / ou Portaria nº 922

27 / 12 / 2018 D.O. 28 / 12 / 2018

Data da colação de Grau 01 / 10 / 2019

Fabio Barboza Passos
Vice-Reitor no Exercício da Reitoria
Portaria nº 62.493 de 27/11/2018

Jorge Simões de Sá Martins
Pró-Reitor de Graduação
em exercício
Matr. SIAPE 1352870

CNPJ: 28.523.215/0001-06

Nº 085762

FLUMINENSE FEDERAL UNIVERSITY

VICE-PRESIDENT'S OFFICE FOR UNDERGRADUATE STUDIES
DEPARTMENT OF ACADEMIC ADMINISTRATION
RUA MIGUEL DE FRIAS NO. 9 – ICARAÍ – NITERÓI

ACADEMIC TRANSCRIPT

SEAL

STUDENT NAME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52
ID: 20.894.796-0
PLACE OF BIRTH: RJ
ISSUING AUTHORITY: SECC
REGISTRATION NUMBER: 215.083.081
DATE OF BIRTH: 10/25/1988
ISSUING STATE: RJ

PROGRAM: INFORMATION SYSTEMS
OVERALL POINTS:
ADMISSION TYPE: SISU 2015
CITY: Niterói
ADMISSION TERM: SECOND SEMESTER / 2015

QUALIFICATION:
DEGREE AWARDED: BACHELOR'S IN INFORMATION SYSTEMS
PROGRAM RECOGNITION / RENEWAL: Ordinance No. 922 of 12/27/2018
CURRICULUM: 83.01.002
EMPHASIS:

CODE	COURSE NAME	GRADE	VS	HOURS (T–P–E)	TERM
	COURSES CREDITED IN PREVIOUS ENROLLMENT				
GMA00108	CALCULUS I-A-	6.6		68 0 0	2nd/2010
GAN00167	DISCRETE MATHEMATICS	6.9		60 0 0	1st/2011
TCC00165	FOUNDATIONS OF COMPUTER ARCHITECTURE	7.3		68 0 0	1st/2012
TCC00173	COMPUTER PROGRAMMING I	7.4		68 34 0	2nd/2012
STA00141	MANAGEMENT MODELS	8.1		60 0 0	2nd/2013
TCC00174	COMPUTER PROGRAMMING II	4.5	6.5	68 34 0	1st/2014
	COURSES COMPLETED IN THIS ENROLLMENT				
TCC00220	INFORMATION SYSTEMS ADMINISTRATION	9.0		68 0 0	2nd/2015
TCC00219	**INTRODUCTION TO INFORMATION SYSTEMS**	**10.0**		**34 0 0**	
GAN00171	LOGIC FOR COMPUTER SCIENCE I	9.1		68 0 0	
GET00122	PROBABILITY AND STATISTICS	9.4		68 0 0	
STA00168	PEOPLE DEVELOPMENT	9.2		50 10 0	1st/2016
TCC00287	DATABASE I	6.1		64 0 0	
TCC00222	COMPUTING AND SOCIETY FOR INFORMATION SYSTEMS	10.0		68 0 0	
TCC00224	OPERATING SYSTEMS FOR INFORMATION SYSTEMS	4.9	6.0	68 0 0	
TCC00331	DATA STRUCTURES FOR INFORMATION SYSTEMS	8.0		34 34 0	
GCI00126	INFORMATION REPRESENTATION	7.8		40 20 0	2nd/2016
SDV00143	INTELLECTUAL PROPERTY	7.4		68 0 0	
TCC00328	OBJECT-ORIENTED PROGRAMMING	4.4	7.5	34 34 0	
TCC00300	MOBILE DEVICE PROGRAMMING LABORATORY	10.0		0 32 0	
GCI00141	INFORMATION TREATMENT AND RETRIEVAL LABORATORY	7.5		20 40 0	1st/2017
TCC00226	WEB DEVELOPMENT	8.6		34 34 0	
TCC00335	DATABASE PROJECT FOR INFORMATION SYSTEMS	8.3		50 18 0	
TCC00227	COMPUTER NETWORKS I FOR INFORMATION SYSTEMS	6.9		68 0 0	
TCC00225	SOFTWARE ENGINEERING	6.0		68 0 0	2nd/2017
STA00191	BUSINESS INTELLIGENCE	7.7		60 0 0	
STE00037	CONTEMPORARY STRATEGIC MANAGEMENT	8.9		60 0 0	
TCC00336	NON-CONVENTIONAL DATABASES	10.0		50 18 0	
TCC00330	BUSINESS PROCESS MODELING	7.6		40 28 0	1st/2018
CGI00006	WEB PAGE DEVELOPMENT	9.6		20 20 0	
TCC00228	COMPUTER NETWORKS II FOR INFORMATION SYSTEMS	5.7	6.9	68 0 0	
TCC00340	CORPORATE APPLICATIONS DEVELOPMENT	9.3		34 34 0	

TOTAL CREDITS: 0 | TOTAL COURSE LOAD: 3,090 hours | PERFORMANCE COEFFICIENT: 7.7

OBSERVATIONS

A) NUMBER OF HOURS BROKEN DOWN AS: T – THEORETICAL | P – PRACTICAL | E – INTERNSHIP
B) VS – SUPPLEMENTAL EXAMINATION
C) FOR THE CALCULATION OF THE PERFORMANCE COEFFICIENT, THE FINAL GRADE IS THE ARITHMETIC MEAN BETWEEN THE GRADE AND THE VS.
D) AC – COMPLEMENTARY ACTIVITY
E) MINIMUM PASSING GRADE: 6.0 (GRADE OR VS)
F) DISP – EXEMPTION

THIS DOCUMENT IS ONLY VALID IF FREE OF ERASURES, WITH THE UFF SEAL, AND WITH THE SIGNATURE AND STAMP OF THE RESPONSIBLE OFFICIAL.

Signature

Adriana Arrojado Correia Pereira
Administrative Assistant
SIAPE Registration 1073354
Stamp

COMPLETION DATE: 07/22/2019
ISSUE DATE: 12/02/2019
PAGE: 1/2

PROGRAD

STI

FLUMINENSE FEDERAL UNIVERSITY

VICE-PRESIDENT'S OFFICE FOR UNDERGRADUATE STUDIES
DEPARTMENT OF ACADEMIC ADMINISTRATION
RUA MIGUEL DE FRIAS NO. 9 – ICARAÍ – NITERÓI

ACADEMIC TRANSCRIPT

SEAL

FLUMINENSE FEDERAL UNIVERSITY – MEC PROGRAD DAE/DRAD

STUDENT NAME: BRENO DE CASTRO NOGUEIRA
REGISTRATION NUMBER: 215.083.081
CPF: 124.679.937-52
PLACE OF BIRTH: RJ
DATE OF BIRTH: 10/25/1988
ID: 20.894.796-0
ISSUING AUTHORITY: SECC
ISSUING STATE: RJ

PROGRAM: INFORMATION SYSTEMS
CITY: Niterói
OVERALL POINTS:
ADMISSION TERM: SECOND SEMESTER / 2015
ADMISSION TYPE: SISU 2015

QUALIFICATION:
CURRICULUM: 83.01.002
DEGREE AWARDED: BACHELOR'S IN INFORMATION SYSTEMS
EMPHASIS:
PROGRAM RECOGNITION / RENEWAL: Ordinance No. 922 of 12/27/2018

CODE	COURSE NAME	GRADE	VS	HOURS (T–P–E)	TERM
TCC00312	Software Project	10.0		64 0 0	
GS100433	Organizational Behavior	7.0		68 0 0	2nd/2018
TCC00327	Quality and Testing	9.0		68 0 0	
TCC00324	Information Technology Governance	7.6		68 0 0	
TCC00337	Introduction to Human–Computer Interaction	6.6		50 18 0	
CGI00002	Application Project I	10.0		180 0 0	
CGI00003	APPLICATION PROJECT II	10.0		180 0 0	1st/2019
TCC00341	INFORMATION SECURITY	6.0		68 0 0	
TCC00339	SOFTWARE PROJECT MANAGEMENT AND MAINTENANCE	7.9		51 17 0	
CGI00005	COMPLEMENTARY ACTIVITIES II	AC		240	
	EXEMPT FROM TAKING NATIONAL STUDENT PERFORMANCE EXAMINATION (ENADE), DUE TO THE TRIENNIAL SCHEDULE GRADUATED				

TOTAL CREDITS: 0
TOTAL COURSE LOAD: 3,090 hours
GRADE POINT AVERAGE: 7.7

OBSERVATIONS

A) NUMBER OF HOURS BROKEN DOWN AS: T – THEORETICAL | P – PRACTICAL | E – INTERNSHIP
B) VS – SUPPLEMENTAL EXAMINATION
C) FOR THE CALCULATION OF THE PERFORMANCE COEFFICIENT, THE FINAL GRADE IS THE ARITHMETIC MEAN BETWEEN THE GRADE AND THE VS.
D) AC – COMPLEMENTARY ACTIVITY
E) MINIMUM PASSING GRADE: 6.0 (GRADE OR VS)
F) DISP – EXEMPTION

THIS DOCUMENT IS ONLY VALID IF FREE OF ERASURES, WITH THE UFF SEAL, AND WITH THE SIGNATURE AND STAMP OF THE RESPONSIBLE OFFICIAL.

Signature

Adriana Arrojado Correia Pereira
Administrative Assistant
SIAPE Registration 1073354
Stamp

COMPLETION DATE: 07/22/2019
ISSUE DATE: 12/02/2019
PAGE: 2/2

PROGRAD

STI

I, Marina Viana Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that I have performed the professional translation of this document from Portuguese to English, as a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Marina Viana

Date: November 27, 2025.

UNIVERSIDADE FEDERAL FLUMINENSE

PRÓ-REITORIA DE GRADUAÇÃO
DEPARTAMENTO DE ADMINISTRAÇÃO ESCOLAR
RUA MIGUEL DE FRIAS Nº 9 - ICARAÍ - NITERÓI

HISTÓRICO ESCOLAR

UNIVERSIDADE FEDERAL FLUMINENSE – MEC PROGRAD DAE/DRAD

SELO

NOME DO ALUNO: BRENO DE CASTRO NOGUEIRA
CPF: 12467993752
IDENTIDADE: 20.894.796-0
NATURALIDADE: RJ
ÓRGÃO EXPEDIDOR: SECC
MATRÍCULA: 215.083.081
DATA DE NASCIMENTO: 25/10/1988
ESTADO EXPEDIDOR: RJ

CURSO: SISTEMAS DE INFORMAÇÃO
TOTAL GERAL DE PONTOS:
FORMA DE INGRESSO: SISU 2015
LOCALIDADE: NITERÓI
PERÍODO DE INGRESSO: SEGUNDO / 2015

HABILITAÇÃO:
TITULAÇÃO: BACHAREL EM SISTEMAS DE INFORMAÇÃO
RECONHECIMENTO DO CURSO / RENOVAÇÃO: PORTARIA 922 DE 27/12/2018
CURRÍCULO: 83.01.002
ÊNFASE:

CÓDIGO	NOME DA DISCIPLINA	NOTA	VS	HORAS (T - P - E)	PERÍODO
	DISCIPLINAS APROVEITADAS EM MATRÍCULA ANTERIOR				
GMA00108	CALCULO I -A-	6.6		68 0 0	2º/2010
GAN00167	MATEMÁTICA DISCRETA	6.9		60 0 0	1º/2011
TCC00165	FUNDAMENTOS DE ARQUITETURAS DE COMPUTADORES	7.3		68 0 0	1º/2012
TCC00173	PROGRAMAÇÃO DE COMPUTADORES I	7.4		68 34 0	1º/2012
STA00141	MODELOS DE GESTÃO	8.1		60 0 0	2º/2013
TCC00174	PROGRAMAÇÃO DE COMPUTADORES II	4.5	6.5	68 34 0	1º/2014
	DISCIPLINAS CURSADAS NESTA MATRÍCULA				
TCC00220	ADMINISTRAÇÃO DE SISTEMAS DE INFORMAÇÃO	9.0		68 0 0	2º/2015
TCC00219	**INTRODUÇÃO A SISTEMAS DE INFORMAÇÃO**	**10.0**		**34 0 0**	
GAN00171	LÓGICA PARA CIÊNCIA DA COMPUTAÇÃO I	9.1		68 0 0	
GET00122	PROBABILIDADE E ESTATÍSTICA	9.4		68 0 0	
STA00168	DESENVOLVIMENTO DE PESSOAS	9.2		50 10 0	1º/2016
TCC00287	BANCO DE DADOS I	6.1		64 0 0	
TCC00222	COMPUTAÇÃO E SOCIEDADE PARA SISTEMAS DE INFORMAÇÃO	10.0		68 0 0	
TCC00224	SISTEMAS OPERACIONAIS PARA SISTEMAS DE INFORMAÇÃO	4.9	6.0	68 0 0	
TCC00331	ESTRUTURAS DE DADOS PARA SISTEMAS DE INFORMAÇÃO	8.0		34 34 0	
GCI00126	REPRESENTAÇÃO DA INFORMAÇÃO	7.8		40 20 0	2º/2016
SDV00143	PROPRIEDADE INTELECTUAL	7.4		68 0 0	
TCC00328	PROGRAMAÇÃO ORIENTADA A OBJETOS	4.4	7.5	34 34 0	
TCC00300	LABORATÓRIO DE PROGRAMAÇÃO DE DISPOSITIVOS MÓVEIS	10.0		0 32 0	
GCI00141	LABORATÓRIO DE TRATAMENTO E RECUPERAÇÃO DA INFORMAÇÃO	7.5		20 40 0	1º/2017
TCC00226	DESENVOLVIMENTO WEB	8.6		34 34 0	
TCC00335	PROJETO DE BANCO DE DADOS PARA SISTEMAS DE INFORMAÇÃO	8.3		50 18 0	
TCC00227	REDES DE COMPUTADORES I PARA SISTEMAS DE INFORMAÇÃO	6.9		68 0 0	
TCC00225	ENGENHARIA DE SOFTWARE	6.0		68 0 0	2º/2017
STA00191	INTELIGÊNCIA DE NEGÓCIOS	7.7		60 0 0	
STE00037	ADMINISTRAÇÃO ESTRATÉGICA CONTEMPORÂNEA	8.9		60 0 0	
TCC00336	BANCOS DE DADOS NÃO CONVENCIONAIS	10.0		50 18 0	
TCC00330	MODELAGEM DE PROCESSOS DE NEGÓCIOS	7.6		40 28 0	1º/2018
CGI00006	CONSTRUÇÃO DE PÁGINA WEB	9.6		20 20 0	
TCC00228	REDES DE COMPUTADORES II PARA SISTEMAS DE INFORMAÇÃO	5.7	6.9	68 0 0	
TCC00340	DESENVOLVIMENTO DE APLICAÇÕES CORPORATIVAS	9.3		34 34 0	

TOTAL DE CRÉDITOS: 0
CARGA HORÁRIA TOTAL: 3090
COEFICIENTE DE RENDIMENTO: 7.7

OBSERVAÇÕES
A) NÚMERO DE HORAS DISCRIMINADAS: T - TEÓRICAS - P - PRÁTICAS - E - ESTÁGIO
B) VS - VERIFICAÇÃO SUPLEMENTAR
C) PARA CÁLCULO DO COEFICIENTE DE RENDIMENTO, A NOTA FINAL SERÁ A MÉDIA ARITMÉTICA ENTRE A NOTA E A VS
D) AC - ATIVIDADE COMPLEMENTAR
E) GRAU MÍNIMO PARA APROVAÇÃO: 6,0 (NOTA OU VS)
F) DISP - DISPENSA

ESTE DOCUMENTO SÓ É VÁLIDO SEM RASURAS, COM O SELO DA UFF E COM A ASSINATURA E CARIMBO DO RESPONSÁVEL.

ASSINATURA

Adriana Arrojado Correia Pereira
Assistente Administrativo
Mat. SIAPE 1073354

CARIMBO

DATA DE CONCLUSÃO 22/07/2019
DATA DE EMISSÃO 02/12/2019
PÁGINA 1 / 2

PROGRAD

STI

UNIVERSIDADE FEDERAL FLUMINENSE

PRÓ-REITORIA DE GRADUAÇÃO
DEPARTAMENTO DE ADMINISTRAÇÃO ESCOLAR
RUA MIGUEL DE FRIAS Nº 9 - ICARAÍ - NITERÓI

HISTÓRICO ESCOLAR

UNIVERSIDADE FEDERAL FLUMINENSE – MEC PROGRAD DAE/DRAD

SELO

NOME DO ALUNO: BRENO DE CASTRO NOGUEIRA
CPF: 12467993752
IDENTIDADE: 20.894.796-0
NATURALIDADE: RJ
ÓRGÃO EXPEDIDOR: SECC
MATRÍCULA: 215.083.081
DATA DE NASCIMENTO: 25/10/1988
ESTADO EXPEDIDOR: RJ

CURSO: SISTEMAS DE INFORMAÇÃO
TOTAL GERAL DE PONTOS:
FORMA DE INGRESSO: SISU 2015
LOCALIDADE: NITERÓI
PERÍODO DE INGRESSO: SEGUNDO / 2015

HABILITAÇÃO:
TITULAÇÃO: BACHAREL EM SISTEMAS DE INFORMAÇÃO
RECONHECIMENTO DO CURSO / RENOVAÇÃO: PORTARIA 922 DE 27/12/2018
CURRÍCULO: 83.01.002
ÊNFASE:

CÓDIGO	NOME DA DISCIPLINA	NOTA	VS	HORAS (T - P - E)	PERÍODO
TCC00312	PROJETO DE SOFTWARE	10.0		64 0 0	
GSI00433	COMPORTAMENTO ORGANIZACIONAL	7.0		68 0 0	2º/2018
TCC00327	QUALIDADE E TESTE	9.0		68 0 0	
TCC00324	GOVERNANÇA EM TECNOLOGIA DA INFORMAÇÃO	7.6		68 0 0	
TCC00337	INTRODUÇÃO A INTERAÇÃO HUMANO-COMPUTADOR	6.6		50 18 0	
CGI00002	PROJETO DE APLICAÇÃO I	10.0		180 0 0	
CGI00003	PROJETO DE APLICAÇÃO II	10.0		180 0 0	1º/2019
TCC00341	SEGURANÇA DA INFORMAÇÃO	6.0		68 0 0	
TCC00339	GERÊNCIA DE PROJETOS E MANUTENÇÃO DE SOFTWARE	7.9		51 17 0	
CGI00005	ATIVIDADES COMPLEMENTARES II	AC		240	
	DISPENSADO DE REALIZAÇÃO DO ENADE, EM RAZÃO DO CALENDÁRIO TRIENAL				
	FORMADO				

TOTAL DE CRÉDITOS: 0
CARGA HORÁRIA TOTAL: 3090
COEFICIENTE DE RENDIMENTO: 7.7

OBSERVAÇÕES
A) NÚMERO DE HORAS DISCRIMINADAS: T - TEÓRICAS - P - PRÁTICAS - E - ESTÁGIO
B) VS - VERIFICAÇÃO SUPLEMENTAR
C) PARA CÁLCULO DO COEFICIENTE DE RENDIMENTO, A NOTA FINAL SERÁ A MÉDIA ARITMÉTICA ENTRE A NOTA E A VS
D) AC - ATIVIDADE COMPLEMENTAR
E) GRAU MÍNIMO PARA APROVAÇÃO: 6,0 (NOTA OU VS)
F) DISP - DISPENSA

ESTE DOCUMENTO SÓ É VÁLIDO SEM RASURAS, COM O SELO DA UFF E COM A ASSINATURA E CARIMBO DO RESPONSÁVEL.

ASSINATURA

Adriana Arrojado Correia Pereira
Assistente Administrativo
Mat. SIAPE 1073354

CARIMBO

DATA DE CONCLUSÃO 22/07/2019
DATA DE EMISSÃO 02/12/2019
PÁGINA 2 / 2

PROGRAD

STI

FLUMINENSE FEDERAL UNIVERSITY

VICE-PRESIDENT'S OFFICE FOR UNDERGRADUATE STUDIES
DEPARTMENT OF ACADEMIC ADMINISTRATION
RUA MIGUEL DE FRIAS No. 9 – ICARAÍ – NITERÓI

ACADEMIC TRANSCRIPT

STUDENT NAME: BRENO DE CASTRO NOGUEIRA

CPF: 12467993752 | PLACE OF BIRTH: Rio de Janeiro | DATE OF BIRTH: 10/25/1988

ID: 20.894.796-0 | ISSUING AUTHORITY: SECC (Rio de Janeiro) | UFF REGISTRATION NUMBER: 215083081

PROGRAM: INFORMATION SYSTEMS | CITY: NITERÓI

DEGREE AWARDED: BACHELOR OF INFORMATION SYSTEMS | SPECIALIZATION:

TERM/YEAR OF ADMISSION: 2nd SEMESTER / 2015 | EMPHASIS:

PROGRAM RECOGNITION: ORDINANCE No. 154, 06/21/2023

ADMISSION TYPE: SISU 2nd Edition | CURRICULUM: 83.01.002

CODE	COURSE NAME	GRADE	VS	HOURS (T–P–E)	TERM
GMA00108	CALCULUS I -A-	6.6		68 0 0	2nd/2010
GAN00167	DISCRETE MATHEMATICS	6.9		60 0 0	1st/2011
TCC00165	FOUNDATIONS OF COMPUTER ARCHITECTURE	7.3		68 0 0	1st/2012
TCC00173	COMPUTER PROGRAMMING I	7.4		68 34 0	1st/2012
STA00141	MANAGEMENT MODELS	8.1		60 0 0	2nd/2013
TCC00174	COMPUTER PROGRAMMING II	6.5	*	68 34 0	1st/2014
GAN00171	LOGIC FOR COMPUTER SCIENCE I	9.1		68 0 0	2nd/2015
GET00122	PROBABILITY AND STATISTICS	9.4		68 0 0	2nd/2015
TCC00219	INTRODUCTION TO INFORMATION SYSTEMS	10.0		34 0 0	2nd/2015
TCC00220	INFORMATION SYSTEMS MANAGEMENT	9.0		68 0 0	2nd/2015
STA00168	PEOPLE DEVELOPMENT	9.2		50 10 0	1st/2016
TCC00222	COMPUTING AND SOCIETY FOR INFORMATION SYSTEMS	10.0		68 0 0	1st/2016
TCC00224	OPERATING SYSTEMS FOR INFORMATION SYSTEMS	6.0	*	68 0 0	1st/2016
TCC00287	DATABASE I	6.1		64 0 0	1st/2016
TCC00331	DATA STRUCTURES FOR INFORMATION SYSTEMS	8.0		34 34 0	1st/2016
GCI00126	INFORMATION REPRESENTATION	7.8		40 20 0	2nd/2016
SDV00143	INTELLECTUAL PROPERTY	7.4		68 0 0	2nd/2016
TCC00300	MOBILE DEVICE PROGRAMMING LABORATORY	10.0		0 32 0	2nd/2016
TCC00328	OBJECT-ORIENTED PROGRAMMING	7.5	*	34 34 0	2nd/2016
GCI00141	INFORMATION TREATMENT AND RETRIEVAL LABORATORY	7.5		20 40 0	1st/2017
TCC00226	WEB DEVELOPMENT	8.6		34 34 0	1st/2017

HOURS COMPLETED: 3090 | GRADE POINT AVERAGE: 7.7

OBSERVATIONS

A) NUMBER OF HOURS BROKEN DOWN AS: T – THEORETICAL | P – PRACTICAL | E – INTERNSHIP
B) MINIMUM PASSING GRADE: 6.0;
C) EVALUATION CRITERIA: EXCELLENT: 9.0 TO 10.0, GOOD: 6.0 TO 8.9, REGULAR: V.S. (SUPPLEMENTARY ASSESSMENT)
D) DISP - EXEMPTION;
E) FOR GPA CALCULATION, THE V.S. GRADE SHALL BE THE AVERAGE BETWEEN THE FINAL GRADE AND THE V.S. GRADE
F) AC – COMPLEMENTARY ACTIVITY
G) CURS – COURSE CURRENTLY IN PROGRESS IN THE INDICATED YEAR/SEMESTER

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FLUMINENSE FEDERAL UNIVERSITY

VICE-PRESIDENT'S OFFICE FOR UNDERGRADUATE STUDIES
DEPARTMENT OF ACADEMIC ADMINISTRATION
RUA MIGUEL DE FRIAS No. 9 – ICARAÍ – NITERÓI

ACADEMIC TRANSCRIPT

STUDENT NAME: BRENO DE CASTRO NOGUEIRA

CPF: 12467993752 | PLACE OF BIRTH: Rio de Janeiro | DATE OF BIRTH: 10/25/1988

ID: 20.894.796-0 | ISSUING AUTHORITY: SECC (Rio de Janeiro) | UFF REGISTRATION NUMBER: 215083081

PROGRAM: INFORMATION SYSTEMS | CITY: NITERÓI

DEGREE AWARDED: BACHELOR OF INFORMATION SYSTEMS | SPECIALIZATION:

TERM/YEAR OF ADMISSION: 2nd SEMESTER / 2015 | EMPHASIS:

PROGRAM RECOGNITION: ORDINANCE No. 154, 06/21/2023

ADMISSION TYPE: SISU 2nd Edition | CURRICULUM: 83.01.002

CODE	COURSE NAME	GRADE	VS	HOURS (T–P–E)	TERM
TCC00227	COMPUTER NETWORKS I FOR INFORMATION SYSTEMS	6.9		68 0 0	1st/2017
TCC00335	DATABASE PROJECT FOR INFORMATION SYSTEMS	8.3		50 18 0	1st/2017
STA00191	BUSINESS INTELLIGENCE	7.7		60 0 0	2nd/2017
STE00037	CONTEMPORARY STRATEGIC MANAGEMENT	8.9		60 0 0	2nd/2017
TCC00225	SOFTWARE ENGINEERING	6.0		68 0 0	2nd/2017
TCC00336	NON-CONVENTIONAL DATABASES	10.0		50 18 0	2nd/2017
CGI00006	WEB PAGE DEVELOPMENT	9.6		20 20 0	1st/2018
TCC00228	COMPUTER NETWORKS II FOR INFORMATION SYSTEMS	6.9	*	68 0 0	1st/2018
TCC00312	SOFTWARE PROJECT	10.0		64 0 0	1st/2018
TCC00330	BUSINESS PROCESS MODELING	7.6		40 28 0	1st/2018
TCC00340	CORPORATE APPLICATIONS DEVELOPMENT	9.3		34 34 0	1st/2018
CGI00002	APPLICATION PROJECT I	10.0		180 0 0	2nd/2018
GS100433	ORGANIZATIONAL BEHAVIOR	7.0		68 0 0	2nd/2018
TCC00324	INFORMATION TECHNOLOGY GOVERNANCE	7.6		68 0 0	2nd/2018
TCC00327	QUALITY AND TESTING	9.0		68 0 0	2nd/2018
TCC00337	INTRODUCTION TO HUMAN–COMPUTER INTERACTION	6.6		50 18 0	2nd/2018
CGI00003	APPLICATION PROJECT II	10.0		180 0 0	1st/2019
CGI00005	COMPLEMENTARY ACTIVITIES II	AC		240	1st/2019
TCC00339	SOFTWARE PROJECT MANAGEMENT AND MAINTENANCE	7.9		51 17 0	1st/2019
TCC00341	INFORMATION SECURITY	6.0		68 0 0	1st/2019

HOURS COMPLETED: 3090 | GRADE POINT AVERAGE: 7.7

OBSERVATIONS

A) NUMBER OF HOURS BROKEN DOWN AS: T – THEORETICAL | P – PRACTICAL | E – INTERNSHIP

B) MINIMUM PASSING GRADE: 6.0;

C) EVALUATION CRITERIA: EXCELLENT: 9.0 TO 10.0, GOOD: 6.0 TO 8.9, REGULAR: V.S. (SUPPLEMENTARY ASSESSMENT)

D) DISP - EXEMPTION;

E) FOR GPA CALCULATION, THE V.S. GRADE SHALL BE THE AVERAGE BETWEEN THE FINAL GRADE AND THE V.S. GRADE

F) AC – COMPLEMENTARY ACTIVITY

G) CURS – COURSE CURRENTLY IN PROGRESS IN THE INDICATED YEAR/SEMESTER

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I, Marina Viana Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that I have performed the professional translation of this document from Portuguese to English, as a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Marina Viana

Date: January 5, 2026.

UNIVERSIDADE FEDERAL FLUMINENSE

PRÓ-REITORIA DE GRADUAÇÃO
DEPARTAMENTO DE ADMINISTRAÇÃO ESCOLAR
RUA MIGUEL DE FRIAS, Nº 9 - ICARAÍ - NITERÓI - RJ

HISTÓRICO ESCOLAR

NOME DO ALUNO: BRENO DE CASTRO NOGUEIRA

CPF: 12467993752	NATURALIDADE:	Rio de Janeiro	DATA NASCIMENTO:	25/10/1988
IDENTIDADE: 20.894.796-0	ÓRGÃO/ESTADO EXPEDIDOR:	SECC(Rio de Janeiro)	MATRÍCULA UFF:	215083081

CURSO: SISTEMAS DE INFORMAÇÃO — LOCALIDADE: NITERÓI
TITULAÇÃO: BACHAREL EM SISTEMAS DE INFORMAÇÃO — HABILITAÇÃO:
PERÍODO/ANO DE INGRESSO: 2º/2015 — ÊNFASE:
RECONHECIMENTO DO CURSO: PORTARIA 154 DE 21/06/2023
FORMA DE INGRESSO: SISU 2ª Edição — CURRÍCULO: 83.01.002

CÓDIGO	NOME DA DISCIPLINA	NOTA	VS	HORAS (T - P - E)			PERÍODO
GMA00108	CALCULO I -A-	6.6		68	0	0	2º/2010
GAN00167	MATEMÁTICA DISCRETA	6.9		60	0	0	1º/2011
TCC00165	FUNDAMENTOS DE ARQUITETURAS DE COMPUTADORES	7.3		68	0	0	1º/2012
TCC00173	PROGRAMAÇÃO DE COMPUTADORES I	7.4		68	34	0	1º/2012
STA00141	MODELOS DE GESTÃO	8.1		60	0	0	2º/2013
TCC00174	PROGRAMAÇÃO DE COMPUTADORES II	6.5	*	68	34	0	1º/2014
GAN00171	LÓGICA PARA CIÊNCIA DA COMPUTAÇÃO I	9.1		68	0	0	2º/2015
GET00122	PROBABILIDADE E ESTATÍSTICA	9.4		68	0	0	2º/2015
TCC00219	INTRODUÇÃO À SISTEMAS DE INFORMAÇÃO	10.0		34	0	0	2º/2015
TCC00220	ADMINISTRAÇÃO DE SISTEMAS DE INFORMAÇÃO	9.0		68	0	0	2º/2015
STA00168	DESENVOLVIMENTO DE PESSOAS	9.2		50	10	0	1º/2016
TCC00222	COMPUTAÇÃO E SOCIEDADE PARA SISTEMAS DE INFORMAÇÃO	10.0		68	0	0	1º/2016
TCC00224	SISTEMAS OPERACIONAIS PARA SISTEMAS DE INFORMAÇÃO	6.0	*	68	0	0	1º/2016
TCC00287	BANCO DE DADOS I	6.1		64	0	0	1º/2016
TCC00331	ESTRUTURAS DE DADOS PARA SISTEMAS DE INFORMAÇÃO	8.0		34	34	0	1º/2016
GCI00126	REPRESENTAÇÃO DA INFORMAÇÃO	7.8		40	20	0	2º/2016
SDV00143	PROPRIEDADE INTELECTUAL	7.4		68	0	0	2º/2016
TCC00300	LABORATÓRIO DE PROGRAMAÇÃO DE DISPOSITIVOS MÓVEIS	10.0		0	32	0	2º/2016
TCC00328	PROGRAMAÇÃO ORIENTADA A OBJETOS	7.5	*	34	34	0	2º/2016
GCI00141	LABORATÓRIO DE TRATAMENTO E RECUPERAÇÃO DA INFORMAÇÃO	7.5		20	40	0	1º/2017
TCC00226	DESENVOLVIMENTO WEB	8.6		34	34	0	1º/2017

CARGA HORÁRIA CURSADA: 3090 — COEFICIENTE DE RENDIMENTO: 7.7

OBSERVAÇÕES: A) NÚMERO DE HORAS DISCRIMINADAS: T - TEÓRICA, P - PRÁTICA, E - ESTÁGIO;
B) NOTA MÍNIMA PARA APROVAÇÃO: 6.0;
C) CRITÉRIO DE AVALIAÇÃO: ÓTIMO - 9.0 A 10.0, BOM - 6.0 A 8.9, REGULAR - V.S. (VERIFICAÇÃO SUPLEMENTAR);
D) DISP - DISPENSA;
E) PARA CÁLCULO DO COEFICIENTE DE RENDIMENTO A NOTA DA V.S. SERÁ A MÉDIA ARITMÉTICA ENTRE A NOTA FINAL E A NOTA V.S.
F) AC - ATIVIDADE COMPLEMENTAR.
G) CURS - DISCIPLINA EM CURSO NESTE ANO / SEMESTRE

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UNIVERSIDADE FEDERAL FLUMINENSE

PRÓ-REITORIA DE GRADUAÇÃO
DEPARTAMENTO DE ADMINISTRAÇÃO ESCOLAR
RUA MIGUEL DE FRIAS, Nº 9 - ICARAÍ - NITERÓI - RJ

HISTÓRICO ESCOLAR

NOME DO ALUNO: BRENO DE CASTRO NOGUEIRA

CPF: 12467993752 | NATURALIDADE: Rio de Janeiro | DATA NASCIMENTO: 25/10/1988

IDENTIDADE: 20.894.796-0 | ÓRGÃO/ESTADO EXPEDIDOR: SECC(Rio de Janeiro) | MATRÍCULA UFF: 215083081

CURSO: SISTEMAS DE INFORMAÇÃO | LOCALIDADE: NITERÓI

TITULAÇÃO: BACHAREL EM SISTEMAS DE INFORMAÇÃO | HABILITAÇÃO:

PERÍODO/ANO DE INGRESSO: 2º/2015 | ÊNFASE:

RECONHECIMENTO DO CURSO: PORTARIA 154 DE 21/06/2023

FORMA DE INGRESSO: SISU 2ª Edição | CURRÍCULO: 83.01.002

CÓDIGO	NOME DA DISCIPLINA	NOTA	VS	HORAS (T - P - E)			PERÍODO
TCC00227	REDES DE COMPUTADORES I PARA SISTEMAS DE INFORMAÇÃO	6.9		68	0	0	1º/2017
TCC00335	PROJETO DE BANCO DE DADOS PARA SISTEMAS DE INFORMAÇÃO	8.3		50	18	0	1º/2017
STA00191	INTELIGÊNCIA DE NEGÓCIOS	7.7		60	0	0	2º/2017
STE00037	ADMINISTRAÇÃO ESTRATÉGICA CONTEMPORÂNEA	8.9		60	0	0	2º/2017
TCC00225	ENGENHARIA DE SOFTWARE	6.0		68	0	0	2º/2017
TCC00336	BANCOS DE DADOS NÃO CONVENCIONAIS	10.0		50	18	0	2º/2017
CGI00006	CONSTRUÇÃO DE PÁGINA WEB	9.6		20	20	0	1º/2018
TCC00228	REDES DE COMPUTADORES II PARA SISTEMAS DE INFORMAÇÃO	6.9	*	68	0	0	1º/2018
TCC00312	PROJETO DE SOFTWARE	10.0		64	0	0	1º/2018
TCC00330	MODELAGEM DE PROCESSOS DE NEGÓCIOS	7.6		40	28	0	1º/2018
TCC00340	DESENVOLVIMENTO DE APLICAÇÕES CORPORATIVAS	9.3		34	34	0	1º/2018
CGI00002	PROJETO DE APLICAÇÃO I	10.0		180	0	0	2º/2018
GSI00433	COMPORTAMENTO ORGANIZACIONAL	7.0		68	0	0	2º/2018
TCC00324	GOVERNANÇA EM TECNOLOGIA DA INFORMAÇÃO	7.6		68	0	0	2º/2018
TCC00327	QUALIDADE E TESTE	9.0		68	0	0	2º/2018
TCC00337	INTRODUÇÃO A INTERAÇÃO HUMANO-COMPUTADOR	6.6		50	18	0	2º/2018
CGI00003	PROJETO DE APLICAÇÃO II	10.0		180	0	0	1º/2019
CGI00005	ATIVIDADES COMPLEMENTARES II	AC			240		1º/2019
TCC00339	GERÊNCIA DE PROJETOS E MANUTENÇÃO DE SOFTWARE	7.9		51	17	0	1º/2019
TCC00341	SEGURANÇA DA INFORMAÇÃO	6.0		68	0	0	1º/2019

CARGA HORÁRIA CURSADA: 3090 | COEFICIENTE DE RENDIMENTO: 7.7

OBSERVAÇÕES: A) NÚMERO DE HORAS DISCRIMINADAS: T - TEÓRICA, P - PRÁTICA, E - ESTÁGIO;
B) NOTA MÍNIMA PARA APROVAÇÃO: 6.0;
C) CRITÉRIO DE AVALIAÇÃO: ÓTIMO - 9.0 A 10.0, BOM - 6.0 A 8.9, REGULAR - V.S. (VERIFICAÇÃO SUPLEMENTAR);
D) DISP - DISPENSA;
E) PARA CÁLCULO DO COEFICIENTE DE RENDIMENTO A NOTA DA V.S. SERÁ A MÉDIA ARITMÉTICA ENTRE A NOTA FINAL E A NOTA V.S.
F) AC - ATIVIDADE COMPLEMENTAR.
G) CURS - DISCIPLINA EM CURSO NESTE ANO / SEMESTRE

Niterói, 15 de Dezembro de 2025, às 11:05:08.

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FLUMINENSE FEDERAL UNIVERSITY

VICE-PRESIDENT'S OFFICE FOR UNDERGRADUATE STUDIES
DEPARTMENT OF ACADEMIC ADMINISTRATION
RUA MIGUEL DE FRIAS No. 9 – ICARAÍ – NITERÓI

ACADEMIC TRANSCRIPT

STUDENT NAME: BRENO DE CASTRO NOGUEIRA

CPF: 12467993752 | PLACE OF BIRTH: Rio de Janeiro | DATE OF BIRTH: 10/25/1988

ID: 20.894.796-0 | ISSUING AUTHORITY: SECC (Rio de Janeiro) | UFF REGISTRATION NUMBER: 21031088

PROGRAM: COMPUTER SCIENCE | CITY: NITERÓI

DEGREE AWARDED: BACHELOR OF COMPUTER SCIENCE | SPECIALIZATION:

TERM/YEAR OF ADMISSION: 2nd SEMESTER / 2010 | EMPHASIS:

PROGRAM RECOGNITION: ORDINANCE No. 922, 12/27/2018

ADMISSION TYPE: Entrance Examination – 2nd Semester | CURRICULUM: 31.02.001

CODE	COURSE NAME	GRADE	VS	HOURS (T - P - E)	TERM
GGM00127	ANALYTICAL GEOMETRY AND VECTOR CALCULUS	6.1		60 0 0	2nd/2010
GMA00108	CALCULUS I – A	6.6		68 0 0	2nd/2010
TCC00169	INTRODUCTION TO COMPUTER SCIENCE	7.2		34 0 0	2nd/2010
GAN00167	DISCRETE MATHEMATICS	6.9		60 0 0	1st/2011
GFI00161	EXPERIMENTAL PHYSICS I	6.1		0 30 0	1st/2011
TCC00165	FUNDAMENTALS OF COMPUTER ARCHITECTURE	7.3		68 0 0	1st/2012
TCC00173	COMPUTER PROGRAMMING I	7.4		68 34 0	1st / 2012
GMA00109	CALCULUS II – A	7.3	*	68 0 0	1st/ 2013
GMA00121	CALCULUS II – C	6.4		34 0 0	1st/ 2013
GFI00158	PHYSICS I	6.4	*	68 0 0	2nd/ 2013
STA00141	MANAGEMENT MODELS	8.1		60 0 0	2nd / 2013
GAN00140	LINEAR ALGEBRA	6.0	*	60 0 0	1st/ 2014
TCC00174	COMPUTER PROGRAMMING II	6.5	*	68 34 0	1st/ 2014

HOURS COMPLETED: 814 hours | GRADE POINT AVERAGE: 2.86

OBSERVATIONS

A) NUMBER OF HOURS BROKEN DOWN AS: T – THEORETICAL | P – PRACTICAL | E – INTERNSHIP

B) MINIMUM PASSING GRADE: 6.0;

C) EVALUATION CRITERIA: EXCELLENT: 9.0 TO 10.0, GOOD: 6.0 TO 8.9, REGULAR: V.S. (SUPPLEMENTARY ASSESSMENT)

D) DISP - EXEMPTION;

E) FOR GPA CALCULATION, THE V.S. GRADE SHALL BE THE AVERAGE BETWEEN THE FINAL GRADE AND THE V.S. GRADE

F) AC – COMPLEMENTARY ACTIVITY

G) CURS – COURSE CURRENTLY IN PROGRESS IN THE INDICATED YEAR/SEMESTER

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I, Marina Viana Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that I have performed the professional translation of this document from Portuguese to English, as a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Marina Viana

Date: January 5, 2026.

UNIVERSIDADE FEDERAL FLUMINENSE

PRÓ-REITORIA DE GRADUAÇÃO
DEPARTAMENTO DE ADMINISTRAÇÃO ESCOLAR
RUA MIGUEL DE FRIAS, Nº 9 - ICARAÍ - NITERÓI - RJ

HISTÓRICO ESCOLAR

NOME DO ALUNO:	BRENO DE CASTRO NOGUEIRA				
CPF:	12467993752	NATURALIDADE:	Rio de Janeiro	DATA NASCIMENTO:	25/10/1988
IDENTIDADE:	20.894.796-0	ÓRGÃO/ESTADO EXPEDIDOR:	SECC(Rio de Janeiro)	MATRÍCULA UFF:	21031088

CURSO:	CIÊNCIA DA COMPUTAÇÃO	LOCALIDADE:	NITERÓI
TITULAÇÃO:	BACHAREL EM CIÊNCIA DA COMPUTAÇÃO	HABILITAÇÃO:	
PERÍODO/ANO DE INGRESSO:	2º/2010	ÊNFASE:	
RECONHECIMENTO DO CURSO:	PORTARIA 922 DE 27/12/2018		
FORMA DE INGRESSO:	Vestibular 2 Semestre	CURRÍCULO:	31.02.001

CÓDIGO	NOME DA DISCIPLINA	NOTA	VS	HORAS (T - P - E)			PERÍODO
GGM00127	GEOMETRIA ANALÍTICA E CÁLCULO VETORIAL	6.1		60	0	0	2º/2010
GMA00108	CALCULO I -A-	6.6		68	0	0	2º/2010
TCC00169	INTRODUÇÃO À CIÊNCIA DA COMPUTAÇÃO	7.2		34	0	0	2º/2010
GAN00167	MATEMÁTICA DISCRETA	6.9		60	0	0	1º/2011
GFI00161	FÍSICA EXPERIMENTAL I	6.1		0	30	0	1º/2011
TCC00165	FUNDAMENTOS DE ARQUITETURAS DE COMPUTADORES	7.3		68	0	0	1º/2012
TCC00173	PROGRAMAÇÃO DE COMPUTADORES I	7.4		68	34	0	1º/2012
GMA00109	CALCULO II -A-	7.3	*	68	0	0	1º/2013
GMA00121	CÁLCULO II-C	6.4		34	0	0	1º/2013
GFI00158	FÍSICA I	6.4	*	68	0	0	2º/2013
STA00141	MODELOS DE GESTÃO	8.1		60	0	0	2º/2013
GAN00140	ÁLGEBRA LINEAR	6.0	*	60	0	0	1º/2014
TCC00174	PROGRAMAÇÃO DE COMPUTADORES II	6.5	*	68	34	0	1º/2014

CARGA HORÁRIA CURSADA: 814 — COEFICIENTE DE RENDIMENTO: 2.86

OBSERVAÇÕES:
A) NÚMERO DE HORAS DISCRIMINADAS: T - TEÓRICA, P - PRÁTICA, E - ESTÁGIO;
B) NOTA MÍNIMA PARA APROVAÇÃO: 6.0;
C) CRITÉRIO DE AVALIAÇÃO: ÓTIMO - 9.0 A 10.0, BOM - 8.0 A 8.9, REGULAR - V.S. (VERIFICAÇÃO SUPLEMENTAR);
D) DISP - DISPENSA;
E) PARA CÁLCULO DO COEFICIENTE DE RENDIMENTO A NOTA DA V.S. SERÁ A MÉDIA ARITMÉTICA ENTRE A NOTA FINAL E A NOTA V.S.
F) AC - ATIVIDADE COMPLEMENTAR.
G) CURS - DISCIPLINA EM CURSO NESTE ANO / SEMESTRE

Niterói, 15 de Dezembro de 2025, às 11:02:38.

Este documento foi gerado pelo Sistema Acadêmico da Universidade Federal Fluminense - IdUFF.
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Carnegie Evaluations LLC
315 East High Street, Bound Brook, New Jersey, 08805
Email: info@carnegieevaluations.com
Website: www.carnegieevaluations.com
Phone: (848)300-0099
Fax: (848) 300-5199

EVALUATION OF ACADEMICS

Carnegie Evaluations LLC, who specializes in the evaluation of foreign educational credentials, has prepared the following academic credential evaluation.

January 12, 2026

Name: **Mr. Breno DE CASTRO NOGUEIRA**

Following is a description of Mr. De Castro Nogueira's foreign degree:

Institution:	*Universidade Federal Fluminense*
Degree:	*Bacharel em Sistemas de Informacao*
Date of Award:	November 2019
Years of Study:	Four
Country:	Brazil

Academic Equivalency in the United States

BACHELOR OF SCIENCE IN INFORMATION SYSTEMS

Carnegie Evaluations LLC, offers this evaluation, after reviewing copies of the original diploma certificates and transcripts provided. This evaluation is advisory in nature and is based on the assumption that the submitted documents are accurate. There are no apparent grounds to disbelieve the authenticity and accuracy of the documentation presented on behalf of Mr. Breno De Castro Nogueira. In addition, this evaluation is based upon standard scholarly and professional sources as referenced at the end of this document. Carnegie Evaluations LLC, is not responsible for how this evaluation report will be used and is not responsible for damages resulting from such use of this report.

DISCUSSION OF MR. DE CASTRO NOGUEIRA'S ACADEMICS

This credential evaluation is provided upon review of the degree certificates and transcripts awarded to Mr. Breno De Castro Nogueira during the course of his academic career. An analysis of Mr. De Castro Nogueira's foreign educational courses for the *Bacharel em Sistemas de Informacao* (translated as Bachelor in Information Systems) from *Universidade Federal Fluminense* (translated as Fluminense Federal University) forms the basis for the following evaluation.

Mr. De Castro Nogueira graduated with a Bachelor in Information Systems Degree from Fluminense Federal University in November 2019. Fluminense Federal University is an accredited institution of higher education in Niteroi, Brazil. Fluminense Federal University's Bachelor in Information Systems program requires graduation from the US equivalent of high school and competitive entrance examinations for admission and enrollment. Mr. De Castro Nogueira satisfactorily completed the academic course requirements required for a Bachelor in Information Systems program. He majored in Information Systems and was awarded a *Bacharel em Sistemas de Informacao* from the institute. Prior to this, Mr. De Castro Nogueira was enrolled in the Bachelor of Computer Science at the same university. Appropriate academic credits from this program have been transferred to his Bachelor in Information Systems program.

This is a four-year undergraduate program of study that is equivalent to a degree of Bachelor of Science (B.S.) from an accredited institution of higher education in the United States. The academic criterion maintained by Fluminense Federal University is significantly similar to those parameters upheld by any other accredited colleges and universities in the United States.

The Bachelor in Information Systems curriculum includes advanced bachelor's-level coursework and examinations in Introduction to Information Systems, Calculus, Foundations of Computer Architecture, Computer Programming, Management Models, Information Systems Administration, Logic for Computer Science, Database, Computing and Society for Information Systems, Operating Systems for Information Systems, Data Structures for Information Systems, Information Representation, Intellectual Property, Object-Oriented Programming, Web Development, Database Project for Information Systems, Computer Networks for Information Systems, Software Engineering, Business Intelligence, Contemporary Strategic Management, Non-Conventional Databases, Business Process Modeling, Web Page Development, Corporate Applications Development, Organizational Behavior, Quality and Testing, Information Technology Governance, Introduction to Human–Computer Interaction, Information Security, Software Project Management and Maintenance, and other related subjects.

Upon reviewing Mr. de Castro Nogueira's academic history, it becomes apparent that Mr. de Castro Nogueira has satisfied the coursework requirements which are substantially similar and equivalent to those required for the completion of a four-year Bachelor's Degree program at an accredited institution of higher education in the United States.

SUMMARY

On the basis of the academic reputations of Fluminense Federal University, the nature and duration of the academic course work, and the grades attained in the courses, it is the judgment of Carnegie Evaluations LLC that Mr. de Castro Nogueira has attained the equivalent of a Bachelor of Science Degree in Information Systems from an accredited institution of higher education in the United States.

Carnegie Evaluations LLC represents this evaluation report to be an accurate and correct evaluation to the best of its knowledge and belief, pursuant to requirements of the Citizenship and Immigration Services of the United States Department of Homeland Security. Carnegie Evaluations LLC does not represent that the documentation submitted to it by anyone for evaluation meets the evidentiary standards of any state or federal agency or any court. This evaluation report, as are all such reports provided by Carnegie Evaluations LLC, is advisory for the customer who requested it.

The foregoing evaluation of Mr. de Castro Nogueira has been reviewed and approved by me, Dr. Zach G. Zacharia, on January 12, 2026.

Sincerely,

Zach G. Zacharia, Ph.D.
Director, Carnegie Evaluations LLC.
Associate Professor of Supply Chain Management
Director, Lehigh Center for Supply Chain Research
Lehigh University

Evaluation Resources:

1. World Higher Education Database. International Association of Universities' Worldwide Database of Higher Education Institutions, Systems and Credentials. www.whed.net.
2. AACRAO EDGE. AACRAO Electronic Database for Global Education. https://www.aacrao.org/edge
3. Central Intelligence Agency (CIA). The World Factbook. https://www.cia.gov/the-world-factbook/
4. ENIC-NARIC. European Network of Information Centres in the European Region, National Academic Recognition Information Centres in the European Union. www.enic-naric.net.

Bio: Professor Zach G. Zacharia

I am the Interim Department Chair, Decision and Technology Analytics (DATA) Department, an Associate Professor of Supply Chain Management, and Director of the Center for Supply Chain Research Lehigh in the College of Business and Economics, Lehigh University, where I teach Graduate and Undergraduate courses in Supply Chain Operations Management and Logistics and Transportation. In addition, I am also a visiting Professor at the Indian Institute of Technology (IIT) in New Delhi, India. I graduated with a B.S. in Mechanical Engineering from the University of Calgary, an MBA from the University of Alberta, and a Ph.D. in Logistics with a minor in Marketing from the University of Tennessee. My current research interests include Collaboration/Coopetition within the Supply Chain, Supplier Satisfaction, and the Physical Internet.

Before joining Academia, I worked at the University of Tennessee, Center for Transportation Research, for six years as an Associate Director. I also worked at the Department of Transportation in Alberta, Canada, for ten years as an Equipment Engineer. I am a principal in BZS Consulting, which primarily focuses on teaching Supply Chain Operations Management and evaluating collaboration and procurement strategies across firms in a supply chain.

I have developed significant international contacts and collaborations with many affiliate schools in several countries in Europe, Asia, and South America. I have evaluated numerous portfolios of international students from countries around the world and have performed in-depth assessments of how these foreign courses are equated to corresponding courses in the United States.

I have 29 refereed publications, including 2 articles in the Journal of Operations Management, 8 articles in the *Journal of Business Logistics,* and articles in *Decision Sciences*, the *Journal of Supply Chain Management, Industrial Marketing Management, International Journal of Production Research, International Journal of Production and Operations Management, International Journal of Logistics Management, Journal of Retailing, Journal of Business and Industrial Marketing, Marketing Management, Supply Chain Management Review, Journal of International Technology and Information Management*, *Journal of Vehicle Design* and *Wall Street Journal*. As a member of a Supply Chain Research Group at the University of Tennessee, I co-authored a book titled "*Supply Chain Management*" (Sage Publications, December 2000). I also contributed a chapter on logistics service providers and new product development in the book titled *Managing Innovation: The New Competitive Edge for Logistics Service Providers*, Stephan M. Wagner ed.**,** Kuehne Foundation Book Series (2007).

Among the awards that Dr. Zacharia has received is the DATA Department Service Award (2023), Staub Faculty Excellence Award (2013) for the College of Business, Lehigh University, Best Paper Finalist (2010) from the Journal of Operations Management, Best Paper Award (2007) from NARTS and Best Dissertation Proposal Award (2000) from University of Arkansas. As a member of a Supply Chain Research Group at the University of Tennessee, he coauthored a book titled Supply Chain Management (Sage Publications, December 2000).

A. Biographical Information

Zach G. Zacharia, Ph.D.
Interim Department Chair, Decision and Technology Analytics Department
Associate Professor Supply Chain Management
Director, Center for Supply Chain Management Lehigh
Supply Chain Management Program Director
Department of Management, College of Business Administration and Economics
Lehigh University, 621 Taylor Street, Bethlehem, PA, 18015
Office: (610) 758-4433, Fax: (610) 758-6941
zgz208@lehigh.edu

EDUCATION

1996 - 2001 **THE UNIVERSITY OF TENNESSEE** **Knoxville, TN**
Doctor of Philosophy in Business Administration

- Major: Logistics, Minor: Marketing
- Dissertation Title: An Analysis of the Effect of Logistics Involvement in Cross-functional Integrated New Product Development Projects (Advisor: Dr. John T. Mentzer)

1988 – 1993 **THE UNIVERSITY OF ALBERTA** **Edmonton, AB**
Master of Business Administration

1981 - 1985 **THE UNIVERSITY OF CALGARY** **Calgary, AB**
Bachelor of Science, Mechanical Engineering

1980 - 1981 **RED DEER COLLGE** **Red Deer, AB**
Bachelor of Science

1979 – 1980 **THE UNIVERSITY OF ALBERTA** **Edmonton, AB**
Bachelor of Science

WORK EXPERIENCE SUMMARY

2016 – Present, Director, Center for Supply Chain Research Lehigh
2013 – Present, Associate Professor – Lehigh University
2008 – 2013 Assistant Professor – Lehigh University
2001 – 2008 Assistant Professor - Texas Christian University
1999 – 2001 Associate Director – Transportation Center, University of Tennessee
1997 – 1999 Assistant Director - Transportation Center, University of Tennessee
1995 – 1997 Senior Research Associate – University of Tennessee
1989 – 1995 Research Engineer – R&D Branch, Alberta Transportation & Utilities
1985 – 1989 Equipment Engineer – Alberta Transportation & Utilities

CONSULTING PROJECTS, EXECUTIVE EDUCATION

2023 Ecofriendly Behavior on Personal Transportation, AFIT, Dalton
2020 Financial Flow in SC, DiCentral, Houston

2020	Expert Witness – Real Estate Company, Bethlehem
2020	Lehigh University, Executive Education, Bethlehem
2019	Lehigh University, Executive Education, Bethlehem
2019	SC Collaboration in Drop Ship, DiCentral, Houston
2018	Coopetition in the Defense Industry, AFIT, Dayton
2018	IIT New Delhi, Executive Education, Delhi, India
2017	Lehigh University, Executive Education, Bethlehem
2016	IIT Madras, Global Initiative of Academic Networks, Chennai, India
2015	Morrison Executive Education, Santo Domingo, Dominican Republic
2014	CSCMP Executive Seminar, Bogota, Columbia
2012	Supply Chain Management Simulation, WAM Systems, Philadelphia
2010	Supply Chain Management Overview, Universidad de Piura, Peru
2007	Procurement of Capability Guidelines, Lockheed Martin Aeronautics
2002	Truck Safety Recommendations, University of Tennessee

B. Publications and Creative Activities

EDITORIAL ROLES (6)

- Senior Associate Editor- *International Journal of Logistics Management (2018-current)*
- Senior Editor- *Journal of Business Logistics (2016- current)*
- Special Issue Editor-(Physical Internet) - *Journal of Business Logistics (2018-2020)*
- Special Issue Editor- (Inter-Disciplinary Research) *Journal of Business Logistics (2014-2015)*
- Editorial Board Member – *Journal of Operations Management*
- Editorial Board Member –*Transportation Journal*
- Editorial Board Member – *Journal of Supply Chain Management*

DISSERTATION COMMITTEE MEMBER (2)

- Michael Plasch - *Supply Chain Collaboration - Investigating Motives, Drivers And Success Factors* – Johannes Kepler University Linz, Austria, 2021
- Kimberly K. Whitehead – *It's A Matter Of Give And Take: Exploring The Role Of Knowledge Transfer Within Supply Chain Collaboration* - University of Texas at Arlington, USA, 2014

BOOK CHAPTERS (5)

- **Zacharia, Zach G**. "Is there a role for Logistics Service Providers in New Product Development?" *Managing Innovation: The New Competitive Edge for Logistics Service Providers*, Stephan M. Wagner ed., Kuehne Foundation Book Series. Ch 7, 2008.
- Mentzer, John T., William J. DeWitt, James S. Keebler, Soonhong Min, Nancy W. Nix, Carlo D. Smith, and **Zach G. Zacharia**, "What is Supply Chain Management" *Supply Chain Management*, Thousand Oaks, CA: Sage Publications, Ch.1, 2000.
- **Zacharia, Zach G**., "R&D and New Product Development in Supply Chain Management" *Supply Chain Management*, John T. Mentzer ed.**,** Thousand Oaks, CA: Sage Publications, Ch.6, 2000.
- **Zacharia, Zach G**., "The Evolution and Growth of Production in Supply Chain Management" *Supply Chain Management*, John T. Mentzer ed., Thousand Oaks, CA: Sage Publications, Ch.8, 2000.
- **Zacharia, Zach G**, "The Evolution and Growth of Information Systems in Supply Chain Management" *Supply Chain Management*, John T. Mentzer ed., Thousand Oaks, CA: Sage Publications, Ch.11, 2000.

REFEREED PUBLICATIONS (29)

29. Varun Jain, Usha Mohan, Zach G. Zacharia, Nada R. Sanders (2022) "Improving patient satisfaction and outpatient diagnostic center efficiency using novel online real-time scheduling" *Operations Research for Health Care,* 32, 1-17, 100338

28. Saif Mir, Misty Blessley, **Zach Zacharia**, John Aloysius (2022) "Mending Fences in the Buyer-Supplier Relationship: The Role of Justice in Relationship Restoration" *Journal of Supply Chain Management*. Vol. 58, No. 3, 23 – 46.

27. Dev, Navin; Ravi Shankar; **Zach Zacharia**, Sanjeev Swami, (2021) "Supply chain resilience for managing the ripple effect in Industry 4.0 for green product diffusion" *International Journal of Physical Distribution & Logistics Management* Vol. 51 No. 8, 897-930.

26. Ballot, Eric, Benoit Montreuil, **Zach G. Zacharia**, (2021) "Physical Internet: First Results and Next Challenges" *Journal of Business Logistics* Vol 42 No. 1, 1 – 7.

25. Treiblmaier, Horst, Kristijan Mirkovski, Paul B. Lowry, **Zach G. Zacharia**, (2020) "The Physical Internet as a New Supply Chain Paradigm: A Systematic

Literature Review and a Comprehensive Framework" *International Journal of Logistics Management* Vol. 31 No. 2, 239-287.

24. **Zach G. Zacharia**, Michael Plasch, Usha Mohan, Markus Gerschberger (2019) "The Emerging Role of Coopetition Within Inter-Firm Relationships" *International Journal of Logistics Management* Vol. 30, No. 2, 414-437.

23. Soonhong Min, **Zach G. Zacharia**, Carlo D. Smith (2019) "Defining Supply Chain Management: In the Past, Present and Future" *Journal of Business Logistics* Vol. 40 No.1, 44-55.

22. Kimberly Whitehead, **Zach Zacharia**, Edmund Prater (2019) "Investigating the Role of Knowledge Transfer in Supply Chain Collaboration" *International Journal of Logistics Management"* Vol. 30, No. 1, 284-302.

21. Misty Blessly, Saif Mir, **Zach G. Zacharia**, John Aloysius (2018) "Breaching Relational Obligations In A Buyer-Supplier Relationship: Feelings Of Violation, Fairness Perceptions And Supplier Switching" *Industrial Marketing Management* Vol. 74, Oct, 215-226.

20. Faraz, Alireza, Nada R. Sanders, **Zach G. Zacharia**, Markus Gerschberger (2018) "Monitoring Type B Buyer-Supplier Relationships" *International Journal of Production Research* Vol. 56, No. 18, 6225-6239.

19. Whitehead, Kimberly, **Zach G. Zacharia**, Edmund Prater, (2016) "Absorptive Capacity Versus Distributive Capability: The Asymmetry of Knowledge Transfer" *International Journal of Operations and Production Management* Vol. 36, No 10, 1308-1332.

18. Nada R. Sanders, Brian R. Fugate, **Zach G. Zacharia**, (2016) "Interdisciplinary Research In SCM: Through the Lens of The Behavioral Theory of The Firm" *Journal of Business Logistics* Vol. 37, No 2, 107-112.

17. Nancy W. Nix, **Zach G. Zacharia,** (2014) "The Impact of Collaborative Engagement on Knowledge and Performance Gains in Episodic Collaborations" *International Journal of Logistics Management* Vol. 25, No 2, 245-269.

16. **Zach G. Zacharia,** Nada R. Sanders, Brian R. Fugate (2014) "The Evolving Role of Disciplines Within Supply Chain Management" *Journal of Supply Chain Management* Vol. 50, No 1, 73-88.

15. Nada R. Sanders, **Zach G. Zacharia**, Brian R. Fugate (2013) "The Interdisciplinary Future of Supply Chain Management Research" *Decision Sciences* Vol. 44, No. 3, 413-429.

14. Geoffrey T. Stewart, **Zach G. Zacharia,** Andrew B. Artis (2012) "Leveraging Relationship Orientation and its Impact on Relationship Outcomes" *Journal of Business and Industrial Marketing,* Vol. 27, No. 8, 644-658.

13. **Zach G. Zacharia,** Nancy W. Nix, Robert F. Lusch (2011) "Capabilities that Enhance Outcomes of an Episodic Supply Chain Collaboration" *Journal of Operations Management*, Vol. 29, No. 6, 591-603.

12. **Zach G. Zacharia,** Nada R. Sanders, Nancy W. Nix (2011) "The Emerging Role of the Third-Party Logistics Provider (3PL) as a Supply Chain Orchestrator" *Journal of Business Logistics*, Vol. 32, No. 1, 40-54.

11. Danny Lanier, Jr., William F. Wempe, **Zach G. Zacharia**, (2010) "Concentrated Supply Chain Membership and Financial Performance: Chain- and Firm-Level Perspectives" *Journal of Operations Management*, Vol.28, No.1, 1-16.

10. **Zach G. Zacharia**, Chad W. Autry, David S. Preston, Charles W. Lamb, (2009) "IT Alignment with Business Strategies in a Healthcare Organizations: An Empirical Analysis" *Journal of International Technology and Information Management*, Vol. 18, No. 3/4, 477-494.

9. **Zach G. Zacharia,** Nancy W. Nix and Robert F. Lusch, (2009) "An Analysis of Supply Chain Collaborations and Their Effect on Performance" *Journal of Business Logistics*, Vol. 30, No. 2, 101-123.

8. Chad W. Autry, **Zach G. Zacharia** and Charles W. Lamb, (2008) "A Logistics Strategy Taxonomy" *Journal of Business Logistics,* Vol. 29. No. 2, 53-74.

7. Nancy W. Nix, Robert F. Lusch, **Zach G. Zacharia**, and Wesley R. Bridges, (2008) "Competent Collaborations" *Marketing Management*, Vol. 17, No. 2, 18-24.

6. **Zach G. Zacharia** and John T. Mentzer (2007) "The Role of Logistics in New Product Development," *Journal of Business Logistics*, Vol. 28, No. 1, 83-110.

    a. Reprinted in:
    b. *Logistique and Management,* Vol. 16, No. 1, 35-53, (2008).

5. **Zach G. Zacharia** and John T. Mentzer (2004) "Logistics Salience In A Changing Environment," *Journal of Business Logistics*, Vol. 25, No. 1, 187-210.

    a. Reprinted in:
    b. *The ICFAI Journal of Supply Chain Management*, Vol. 3, No. 1, 53-72, (2006).

4. Mentzer, John T., William DeWitt, James S. Keebler, Soonhong Min, Nancy W. Nix, Carlo D. Smith, **Zach G. Zacharia** (2001) "Defining Supply Chain Management," *Journal of Business Logistics*, Vol. 22, No. 2, 1-25.

    c. Reprinted in:
    d. *Logistique and Management,* Vol. 9, No. 2, 3-19, (2001).

3. **Zacharia, Zach G**., John E. Tidwell and Stephen H. Richards (2001) "An Overview of Truck and Bus Safety:1999 Knoxville Symposium," *Journal of Vehicle Design*, Vol. 26, No. 4, 442-453.

2. Mentzer, John T., Min Soonhong and **Zach G. Zacharia** (2000) "The Nature of Interfirm Partnering in Supply Chain Management," *Journal of Retailing*, Winter, Vol. 76, Issue 4, 549-568.

1. **Zacharia, Zach G**. and Bart Jennings (1998) "The Use of Active Participation and Group Competition to Facilitate Training and Technology Transfer for Adult Learners," *Transportation Research Record,* No. 1637, 13-18.

PAPERS UNDER REVIEW (2)

- Zach G. Zacharia, Scott C. Ellis, Saif Mir, Robert J. Trent - "Gaining Advantage Through Social Exchange: How and Under What Conditions" (Revise and Resubmit)

- **Saif Mir, Timothy W. Breitbach, Zach G. Zacharia, Benjamin T. Hazen "Supplier Cultivation: An Accelerator Approach to Ecosystem Innovation" (Under Review)**

NON - REFEREED PUBLICATIONS (5)

5. **Zach G. Zacharia** (2020), What Every CFO Needs to Know about Supply Chains

4. **Zach G. Zacharia** (2019), Supply Chain Collaboration in Transformative Vertical Industries (Implications of Omnichannel and Drop Shipping)

3. Robert J. Trent, **Zach G. Zacharia,** (2012) "The Wisdom of Becoming a Preferred Customer," *Supply Chain Management Review* Vol. 16, No. 6, 10-18.

2. Nix, W. Nancy, Robert F. Lusch, **Zach G. Zacharia**, and Wesley R. Bridges, (2007) "The Hand That Feeds You – What Makes Some Collaborations with Suppliers Succeed – When So Many Fail?" *The Journal Report- Business Insight* (A Joint Venture with MIT *Sloan Management Review* and *Wall Street Journal*), Dow Jones and Company

1. **Zacharia, Zach G**. (1994) "Expert System Simplifies Bridge Paint Maintenance Programs," *Materials Performance,* June, 25 - 28.

CONFERENCE PROCEEDINGS (18)

18. **Zach Zacharia**, Timothy Breitbach, Ben Hazen, Saif Mir (2019) "Utilizing Accelerator Programs for adopting Innovations to Encourage the Adoption" *CSCMP Conference,* Anaheim, CA, September 15.
17. **Zach Zacharia**, Timothy Breitbach, Ben Hazen, Saif Mir (2018) "Utilizing Accelerator Programs to Encourage the Adoption of New Innovations in Large Organizations" *DSI Conference,* Chicago, IL, November 17.
16. Robert Weidmer, **Zach Zacharia**, (2018) "Competing Governance Mechanisms in Buyer-Supplier Relationships" *DSI Conference,* Chicago, IL, November 16.
15. **Zach Zacharia**, Michael Plasch, Usha Mohan, Markus Gerschberger (2017) "The Role of Coopetition in Buyer Supplier Relationships" *DSI Conference,* Washington, DC, November 18.
14. **Zach Zacharia**, Michael Plasch, Usha Mohan, Markus Gerschberger (2017) "Understanding the Antecedents and Outcomes of Coopetition" *CSCMP Academic Research Conference,* Atlanta, Georgia, September 24.
13. **Zach Zacharia**, Michael Plasch, Usha Mohan, Markus Gerschberger (2017) "The Evolving Role of Coopetition within the Supply Chain" *CSCMP European Research Seminar,* Barcelona, Spain, May 19.
12. Gouda, Sirish, **Zach Zacharia**, Haritha Saranga (2016) "Linking New Forms of Work Organization and External Integration: Mediating role of cross functional collaboration" *DSI Conference,* Austin, Texas, November 21.
11. Blessley, Misty, Saif Mir, **Zacharia, Zach G.,** John Aloysius (2016) "The role of apologies following transgressions in buyer-supplier relationships." *CSCMP Educator Conference,* Orlando, Florida, September 25.
10. Blessley, Misty, Saif Mir, **Zacharia, Zach G.,** John Aloysius (2016) "The role of transactional and relational psychological contract breach in supplier switching behavior." *CSCMP European Research Seminar,* Vienna, Austria, May 13.
9. Blessley, Misty, Saif Mir, **Zacharia, Zach G.,** John Aloysius (2015) "Should I stay or should I go? The role of transactional and relational psychological contract breach in supplier switching behavior." *CSCMP Educator Conference,* San Diego, California, September 27.
8. **Zacharia, Zach G.,** Nancy W. Nix and Robert F. Lusch (2007) "Supply Chain Collaborations: Project Performance and Business Performance" *18th North American Teaching and Research Conference,* Tempe, Arizona, March 29-31.

7. **Zacharia, Zach G.** (2005) "Team Based Learning in MBA and Undergraduate Supply Chain Management Classes" *16th North American Teaching and Research Conference,* Tempe, Arizona, March 17-19.

6. Nix, Nancy W., **Zach G. Zacharia** and Robert F. Lusch (2005) "Keys to Effective Supply Chain Collaboration" *16th North American Teaching and Research Conference,* Tempe, Arizona, March 17-19.

5. **Zacharia, Zach G.** and Marc E. Ruzicka (2003) "Experiential Learning: Live Business Cases in MBA Supply Management and Logistics Classes" *14th North American Teaching and Research Conference,* Tempe, Arizona , March 21- 23.

4. **Zacharia**, **Zach G** (2000) "The Evolution and Growth of Production in the Supply Chain", *Society for Marketing Advances Conference*, Orlando, Florida, November 8-10.

3. **Zacharia, Zach G**., John E. Tidwell and Stephen H. Richards (2000) "An Overview of Truck and Bus Safety:1999 Knoxville Symposium," *4th International Fatigue Management Conference*, Perth, Australia, March 19-2.

2. **Zacharia, Zach G**. and Bart Jennings (1998), "The Use of Active Participation and Group Competition to Facilitate Training and Technology Transfer for Adult Learners," *Transportation Research Board Conference Proceedings,* Washington, District of Columbia, January 4-8.

1. **Zacharia, Zach G**. (1992), "Bridge Paint Expert Systems"*, Second International Organization for Economic Cooperation and Development (OECD) Conference on Knowledge Based Expert Systems in Transportation*, Montreal, Canada, April 3-7.

CONFERENCE PRESENTATIONS (3)

3. **Zach Zacharia**, (2022) "Identifying and Ranking Supply Chain Risks" *WDSI Conference,* Waikoloa, HI, April 7.

2. Annibal Sodero**, Zach Zacharia**, (2022) "Antecedents and outcomes of drop-shipping adoption in the retail supply chain" Euroama Conference, Berlin, July 3rd

1. Saif Mir**, Zach Zacharia**, (2022) "Risks in Procurement and Sourcing" DSI Conference Houston, November 21

PODCASTS (5)

- **Zacharia, Zach G**. (2021), "Red Flags in the Supply Chain" https://business.lehigh.edu/blog/2021/zach-zacharia-red-flags-supply-chain (July 2nd)

- **Zacharia, Zach G**. (2021), "Red Flags in the Supply Chain" https://business.lehigh.edu/blog/2021/zach-zacharia-red-flags-supply-chain (July 2nd)

- **Zacharia, Zach G**. (2021), "Disruptive New Paradigm of the Physical Internet" https://business.lehigh.edu/blog/2021/zach-zacharia-disruptive-new-paradigm-physical-internet (June 3rd)

- **Zacharia, Zach G**. (2018), "Dealing with Disruptive Innovations in the Supply Chain" (https://cbe.lehigh.edu/blog/posts/dealing-disruptive-innovations-supply-chain) (October 24)

- **Zacharia, Zach G**. (2017), "Drop Shipping: A New Opportunity for Retailers and Suppliers" (https://cbe.lehigh.edu/blog/posts/drop-shipping-new-opportunity-retailers-and-suppliers) December 11

- **Zacharia, Zach G**. (2017), "What You Need to Know About the Physical Internet" (https://cbe.lehigh.edu/blog/posts/what-you-need-know-about-physical-internet (March 14) (Ranked 4th in Google Search for Physical Internet)

WORKING PAPERS (6)

- Zach Zacharia, Michael Plasch, Markus Gerschberger "Explorative and exploitative motives for coopetition" *Target: International Journal of Production Economics*

- Zach Zacharia, Annibal Sodero "Drop Shipping and its Effects on the New E-Commerce Retail Paradigm" *Target: Journal of Operations Management"*

- Zach Zacharia, Robert Wiedmer, Kimberly Whitehead "Competing Governance Mechanisms in Buyer-Supplier Relationships" *Target: Journal of Operations Management*

- Zach Zacharia, Cedric Heuchenne, Nada Sanders, Faraz, Alireza "Comparison of populations based on binary characteristics in the presence of non-response" *Target: Production Operations Management Journal*

- Zach Zacharia, Gopal Kumar "Environmental and social performance leads to supply chain performance? An analysis in context of sustainable collaboration" *Target: Supply Chain Management: An International Journal*

- Zach Zacharia, Benjamin Hazen, Timothy Breitbach, Saif Mir "How Accelerator Programs Facilitate Innovation Adoption in Large Organizations" *Target: Journal of Operations Management*

27.Honors and Awards (25)

2023	DATA Department Service Award, Lehigh University
2018	Teaching Innovation Grant, CBE, Lehigh University
2018	Senior Associate Editor for *International Journal of Logistics Management*
2017	Best Reviewer Award *Journal of Business Logistics*
2016	Editor for *Journal of Business Logistics News*
2016	Associate Editor for *Production Operations Management* Special Issue
2015	Associate Editor for *Journal of Business Logistics*
2015	Member of the *Transportation Journal* Editorial Board
2013	Robert and Christine Staub Faculty Excellence Award
2012	Member of the *Journal of Supply Chain Management* Editorial Board
2011	Best Paper Finalist for 2010 (*Journal of Operations Management*)
2011	Best Paper Award (European DSI Conference)
2010-2011	Council of Supply Chain Management Professional Educator Conference Chair
2010	Member of the *Journal of Operations Management* Editorial Board
2010	Member of the *Journal of Business Logistics* Editorial Board
2009-2010	Supply Chain Management Educator Conference Proceedings Editor
2007-2008	Council of Supply Chain Management Case Editor
2007	Best Paper Award (*NARTS-ISM Conference*)
2006	Tied for highest SPOT (Student Perception of Teaching) score
2005	Highest SPOT (Student Perception of Teaching) in INSC department
2000	Doctoral Dissertation Proposal Award (*University of Arkansas)*
2000	Outstanding Student Paper Award *(Society for Marketing Advances)*
2000	Finalist *(ISBM Doctoral Dissertation Award)*
2000	Scholarly Research Grant Recipient *(University of Tennessee)*
1999, 1997	Fellow *(Council of Logistics Management Doctoral Symposium)*

28. Research Funding (16)

2019	DiCentral – SCM and Financial Flow Research $20,000
2019	Ben Franklin Technology Partners and ESPI $20,000
2018	AFIT – Managing Customer Driven Coopettittion Projects $25,000
2017	DiCentral – Drop Shipment Research $20,000
2014-2015	International Travel Grant - One of 5 recipients selected across the entire University $5000
2011	Faculty Research Grant – Lehigh University (Principal Investigator), Catherine Ridings (Lehigh University) " Does investment in Supply Chain Management and Information Technology provide value for micro firms?" $4500
2009	Summer Research Grant – College of Business and Economics, Lehigh University (Principal Investigator), Nada R. Sanders (Lehigh University, Brian S. Fugate (Colorado State University) *"State of Supply Chain Management: A Visionary Perspective"* $3000
2002-2007	Charles Tandy American Enterprise Center Faculty Research Award *(Texas Christian University)* ($10,000/yr)
2003, 05, 07	Junior Faculty Research Grant *(Institute of Supply Management)* ($750/yr)
2005	Research Center for Teaching Excellence, Faculty Fellow Grant *(Texas Christian University)* ($2500)

F. Scholarly Presentations (79)

- **Zacharia, Zach G.,** "*Supply Chain Collaboration in Transformative Vertical Industries"* Retail Value Chain Federation Conference, Teaneck, New Jersey, May 6, 2019

- **Zacharia, Zach G.,** "*Theoretical and Conceptual Foundations of Supply Chain Management"* PhD Research Seminar, Indian Institute of Technology, New Delhi, January India, January 25, 2018.

- **Zach Zacharia**, Michael Plasch, Usha Mohan, Markus Gerschberger "*The Role of Coopetition in Buyer Supplier Relationships*" *DSI Conference,* Washington, DC, November 18, 2017

- **Zacharia, Zach G.,** "*Utilizing Drop Shipment to Improve Your Bottom Line"* Retail Value Chain Federation Conference, Phoenix, Arizona, November 6, 2017

- **Zach Zacharia**, Michael Plasch, Usha Mohan, Markus Gerschberger "*Understanding the Antecedents and Outcomes of Coopetition*" *CSCMP Academic Research Conference,* Atlanta, Georgia, September 24, 2017

- **Zacharia, Zach G.,** "*Complexity in Supply Chain Management"* PhD Research Seminar, Atlanta, Georgia, September 23, 2017

- **Zacharia, Zach G.,** "*Coopetition Research"* PhD Research Seminar, Atlanta, September 22, 2017

- **Zacharia, Zach G.,** "*Buyer Supplier Relationships"* PhD Research Seminar, Atlanta, September 21, 2017

- **Zacharia, Zach G.,** "*Publishing Research in American Supply Chain Journals"* Indian Institute of Technology, New Delhi, India, July 21, 2017.

- **Zacharia, Zach G.,** "*Transforming Traditional Networks Through the Use of Collaborative Environments"* Supply Chain Leaders in Action Conference, Naples, Florida June 5, 2017

- **Zach Zacharia**, Michael Plasch, Usha Mohan, Markus Gerschberger (2017) "*The Evolving Role of Coopetition within the Supply Chain*" CSCMP European Research Seminar*,* Barcelona, Spain, May 19.

- **Zacharia, Zach G.,** "*Logistics PhD programs in the US panel session"* Logistics Doctoral Symposium, Auburn University, Auburn, February 24, 2017.

- **Zacharia, Zach G.,** "*A Research Journey"* Indian Institute of Technology, Trichy, India, February 6, 2017.

- **Zacharia, Zach G.,** "*Orientation and Firm Infrastructure"* PhD Research Seminar, Logistikum, University of Applied Sciences, Steyr, Austria January 12, 2017

- **Zacharia, Zach G.,** "*Strategy"* PhD Research Seminar, Logistikum, University of Applied Sciences, Steyr, Austria January 11, 2017

- **Zacharia, Zach G.,** "*Conceptual Foundations from Procurement and Operations"* PhD Research Seminar, Logistikum, University of Applied Sciences, Steyr, Austria January 10, 2017

- **Zacharia, Zach G.,** "*Conceptual Foundations from Marketing and Logistics"* PhD Research Seminar, Logistikum, University of Applied Sciences, Steyr, Austria January 9, 2017

- **Zacharia, Zach G.,** "*Theoretical and Conceptual Foundations of Supply Chain Management"* PhD Research Seminar, Logistikum, University of Applied Sciences, Steyr, Austria August 10, 2016

- **Zacharia, Zach G.,** "*Philosophy of Science"* PhD Research Seminar, Logistikum, University of Applied Sciences, Steyr, Austria August 9, 2016

- **Zacharia, Zach G.,** " *Conceptual Foundations of Marketing"* PhD Research Seminar, Logistikum, University of Applied Sciences, Steyr, Austria August 8, 2016

- **Zacharia, Zach G.,** " *Conceptual Foundations of Operations"* PhD Research Seminar, Logistikum, University of Applied Sciences, Steyr, Austria August 10, 2016

- Gouda, Sirish, **Zach Zacharia**, Haritha Saranga (2016) "Linking New Forms of Work Organization and External Integration: Mediating role of cross functional collaboration" *DSI Conference,* Austin, Texas, November 21.

- Blessley, Misty, Saif Mir, **Zacharia, Zach G.,** John Aloysius (2016) "The role of apologies following transgressions in buyer-supplier relationships." *CSCMP Educator Conference,* Orlando, Florida, September 25.

- **Zacharia, Zach G.,** " *Increasing Efficiency and Reducing Cost within a Supply Chain"* Indian Institute of Technology, Madras, India, June 13 2016.

- Blessley, Misty, Saif Mir, **Zacharia, Zach G.,** John Aloysius (2016) "The role of transactional and relational psychological contract breach in supplier switching behavior." *CSCMP European Research Seminar,* Vienna, Austria, May 13.

- Bleasley, Misty, Mir, Saif, **Zacharia, Zach G.,** Aloysius, John " *Should I stay or should I go? The role of transactional and relational psychological contract breach in supplier switching behavior"* Council of Supply Chain Management Educator Conference, San Diego, September 27, 2015.

- **Zacharia, Zach G.,** "*Qualitative and Quantitative Research Paths in SCM"* , University of Arkansas, Fayetteville, Arkansas Feb 27, 2015.

- **Zacharia, Zach G.,** "*Publishing Research in American Supply Chain Journals"* Indian Institute of Management, Bangalore, India, January 13, 2015.

- **Zacharia, Zach G.,** Scott Ellis, Robert J. Trent "*Gaining Advantage Through Social Exchange: How and Under What Conditions"* Production Operation Management Conference, Atlanta, Georgia, May 10, 2014.

- Ellis, Scott, **Zacharia, Zach G.,** Jae-Young Oh "*The Role of Functional Congruence in Cross-Functional and Inter-organizational Collaboration"* Decision Sciences Institute Conference, Baltimore, Maryland, November 19, 2013.

- **Zacharia, Zach G.,** "*Supply Chain Management, Collaboration and their Role Across Businesses and People"* Congress of Latin American Engineering Students, Lima, Peru, October 29, 2013.

- **Zacharia, Zach G.,** Scott Ellis, "*Antecedents to Buyer-Engineer Knowledge Transfer"* Production Operation Management Conference, Denver, Colorado, May 4, 2013.

- **Zacharia, Zach G.,** "*Balancing Effective Research and Teaching"* – Invited Panel Presentation, Council of Supply Chain Management Doctoral Symposium, Atlanta, Georgia, October 1, 2012.

- **Zacharia, Zach G.,** "*What are some of the Factors That Affect the Relationship Between Cross Functional New Product Development and New Product Project Performance?"* Decision Sciences Institute Conference, Boston, Massachusetts, November 22, 2011.

- **Zacharia, Zach G.,** "*Supply Chain Security - An Academic Discussion and Future Research"* Invited Panel Presentation, Decision Sciences Institute Conference, Boston, Massachusetts, November 21, 2011.

- **Zacharia, Zach G.,** "*Conference Chairperson Opening Remarks"* Council of Supply Chain Management Educator Conference, Philadelphia, Pennsylvania, October 2, 2011.

- **Zacharia, Zach G.,** William F. Wempe William and Danny Lanier, Jr. "*Concentrated Supply Chain Membership and Financial Performance: Chain- and Firm-Level Perspectives"* Academy of Management Conference, San Antonio, Texas, August 12 – August 17, 2011.

- **Zacharia, Zach G.** and Catherine M. Ridings *"Does investment in Supply Chain Management and Information Technology provide value for micro firms?"* Production Operations Management Conference, Reno, Nevada, April 28-May 1, 2011.

- **Zacharia, Zach G.** and Robert J. Trent *"Supplier Satisfaction and Innovation Sharing"* Decision Sciences Institute Conference, San Diego, November 20-23, 2010.

- Christoph Bode, Stephan M. Wagner and **Zacharia, Zach G.,** "*The Effect of Cooperation, Supplier Development, and Relationship-Specific Investments on Suppliers' Willingness to Share Innovation"* Decision Sciences Institute Conference, San Diego, November 20-23, 2010.

- **Zacharia, Zach G.** *"Personal Career Development in Academia: What now and How"* Council of Supply Chain Management Professionals Doctoral Symposium, San Diego, September 27, 2010.

- **Zacharia, Zach G.** *"Supply Chain Management Overview"* Executive MBA Program, Universidad de Piura, Piura, Peru, June 12, 2010.

- **Zacharia, Zach G.** *"Supply Chain Management Collaboration Strategies"* CSCMP Roundtable, Lima, Peru, June 11, 2010.

- **Zacharia, Zach G.** and John R. MacDonald *"Are differences in Risk Planning Significant?"* Production and Operations Management Conference, Vancouver, Canada, May 7-10, 2010.

- **Zacharia, Zach G.** and Robert J. Trent *"Supplier Satisfaction – How does it matter?"* Production and Operations Management Conference, Vancouver, Canada, May 7-10, 2010.

- **Zacharia, Zach G.,** Nancy W. Nix, and Robert F. Lusch *"The Moderating Role of Absorptive Capability and Collaborative Communication in Organizational Learning"* 19th *North American Teaching and Research Conference,* Tempe, Arizona, March 11-12, 2010

- **Zacharia, Zach G.** and John R. MacDonald *"Risk Planning: Is it of Value"* Decision Sciences Institute Conference, New Orleans, LA, November 17, 2009.

- **Zacharia, Zach G.** *"When Should New Product Development Managers Consider Distribution Logistics"* Decision Sciences Institute Conference, New Orleans, LA, November 15, 2009.

- John R. MacDonald and **Zacharia, Zach G.** *"Risk and Disruption Management: The Impact of Behavioral Interference"* Behavioral Operations Conference, Syracuse, NY, June 26, 2009.

- **Zacharia, Zach G.,** Nancy W. Nix, and Robert F. Lusch *"The Moderating Role of Absorptive Capability and Collaborative Communication in Organizational Learning"* Production and Operation Management Conference, Orlando, FL, May 2, 2009.

- **Zacharia, Zach G.,** Nancy W. Nix and Robert F. Lusch "Supply Chain Collaborations: Project Performance and Business Performance" *18th North American Teaching and Research Conference,* Tempe, Arizona, March 29-31. (2007)

- **Zacharia, Zach G.,** Nancy W. Nix, and Robert F. Lusch *"The Moderating Role of Absorptive Capability and Collaborative Communication in Organizational Learning"* University of Tennessee, Knoxville, TN, November 7, 2006.

- **Zacharia, Zach G.,** Nancy W. Nix, and Robert F. Lusch *"The Moderating Role of Absorptive Capability and Collaborative Communication in Knowledge Acquisition"* DFWCSMP Roundtable meeting, Dallas, TX, October 12, 2006.

- **Zacharia, Zach G.,** *"Early Supplier Involvement"* National Council for Advanced Manufacturing, Washington, MD, June 7, 2006.

- **Zacharia, Zach G.,** Nancy W. Nix, and Robert F. Lusch *"Keys to Effective Supply Chain Collaboration and Knowledge Acquisition"* National Council for Advanced Manufacturing, Washington, MD, June 7, 2006.

- **Zacharia, Zach G.,** Nancy W. Nix, and Robert F. Lusch *"Keys to Effective Supply Chain Collaboration"* Supplier Network Working Group Meeting, Fort Worth, TX March 16, 2006.

- **Zacharia, Zach G.,** Nancy W. Nix, and Robert F. Lusch *"Keys to Effective Supply Chain Collaboration"* Institute of Supply Management Group Meeting, Fort Worth, Texas, January 3, 2006.

- **Zacharia, Zach G.** "Team Based Learning in MBA and Undergraduate Supply Chain Management Classes" *16th North American Teaching and Research Conference,* Tempe, Arizona, March 17-19. (2005)

- Nix, Nancy W., **Zach G. Zacharia** and Robert F. Lusch "Keys to Effective Supply Chain Collaboration" *16th North American Teaching and Research Conference,* Tempe, Arizona, March 17-19. (2005)

- **Zacharia, Zach G.,** *"Education Strategies"* Council of Logistics Roundtable Leadership Forum, Chicago, Illinois, June 11-12, 2004.
- **Zacharia, Zach G.,** and Nancy W. Nix, *"Supply Chain Collaboration – The role of a 3PL intermediary"* Society of Marketing Advances, New Orleans, Louisiana, November 6 - 8, 2003.
- **Zacharia, Zach G.,** Nancy W. Nix, and Robert F. Lusch *"Collaboration Effectiveness in the Supply Chain: A Knowledge and Capabilities Based Approach"* American Marketing Faculty Consortium, Dallas, Texas, October 30-November 2, 2003.

- **Zacharia, Zach G.,** *"What does it mean to be an education officer in your roundtable?"* Council of Logistics Roundtable Leadership Forum, Chicago, Illinois, June 6-7, 2003.

- Nix, Nancy W. and **Zach G. Zacharia**, Track Chairs "*Going Beyond the Hype: Getting and Measuring the Value from your Supply Chain Initiatives"* Council of Logistics Management Conference, Chicago, Illinois, September 23-27, 2003.
- **Zach G. Zacharia,** *Top 10 Truck Safety Recommendations*, Federal Motor Carrier Safety Administration, Washington, District of Columbia, October 16, 2002.
- **Zach G. Zacharia,** *Logistics Involvement in New Product Development*, University of Arkansas, Fayetteville, Arkansas, September 18, 2002.
- **Zach G. Zacharia,** "Supply and Value Chain Certificate Program" presented at the Supply and Value Chain Conference, Ft. Worth, Texas, February 8, 2002.
- **Zach G. Zacharia,** "*Tennessee Transportation Assistance Program*" presented at the Region 4 LTAP conference, St. Petersburg, Florida, May 16, 2001.
- **Zach G. Zacharia,** "*The Evolution and Growth of Production in the Supply Chain*", *2000 Society for Marketing Advances Conference*, Orlando, Florida, November 8. 2000.
- **Zach G. Zacharia,** and Soonhong Min "*The Nature of Interfirm Partnering in Supply Chain Management*" presented at American Marketing Association, Chicago, Illinois, August 5, 2000.
- **Zach G. Zacharia,** *"Searching the Internet and Web Page Design"* presented at University of Tennessee, Knoxville, Tennessee, April 17, 2000.
- **Zach G. Zacharia,** *"An Overview of Truck and Bus Safety: 1999 Knoxville Symposium* presented at the 4th International Fatigue Management Conference, Perth, Australia, March 19 – 22, 2000.
- **Zach G. Zacharia,** "*Traffic Safety and the Internet*" presented at the Governor Highway Safety Conference, Memphis, Tennessee, July 12-14, 1999.
- **Zach G. Zacharia,** "*Tennessee Transportation Assistance Program*" presented at the Asphalt Emulsion Users Conference, Nashville, Tennessee, November 19, 1998.
- **Zach G. Zacharia** and Barton R. Jennings "*The Use of Active Participation and Group Competition to Facilitate Training and Technology Transfer for Adult Learners*" Transportation Research Board Conference, Washington, District of Columbia, January 10-14, 1998.
- **Zach G. Zacharia,** "*Training Requirements for Local Governments*" presented at the National Transportation Training Conference, Reno, Nevada, October 7-9, 1997.
- **Zach G. Zacharia,** "*Logistics Thought: Key Messages and Implications from the Field of Marketing*," presented at the Council of Logistics Management Doctoral Symposium, Chicago, Illinois, October 3-4, 1997.

- **Zach G. Zacharia,** "*Navigating the Internet*" presented at the Southeast Local Roads Conference, Biloxi, Mississippi, September 24-26, 1997.
- **Zach G. Zacharia,** "*Bridge Paint Expert Systems,"* presented at the Second International Organization for Economic Cooperation and Development (OECD) Conference on Knowledge Based Expert Systems in Transportation, Montreal, Canada, June 14-16, 1992.

G. Teaching and Research Advising

COURSES:

Lehigh University (2008 – Present)

- SCM 186 - Supply Chain Management and Operations (Undergraduate 2008 - present)
- SCM 354 - Logistics and Transportation (Undergraduate 2008-present)
- GBUS 453 – Logistics and Transportation (Graduate 2013 – present)
- GBUS 492- Supply Chain Management Strategy (Graduate 2010- 2015) (Summer Course)
- Advising 14 Supply Chain Management Majors (2021)
- Advising 11 Supply Chain Management Majors (2020)
- Advising 21 Supply Chain Management Majors (2019)
- Advising 5 Supply Chain Management Majors (2018)
- Advising 24 Supply Chain Management Majors (2017)
- Advising 9 Supply Chain Management Majors (2016)
- Advising 27 Supply Chain Management Majors (2015)
- Advising 28 Supply Chain Management Majors (2014)
- Advising 24 Supply Chain Management Majors (2013)
- Advising 9 Supply Chain Management Majors (2012)
- Advising 10 Supply Chain Management Majors (2011)
- Advising 13 Supply Chain Management Majors (2010)
- Advising 6 Supply Chain Management Majors (2009)

Texas Christian University (2001 – 2008)

- Strategic Sourcing and Procurement (Professional MBA) 2007
- Business Simulation (Professional MBA) 2007
- Supply Chain Management Concepts (Full-Time MBA) 2005 – 2008
- Supply Chain Management Concepts (Professional MBA) 2001– 2008
- Logistics and Transportation (Professional MBA) 2001 - 2008
- Supply Chain Tools and Technologies (Professional MBA) 2002
- Logistics and Transportation (Undergraduate) 2001 - 2008
- Supply Chain Management Concepts (Undergraduate) 2003 – 2004
- Supply Chain Tools and Technologies (Undergraduate) 2003
- Procurement and Supply Management (Undergraduate) 2003

University of Tennessee (1996-2001)

- Introduction to Transportation (Undergraduate) Summer 1998
- Introduction to Logistics (Undergraduate) Summer 1999
- Marketing Management (Undergraduate) Spring 2000
- Global Logistics and Transportation (Undergraduate) Summer 2000

H. SERVICE

University

Faculty Compensation Committee (2016 – 2019)

College

Director, Center for Supply Chain Research Lehigh
Promotion and Tenure Committee (2021 – onwards)
Chair, Database and Software Committee (2018 – onwards)
Ph.D. Task Force (2017)
Undergraduate Core Curriculum Committee (2016)
Math Committee to Assess Assessment Results (2010)

Department

BIS Assistant Professor Search Chair – Tenure Track (2021-2021)
SCM Assistant Professor Search Chair – Tenure Track (2020-2020)
DATA Department Chair Search – Tenure Track (2019-2019)
SCM Assistant Professor Search Chair – Tenure Track (2018-2018)
SCM POP Search Chair (2017-2017)
Research Seminar Committee (2010-2011)
SCM Club Faculty Liaison (2009-2019)

Professional (Council of Supply Chain Management Professionals)

Education Committee Member -Lehigh Valley Roundtable (2015-onwards)
President – Lehigh Valley Roundtable (2012-2015)
Education Conference Chair (2010 – 2011)
Education Strategies Committee Member (2007 – 3-year term)
Case Editor (3-year term)
President – Dallas Roundtable (2007-2008)
Vice President – Dallas Roundtable (2006-2007)
Education chair – Dallas Roundtable (2004-2006)
Member (1999 – onwards)

External Service

Rockefeller Group – Expert Service Consulting (Jan 2020)

Exhibit B - Eligibility Criteria - Professional Evidence

March 5, 2026

TO WHOM IT MAY CONCERN:

This letter is to certify that Breno de Castro Nogueira has been providing professional services as a full-time Software Developer, initially working on the Kickserv platform and later on the Joist platform.

During the period in which Mr. Nogueira worked on the Kickserv platform, he was fully allocated to its development and maintenance. From July 22, 2022 to August 10, 2023, this software product was owned and operated by Norman's Dojo, Inc. On August 10, 2023, it was acquired by EverCommerce, Inc., its current owner.

On November 1, 2025, Mr. Nogueira was internally allocated to work on another software platform within the EverCommerce portfolio called Joist, where he continues to work in the same professional capacity to the present date.

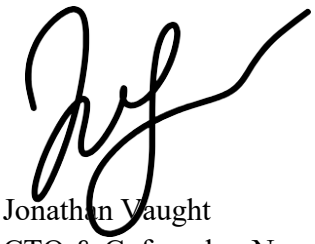
Norman's Dojo, Inc. and EverCommerce, Inc. are software development companies based in Denver, Colorado, United States.

The main duties performed are:

- Designing, developing, and maintaining web and software applications according to project requirements
- Collaborating with cross-functional teams to define, design, and implement new features
- Writing and documenting code following best practices and coding standards
- Identifying and resolving technical issues, bugs, and performance bottlenecks to ensure optimal functionality
- Managing and training junior developers

Jonathan Vaught, on behalf of both Norman's Dojo, Inc. and EverCommerce, Inc., issues this statement by request of Mr. Nogueira.

Sincerely,



Jonathan Vaught
CTO & Cofounder, Norman's Dojo, Inc.
Senior Director, Product & Technology, EverCommerce, Inc.
jonathan@kickserv.com
+18033198553

JOBSITY

PROOF OF WORK

Lakewood, November 11, 2025

TO WHOM IT MAY CONCERN:

This letter is to certify that Breno de Castro Nogueira provided professional services as a Software Developer (full time) at Jobsity LLC from July 22nd, 2019 until July 22nd, 2022. Jobsity is a company focused on the Software Development industry, based in Lakewood, United States of America.

The main duties performed were:

- Designing, developing, and maintaining web and software applications according to project requirements.
- Collaborating with cross-functional teams to define, design, and implement new features.
- Writing and documenting code following best practices and coding standards.
- Identifying and resolving technical issues, bugs, and performance bottlenecks to ensure optimal functionality.

Jobsity LLC issues this certificate by request of Mr. Breno de Castro Nogueira can use it according to his interests.

Sincerely,

Daniela Orellana Ospina.

Daniela Orellana Ospina – daniela.orellana@jobsity.com
Head of HR & Country Manager - +57 3127563987
Jobsity LLC

Jobsity LLC
12795 W Nevada Pl
Lakewood CO, 80228
720 329-9058
info@jobsity.com

UNIVERSIDADE FEDERAL FLUMINENSE

SUPERINTENDÊNCIA DE TECNOLOGIA DA INFORMAÇÃO

November 19th, 2025

To Whom It May Concern,

This letter is to certify that Mr. Breno de Castro Nogueira worked as a full-time Information Technology Technician at Universidade Federal Fluminense. from October 26, 2015 to June 30, 2022. In this position, he has demonstrated consistent career progression, showcasing increasing levels of responsibility and expertise in his field. His job duties as the Information Technology Technician included the following:

- Develop systems and applications.
- Perform maintenance on systems and applications.
- Designing systems and applications.
- Select work resources.

Please do not hesitate to contact me at adm.sti@id.uff.br, should you have further questions regarding Mr. Breno de Castro Nogueira employment or qualifications.

Sincerely,

Rozana de Oliveira Guimarães Moreira

Head of the Data Quality and Systems Division

Address: Av. General Milton Tavares s/n , 2o andar
Campus do Praia Vermelha – São Domingos - Niterói/RJ – CEP: 24.210-310
E-mail: adm.sti@id.uff.br

FLUMINENSE FEDERAL UNIVERSITY

NOTICE No. 182 OF AUGUST 26, 2015

The President of the Fluminense Federal University, in the exercise of his authority, pursuant to Article 37, item II, of the Federal Constitution, Decree No. 6,944 of August 21, 2009, Decree No. 7,232 of July 19, 2010, Ordinance of the Ministry of Education No. 243 of March 3, 2011, and Interministerial Ordinance No. 111 of April 2, 2014, published in the Federal Official Gazette No. 064 of April 3, 2014, Section 1, pages 56 and 57, hereby resolves to approve, in compliance with item 11 of Notice No. 101/2015, published in the Federal Official Gazetten No. 072 of April 16, 2015, Section 3, pages 55 to 64, the final results of the Civil Service Examination intended to fill technical and administrative positions, to be assigned to the academic and administrative units of this University located in the State of Rio de Janeiro.

This document can be verified at the website http://www.in.gov.br/autenticidade.html, using code 00032015082800049

Document digitally signed in accordance with Provisional Measure No. 2.200-2 of 08/24/2001, which establishes the Brazilian Public Key Infrastructure - ICP-Brasil.

1. The positions, together with the list of the respective qualified candidates, subject to the limits set forth in Annex II of Decree No. 6,944/2009, are as follows:

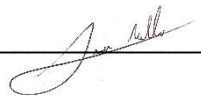
Position: Information Technology Technician (Niterói)

Ranking; Name; Final Score / 1; BRENO DE CASTRO NOGUEIRA; 70.33 / 2; BRUNO NEVES BELIZARIO; 65.00 / 3; HIGOR DOS SANOTS PINTO; 65.00 / 4; FABIANA DOS SANTOS GUIMARAES; 64.33

This document can be verified at the website http://www.in.gov.br/autenticidade.html, using code 00032015082800049

Document digitally signed in accordance with Provisional Measure No. 2.200-2 of 08/24/2001, which establishes the Brazilian Public Key Infrastructure - ICP-Brasil.

I, André Vinícius Inacio Penna Mello, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.



Date: February 4, 2026.

EXTRATO DE TERMO ADITIVO Nº 1/2015 - UASG 153045

Número do Contrato: 29/2015.
Nº Processo: 19539/14-77.
PREGÃO SISPP Nº 248/2014. Contratante: UNIVERSIDADE FEDERAL DO CEARA -CNPJ Contratado: 18626568000188. Contratado : FC CONSTRUCOES E EMPREENDIMENTOS -LTDA - EPP. Objeto: A vigencia do contrato original fica prorrogada por 60(sessenta)dias corridos:de 20 dejulho de 2015 a 17 de setembro de 2015. Fundamento Legal: Lei 8666/93 . Vigência: 20/07/2015 a 17/09/2015. Data de Assinatura: 20/07/2015.

(SICON - 27/08/2015) 153045-15224-2015NE800020

EXTRATO DE TERMO ADITIVO Nº 3/2015 - UASG 153045

Número do Contrato: 83/2014.
Nº Processo: 4617/14-86.
CONCORRÊNCIA SISPP Nº 9/2014. Contratante: UNIVERSIDADE FEDERAL DO CEARA -CNPJ Contratado: 16552800000155. Contratado : FERRARA SERVICOS DE CONSTRUCOES -LTDA - EPP. Objeto: A vigência do contrato original fica prorrogada por 150 (cento e cinquenta) dias corridos:de 21 de agosto a 17 de janeiro de 2016. Fundamento Legal: Lei 8.666/93 . Vigência: 21/08/2015 a 17/01/2016. Data de Assinatura: 20/08/2015.

(SICON - 27/08/2015) 153045-15224-2015NE800020

EDITAL Nº 178, DE 27 DE AGOSTO DE 2015
HOMOLOGAÇÃO DE RESULTADO DE CONCURSO PÚBLICO

O Reitor da Universidade Federal do Ceará, no uso de suas atribuições legais e estatutárias, resolve homologar o resultado final do Concurso Público para Professor do Magistério Superior - Campus da UFC em Fortaleza, conforme discriminado abaixo:

Edital de Inscrição	Regime	Classe	Departamento / Unidade	Setor de Estudo	Classificados
83/2015	40h/DE	Classe A, com denominação de Adjunto-A	Departamento de Engenharia Mecânica/CT	Mecânica dos Fluidos	1º Claus Franz Wehmann
103/2015	40h/DE	Classe A, com denominação de Adjunto-A	Departamento de Engenharia Elétrica/CT	Instalações Elétricas Industriais	1º Raphael Amaral da Câmara
108/2015	40h/DE	Classe A, com denominação de Adjunto-A	Departamento de Física/CC	Sistemas Complexos	1º Saulo Davi Soares e Reis

HENRY DE HOLANDA CAMPOS

EDITAL Nº 179, DE 27 DE AGOSTO DE 2015
SELEÇÃO PARA PROFESSOR SUBSTITUTO
CAMPUS EM SOBRAL

O Reitor da Universidade Federal do Ceará torna público para conhecimento dos interessados, que se acham abertas, na sede do curso interessado, nos dias 02, 03 e 04 de setembro de 2015, de 08 às 14 horas, as inscrições da Seleção de Professor Substituto para o Magistério Superior no Setor de Estudo e Vaga a seguir indicado:

1.1.CAMPUS DA UFC EM SOBRAL

1.1.1.Curso de Psicologia

SETOR DE ESTUDO	REGIME	VAGA
Análise do Comportamento	40h	01

2. A inscrição far-se-á na sede da Coordenação do Curso de Psicologia, Av. Lúcia Sabóia, nº 215, Bairro Centro - Sobral/CE - CEP: 62.010-830. Telefone: (88) 3613.1663.

3. A seleção de que trata o presente Edital visa à contratação de professor substituto para lecionar no Curso de Psicologia, ministrado por esta Instituição, no município de Sobral.

4. Titulação exigida: título de Mestre

•Taxa de Inscrição: R$ 94,00 (noventa e quatro reais).

•Remuneração: R$ 3.799,70 (três mil, setecentos e noventa e nove reais e setenta centavos).

5. O prazo de validade da Seleção de que trata o presente Edital será 1 (um) ano, contado a partir da data de publicação da homologação do resultado da Seleção no Diário Oficial da União, prorrogável apenas uma vez por igual período, a critério da Universidade.

6. As demais condições e exigências estabelecidas para Seleção constam do presente Edital em seu inteiro teor disponível no site www.progep.ufc.br, para conhecimento dos interessados.

7. Verificada no término do prazo de inscrição a inexistência de candidatos, a inscrição será reaberta nos dias 08, 09 e 10 de setembro de 2015, automaticamente, exigindo-se diploma de graduação.

8. Se, ao término da Seleção para a qual tenham ocorrido as inscrições, verificar-se a inexistência de candidatos aprovados, a inscrição será reaberta uma única vez, automaticamente, por 03 (três) dias úteis, com início no 2º dia útil subsequente à data da aprovação do resultado da Seleção pelo Diretor do Campus da UFC em Sobral, da seguinte forma:

•Seleção com exigência de título de Mestre, a inscrição será reaberta com exigência de diploma de Graduação;

•Seleção com exigência de diploma de Graduação, a inscrição será reaberta com exigência de diploma de Graduação.

9. O presente Edital regulamentará a inscrição e respectiva seleção dos processos mencionados nos itens 7 e 8, observadas as seguintes alterações:

9.1. Titulação exigida: diploma de Graduação

•Taxa de Inscrição: R$ 70,00 (setenta reais).

•Remuneração: R$ 2.814,01 (dois mil, oitocentos e quatorze reais e um centavo).

HENRY DE HOLANDA CAMPOS

EDITAL Nº 180, DE 27 DE AGOSTO DE 2015
SELEÇÃO PARA PROFESSOR SUBSTITUTO
CAMPUS EM FORTALEZA

O Reitor da Universidade Federal do Ceará torna público, para conhecimento dos interessados, que se acham abertas na sede do Departamento abaixo discriminado, nos dias 02, 03 e 04 de setembro de 2015, de 08 às 11 e de 14 às 17 horas, as inscrições da Seleção de Professor Substituto para o Magistério Superior no Setor de Estudo e Vaga a seguir indicados:

1.1. FACULDADE DE EDUCAÇÃO

DEPARTAMENTO	SETOR DE ESTUDO	REGIME	VAGA
1.1.1. Fundamentos da Educação	Metodologia Científica	20h	01

2. Titulação exigida: título de Doutor

•Taxa de Inscrição: R$ 74,00 (setenta e quatro reais).

•Remuneração: R$ 2.983,59 (dois mil, novecentos e oitenta e três reais e cinquenta e nove centavos).

3. O prazo de validade da Seleção de que trata o presente Edital será de 01 (um) ano, contado a partir da data de publicação da homologação do resultado da Seleção no Diário Oficial da União, prorrogável apenas uma vez por igual período, a critério da Universidade.

4. As demais condições e exigências estabelecidas para Seleção constam do presente Edital em seu inteiro teor disponível no site www.progep.ufc.br, para conhecimento dos interessados.

5. Verificada no término do prazo de inscrição a inexistência de candidatos, a inscrição será reaberta nos dias 08, 09 e 10 de setembro de 2015, automaticamente, exigindo-se título de Mestre, e, a persistir a situação, ou seja, ausência de candidato com título de Mestre, reaberta nos dias 11, 14 e 15 de setembro de 2015, automaticamente, exigindo-se diploma de graduação.

6. Se, ao término da Seleção para a qual tenham ocorrido as inscrições, verificar-se a inexistência de candidatos aprovados, a inscrição será reaberta uma única vez, automaticamente, por 03 (três) dias úteis, com início no 2º dia útil subsequente à data da aprovação do resultado da Seleção pelo Diretor do Instituto interessado, da seguinte forma:

•Seleção com exigência de título de Doutor, a inscrição será reaberta com exigência de Título de Mestre;

•Seleção com exigência de título de Mestre, a inscrição será reaberta com exigência de diploma de Graduação;

•Seleção com exigência de diploma de Graduação, a inscrição será reaberta com exigência de diploma de Graduação.

7. O presente Edital regulamentará a inscrição e respectiva seleção dos processos mencionados nos itens 5 e 6, observadas as seguintes alterações:

7.1. Titulação exigida: título de Mestre

•Taxa de Inscrição: R$ 62,00 (sessenta e dois reais).

•Remuneração: R$ 2.498,78 (dois mil, quatrocentos e noventa e oito reais e setenta e oito centavos).

7.2.Titulação exigida: diploma de Graduação

•Taxa de Inscrição: R$ 50,00 (cinquenta reais).

•Remuneração: R$ 2.018,77 (dois mil e dezoito reais e setenta e sete centavos.

HENRY DE HOLANDA CAMPOS

SUPERINTENDÊNCIA DOS HOSPITAIS UNIVERSITÁRIOS DA UFC
HOSPITAL UNIVERSITÁRIO WALTER CANTÍDIO

EXTRATO DE TERMO ADITIVO Nº 1/2015 - UASG 150244

Número do Contrato: 90/2014.
Nº Processo: 14375/2015-72.
INEXIGIBILIDADE Nº 26/2014. Contratante: UNIVERSIDADE FEDERAL DO CEARA -CNPJ Contratado: 34028316001002. Contratado : EMPRESA BRASILEIRA DE CORREIOS E -TELEGRAFOS. Objeto: Em conformidade com o art. 57,II da Lei 8.666/93 e com a cláusula sétima do contrato ora aditado, as partes acordam em prorrogar o contrato por mais 12 (doze) meses. Fundamento Legal: Lei 8.666/93 e suas alterações posteriores. Vigência: 21/08/2015 a 20/08/2016. Valor Total: R$11.217,40. Fonte: 6153368966 - 2015NE800072. Data de Assinatura: 18/08/2015.

(SICON - 27/08/2015) 150244-15224-2015NE800037

UNIVERSIDADE FEDERAL DO ESPÍRITO SANTO

RESULTADO DE JULGAMENTO
CONCORRÊNCIA Nº 3/2015

Empresa vencedora:Construtora Nogueira e Oliveira Ltda, CNPJ:04.390.463/0001-68,valorR$537.667,39.

MEYRIANE VIEIRA
Membro da comissão

(SIDEC - 27/08/2015) 153046-15225-2015NE800001

UNIVERSIDADE FEDERAL DO ESTADO DO RIO DE JANEIRO

EXTRATO DE INEXIGIBILIDADE
DE LICITAÇÃO Nº 31157/2015 - UASG 154034

Nº Processo: 23102000241200529 . Objeto: Reconhecimento da dívida - 2015 referente a contratação de empresa especializada na prestação de serviço de telefonia fixa Total de Itens Licitados: 00001. Fundamento Legal: Art. 25º, Caput da Lei nº 8.666 de 21/06/1993.. Justificativa: Reconhecimento de dívida Declaração de Inexigibilidade em 27/08/2015. NURIA MENDES SANCHEZ. Pró-reitora de Administração. Ratificação em 27/08/2015. LUIZ PEDRO SAN GIL JUTUCA. Reitor. Valor Global: R$ 121.312,09. CNPJ CONTRATADA : 33.000.118/0001-79 TELEMAR NORTE LESTE S/A.

(SIDEC - 27/08/2015) 154034-15255-2014NE801278

HOSPITAL UNIVERSITÁRIO GAFFRÉE E GUINLE

EXTRATO DE DISPENSA
DE LICITAÇÃO Nº 281/2015 - UASG 154035

Nº Processo: 23102003767201532 . Objeto: Aquisição de materiais hospitalares (fios cirúrgicos). Total de Itens Licitados: 00031. Fundamento Legal: Art. 24º, Inciso IV da Lei nº 8.666 de 21/06/1993.. Justificativa: A demanda exige pronta providência da administração a fim de debelar danos irreparáveis à saúde dos pacientes. Declaração de Dispensa em 27/08/2015. LILIAN BERTOLANI MATIAS. Chefe da Divisão de Patrimônio e Material. Ratificação em 27/08/2015. FERNANDO RAPHAEL DE ALMEIDA FERRY. Ordenador de Despesas. Valor Global: R$ 48.730,40. CNPJ CONTRATADA : 31.673.254/0001-02 LABORATORIOS B BRAUN SA. Valor: R$ 16.575,20. CNPJ CONTRATADA : 40.382.970/0001-13 HEALTHCARE COMERCIO DE MATERIAL MEDICO, CIRURGICO E HOPITALAR LTDA.. Valor: R$ 32.155,20

(SIDEC - 27/08/2015) 154035-15255-2015NE000118

UNIVERSIDADE FEDERAL FLUMINENSE

EDITAL Nº 182, DE 26 DE AGOSTO DE 2015

O Reitor da Universidade Federal Fluminense, no uso de suas atribuições, tendo em vista o disposto no artigo 37, inciso II, da Constituição Federal, no Decreto N.º 6.944, de 21 de agosto de 2009, no Decreto N.º 7.232, de 19 de julho de 2010, na Portaria do Ministério da Educação n.º 243, de 03 de março de 2011, e na Portaria Interministerial N.º 111, de 02 de abril de 2014, publicado no Diário Oficial da União n.º 064, de 03 de abril de 2014, seção 1, páginas 56 e 57, resolve homologar, dando cumprimento ao item 11 do Edital N.º 101/2015, publicado no Diário Oficial da União n.º 072, de 16 de abril de 2015, seção 3, páginas 55 a 64, o resultado final do Concurso Público destinado ao provimento de cargos técnico-administrativos, para lotação nas unidades acadêmicas e administrativas desta Universidade, situadas no Estado do Rio de Janeiro.

1. Os cargos, com a relação dos respectivos habilitados, respeitados os limites previstos no Anexo II, do Decreto N.º 6.944/2009, são:

1.1. Vagas de ampla concorrência:

Cargo: Administrador (Niterói)

Classificação; Nome; Nota Final/ 1; LETICIA GIL TURON E SILVA; 80,33/ 2; GISLEYDE SILVA SACRAMENTO; 79,33/ 3; DYULIANA MARIA GARCIA SOARES MACHADO; 77,33/ 4; ANGELA MARIA MOREIRA DE FREITAS; 75,66/ 5; ANA PATRICIA DE ALMEIDA LIMA; 75,66

Cargo: Analista de Tecnologia da Informação (Niterói)

Classificação; Nome; Nota Final/ 1; THIAGO DA CUNHA BRITO; 85,66/ 2; PRISCILA PEREIRA DE CAMARGO; 81,00/ 3; RAFAEL JOSE DO NASCIMENTO SILVA; 79,00/ 4; RAPHAELA PEDREIRA NUNES; 77,66/ 5; ALEXANDRE SANTANA VIEIRA; 75,66/ 6; EMANUEL CABRAL DE CARVALHO; 74,66/ 7; LEONARDO LUIS DA SILVA NARDI; 74,00/ 8; KAREN MIYUKI NAKAZATO; 73,33/ 9; RUBENS DE OLIVEIRA MORAES FILHO; 73,00

Cargo: Assistente em Administração (Angra dos Reis)

Classificação; Nome; Nota Final/ 1; LUIZA CALDAS PEREIRA; 83,33/ 2; JULIO CESAR BARBOSA MACHADO JUNIOR; 77,00/ 3; LEONARDO HONORATO AMORIM; 76,00/ 4; CLAUDIO DE CARVALHO LAGES FILHO; 75,00/ 5; JOAO CARLOS ANTUNES RIBEIRO; 73,66/ 6; MARILANES GOMES DE JESUS; 72,00/ 7; NEIDIANA DA SILVA MACHADO; 71,66/ 8; PEDRO PAULO DE CARVALHO ANTONIO; 71,66/ 9; VIDDA THAYNA SILVA SOARES; 70,00

Cargo: Assistente em Administração (Niterói)

Classificação; Nome; Nota Final/ 1; RAMON LOPES DO NASCIMENTO; 90,00/ 2; THAIS POUBEL MAIA VINAGRE; 89,33/ 3; ELIAS AUGUSTO DE AGUIAR LENGRUBER; 88,00/ 4; NATHALIA MENDONCA MARTINS; 87,33/ 5; CARLOS HENRIQUE FARIA DE SOUZA; 87,00/ 6; FILIPE VIDAL DE SOUSA; 87,00/ 7; ULISSES SANTOS DE SOUSA DE CASTRO; 87,00/ 8; THAISA ALVES MOREIRA; 87,00/ 9; HELLEN DE LIMA MEDEIROS; 87,00/ 10; IVA DOS SANTOS PEREIRA BRAGA; 86,66/ 11; JARDEL SCHETTINO CAETANO; 86,66/ 12; PEDRO PORTOCARRERO PINHEIRO; 86,66/ 13; RODRIGO DO NASCIMENTO SILVA; 86,33/ 14; LEONARDO FERREIRA DOS SANTOS; 85,66/ 15; LETICIA GIL TURON E SILVA; 85,66/ 16; JACQUELINE RODRIGUES OLIVEIRA MACHARETE; 85,33/ 17; ANGELICA DE OLIVEIRA RAEDER; 85,33/ 18; RANI AURORE JULIANO; 85,00/ 19; CLARICE RODRIGUES PINHEIRO; 85,00/ 20; KARINE DUARTE GONCALVES; 85,00/ 21; TAIANA SILVA SOARES; 84,33/ 22; GABRIELA BASTOS LOURENCO; 84,33/ 23; THAIS PAIVA DE OLIVEIRA; 83,66/ 24; ANA CAROLINA BRUST MARQUES; 83,66/ 25; RENATA VERAS VENTURIM; 83,66/ 26; MARCIO DE AMORIM MACHADO FERREIRA; 83,33/ 27; MARCUS VINICIUS DE ASSIS E SILVA; 83,33/ 28; ANA ALCANTARA MARTINS; 83,33/ 29; SANTHYAGO CAMELLO; 83,33/ 30; RICARDO DINIZ PALHARES; 83,00/ 31; LEONARDO GARCIA DE ARAUJO; 82,66/ 32; ANDREIA CASSANE MARTINS; 82,66/ 33; RAQUEL DA COSTA MENDONCA; 82,66/ 34; PRINCYA DOS SANTOS NASCIMENTO SILVA; 82,33/ 35; VALERIA FERREIRA DINIZ ALVES; 82,33/ 36; ANA BEATRIZ OLIVEIRA REIS; 82,33/ 37; WAGNER PERES BRAGA; 82,00/ 38; TADEU LOURENCO DE ARAUJO; 82,00/ 39; PATRICIA AZANA REZENDE PEREIRA; 82,00/ 40; ANA PATRICIA DE ALMEIDA LIMA; 82,00/ 41; MARCELA CRISTINA VASCONCELLOS DA SILVA; 82,00/ 42; VERONICA FERREIRA SILVEIRA; 82,00/ 43; PHELIPE AUGUSTO MARINS; 81,66/ 44; CAROLINA GONCALVES PIRES; 81,66/ 45; LEANDRO LINZMEIER; 81,66/ 46; AIRTON SANTOS BOLQUETT JUNIOR; 81,66/ 47; ERICA MONTEIRO DA MOTTA BAGATTINI GUEDES; 81,66/ 48; ORIOSVALDO SANTOS ARAUJO; 81,33/ 49; SUELEN ANDRADE DE SOUZA; 81,33/ 50; LETICIA PEREIRA DA SILVA; 81,33/ 51; MARIANA PEREIRA BERNARDES CASTEL BRANCO; 81,33/ 52; VITOR IERUSALIMSCHY; 81,33/ 53; ELZA CLAUDIA MADEIRO DE ALBUQUERQUE NASCIMENTO; 81,00/ 54; FREDERICO DANIEL JUNQUEIRA ROBERTO; 81,00/ 55; BRUNA FARIAS VIEIRA; 81,00/ 56; ANA MARIA COELHO DE SOUSA; 81,00/ 57; LARISSA PAIVA FERNANDES; 81,00/ 58; LUCAS ALMEIDA MAIA; 81,00/ 59; FELIPE SANTOS DA CRUZ; 80,66/ 60; THIAGO SANTOS LIMA; 80,66

Cargo: Assistente em Administração (Nova Friburgo)

Classificação; Nome; Nota Final/ 1; GUILHERME CESAR BARROS BOHRER JUNIOR; 88,00/ 2; TAIS NOGUEIRA MAIA; 84,33/ 3; NILMA DE FATIMA BEZERRA DE MORAES; 84,00/ 4; ELIANE FREZ ESPINDOLA; 83,66/ 5; BRUNO AZEVEDO QUINTINO; 80,00/ 6; GUILHERME CYPRIANO GOMES; 79,00/ 7; MARIELE DA SILVA CASTRO; 77,66/ 8; ALESSANDRA MARTINS TORRES; 77,66/ 9; IGOR MEDINA ITO; 77,33

Cargo: Assistente em Administração (Rio das Ostras)

Classificação; Nome; Nota Final/ 1; CINTIA HOR MEYLL SILVA; 82,33/ 2; SHAIANNE MACEDO FONTES ROSA DE SOUZA; 81,33/ 3; IURI BARROS DA SILVA; 80,66/ 4; CARLOS HENRIQUE RODRIGUES MONNERAT; 80,00/ 5; ROMILDO DE ALMEIDA MUNIZ; 78,33

Cargo: Assistente em Administração (Santo Antônio de Pádua)

Classificação; Nome; Nota Final/ 1; GESSY ROSALINO DO COUTO; 86,33/ 2; NATIELI DA SILVA SARAIVA; 83,00/ 3; JULIANA SILVA CHAMBELA DOMINGUES; 82,66/ 4; THIARA PEREIRA CHIARELLO; 82,66/ 5; JEFFERSON AUGUSTO DOS SANTOS LOPES; 82,33/ 6; MARIANA MORAES PAES; 81,00/ 7; JULIANA PEIXOTO DE AGUIAR; 80,33/ 8; ALINE REIS AMIM; 80,00/ 9; VANESSA MOREIRA NUNES DE PAIVA; 80,00

Cargo: Assistente em Administração (Volta Redonda)

Classificação; Nome; Nota Final/ 1; MARCELO MENEZES DA SILVA GOMES; 85,66/ 2; CRISTIANE DA SILVA SOUZA; 83,00/ 3; JALES ANTONIO DE SOUZA; 81,00/ 4; SANDRA MARIA FURTADO ARIEIRA; 80,66/ 5; PATRICIA ARAUJO RIOS; 79,33

Cargo: Auxiliar em Administração (Angra dos Reis)

Classificação; Nome; Nota Final/ 1; ALOISIO AFONSO DE ARAUJO KELMER; 83,66/ 2; GEORGE TEODORO DE OLIVEIRA; 83,33/ 3; GISELLE MATOS LAGES DE SOUSA; 83,00/ 4; LEONARDO GUIMARAES DE SOUZA; 81,33/ 5; MARILANES GOMES DE JESUS; 77,33

Cargo: Auxiliar em Administração (Niterói)

Classificação; Nome; Nota Final/ 1; LIDIA CAMPOS RIBEIRO; 93,33/ 2; NATHALIA MENDONCA MARTINS; 92,33/ 3; VERONICA FERREIRA SILVEIRA; 90,66/ 4; GABRIELA BASTOS LOURENCO; 90,33/ 5; DEBORA DE SOUZA ARANHA; 89,66/ 6; MICHELLE ALMEIDA ROLAO; 89,33/ 7; KELLY CRISTINE ALVES PASSOS; 89,33/ 8; FERNANDA LUIZA DE CASTRO ROSA; 88,66/ 9; LEONARDO FERREIRA DOS SANTOS; 87,33/ 10; JOANA ANGELICA DA SILVA DE SOUZA; 86,66/ 11; CINTIA HOR MEYLL SILVA; 86,66/ 12; CARLOS HENRIQUE FARIA DE SOUZA; 86,00/ 13; BEATRIZ LAGES DE OLIVEIRA ALVES; 86,00/ 14; ALINE DE PAIVA SOARES; 86,00/ 15; CARLOS PIRES GASPAR; 85,66/ 16; CLAUDIO DE OLIVEIRA PEDREIRA; 85,66/ 17; ROSEMERI ALVES MARINS; 85,66/ 18; MIRIAN AMORIM GUSMAO; 85,33

Cargo: Auxiliar em Administração (Volta Redonda)

Classificação; Nome; Nota Final/ 1; ALINE BIANCHINI HENRIQUES; 87,66/ 2; DEIVES DA SILVA LUCIO; 87,00/ 3; LUIS FELIPE OLIVEIRA ALVES DA SILVA; 86,66/ 4; CHRISTIAN DOS SANTOS SILVA; 86,66/ 5; PAULA ESTEVES PINTO; 85,00

Cargo: Bibliotecário-Documentalista (Niterói)

Classificação; Nome; Nota Final/ 1; GABRIELA SOUZA NETO PIMENTA; 77,00/ 2; ELIETE NASCIMENTO DE SOUZA CARVALHO; 75,66/ 3; CATIANA DE ARAUJO MIRANDA; 72,66/ 4; MONNIQUE SAO PAIO DE AZEREDO ESTEVES; 72,00/ 5; THULIO PEREIRA DIAS GOMES; 70,66

Cargo: Bibliotecário-Documentalista (Santo Antônio de Pádua)

Classificação; Nome; Nota Final/ 1; MARIA DALVA PEREIRA DE SOUZA; 68,66/ 2; DANIELE DE ALMEIDA SIMAS; 65,33/ 3; LEANDRO MARTINS COTA BUSQUET; 62,00/ 4; MARTA MARIA RAMOS PINTO; 61,33/ 5; ROBERTA CAMPOS DE JESUS; 59,66

Cargo: Engenheiro/ Área: Mecânica (Niterói)

Classificação; Nome; Nota Final/ 1; GUSTAVO MOREIRA DOS SANTOS; 65,33/ 2; MARCIO GABRIEL MOURA NETTO; 64,33/ 3; ANDRE DE ARAUJO OLIVEIRA; 64,33/ 4; FARLEY FREITAS ALMEIDA; 63,33

Cargo: Médico / Área: Neonatologia (Niterói)

Classificação; Nome; Nota Final/ 1; REGINA CELIA FERNANDES DE ABREU; 86,33/ 2; JAQUELINE SERRA BRAND; 83,33/ 3; CAMILA DA SILVEIRA LOPES GOES; 83,00/ 4; VIRGINIA GONTIJO ABREU DA ROSA; 81,66/ 5; THATYANA RIBEIRO MEDEIROS; 81,66/ 6; CAMILA BARROS MELGACO DA SILVA; 81,33/ 7; JOYCE MELLO DE OLIVEIRA ALVES; 80,33/ 8; JULIANA FIONDA GOES; 79,00/ 9; DANIELLE RODRIGUES LOPES; 79,00/ 10; ROBERTA DE OLIVEIRA RIBEIRO; 78,66/ 11; PATRICIA BARROS DE PAULA ALCANTARA; 78,66/ 12; FERNANDA MARIA SANTANA PINTO; 78,00/ 13; DIANA ALMEIDA DE LIMA; 77,33/ 14; EVELLYN SIGRIED DE PINHO FERREIRA; 77,00

Cargo: Psicólogo (Niterói)

Classificação; Nome; Nota Final/ 1; JULIA DE MATTOS FIGUEIREDO; 81,00/ 2; DIEGO GONCALVES NOGUEIRA; 80,00/ 3; FERNANDA PIMENTEL PESSANHA; 79,66/ 4; RACHEL SILVA MACHADO LANA; 78,66/ 5; GISELE DE SANTANA LESSA; 74,33

Cargo: Técnico de Laboratório / Área: Alimentos (Niterói)

Classificação; Nome; Nota Final/ 1; GUSTAVO LUIS DE PAIVA ANCIENS RAMOS; 79,00/ 2; FERNANDA DE SOUZA VIEIRA COUTINHO; 73,66/ 3; ANA SILVIA BORONI DE OLIVEIRA; 73,33/ 4; DANIELLE DE SOUZA LANNES; 73,00/ 5; KARINNE ASSUNCAO MATARIM; 73,00

Cargo: Técnico de Laboratório / Área: Física (Volta Redonda)

Classificação; Nome; Nota Final/ 1; LUIS FERNANDO DA ROCHA COSTA; 67,00

Cargo: Técnico de Laboratório / Área: Histologia (Niterói)

Classificação; Nome; Nota Final/ 1; RAFAEL MARTINS COUTINHO; 85,66/ 2; RODRIGO DYEGO DE OLIVEIRA CAVALCANTE; 82,33/ 3; PAULA CHAVES MENDONCA; 80,00/ 4; DAFINNE ARAUJO DE LIMA; 71,66/ 5; FRANCIELE BASSO FERNANDES SILVA; 66,66

Cargo: Técnico de Laboratório / Área: Mecânica (Niterói)

Classificação; Nome; Nota Final/ 1; ALEX PEREIRA DE SOUZA; 72,00/ 2; HUGO RIBEIRO DA IGREJA; 70,00/ 3; DIOGO DA LUZ LOPES MATTOS; 69,00/ 4; ARTHUR OLIVEIRA DOS ANJOS; 68,33/ 5; ARTHUCI FRANCIS PEREIRA LIMA; 67,00/ 6; RICARDO VIEIRA GONCALVES; 64,00/ 7; CARLOS OTAVIO DUARTE TORRES; 62,00/ 8; GUILHERME GUIDONI DE CHRISTO; 61,00/ 9; HELVIO COSTA DEMIER; 58,33

Cargo: Técnico de Laboratório / Área: Mecânica (Volta Redonda)

Classificação; Nome; Nota Final/ 1; RODRIGO CAMPOS DOS PASSOS; 75,00/ 2; ISABELA SANTANA DE OLIVEIRA; 64,33/ 3; GABRIEL GONCALVES PESSOA DE CASTRO; 61,33

Cargo: Técnico de Laboratório / Área: Microscopia Eletrônica (Niterói)

Classificação; Nome; Nota Final/ 1; ALAN CESAR NUNES DE MORAES; 72,33/ 2; THAIS SIQUEIRA MARQUES; 71,00/ 3; JOSE AUGUSTO PIRES BITENCOURT; 65,00

Cargo: Técnico de Laboratório / Área: Nutrição Animal (Niterói)

Classificação; Nome; Nota Final/ 1; JULIO CESAR QUEIROZ PENHA; 73,00/ 2; DANIEL TORTELLY SAINT JUST; 70,33/ 3; TERESA GIOIA BON BARBOSA; 64,33

Cargo: Técnico de Laboratório / Área: Química (Niterói)

Classificação; Nome; Nota Final/ 1; IGOR SILVA GUIMARAES; 80,33/ 2; ALEXANDRE PEREIRA PIMENTEL; 77,66/ 3; FELIPE PEREIRA DE MOURA; 77,66/ 4; CARLA DE AGUIAR SOARES; 76,00/ 5; DIEGO PEREIRA FRIANDE; 75,33

Cargo: Técnico de Laboratório / Área: Química (Volta Redonda)

Classificação; Nome; Nota Final/ 1; BONIFACIO DE OLIVEIRA FIALHO; 79,66/ 2; NATHALIA BATISTA LOPES MATIAS; 79,00/ 3; PEDRO HENRIQUE GALVANI RIBEIRO; 75,66/ 4; MARIANA PAIVA BATAGINI; 71,33/ 5; RAMON PRATA DE OLIVEIRA; 70,33/ 6; DOUGLAS SOUZA DOS SANTOS; 69,66/ 7; RONALDO MARTINIANO INACIO; 66,33/ 8; PITIAS EDUARDO DA SILVA; 65,66/ 9; FRANCIS MENEZES DOS SANTOS; 65,66

Cargo: Técnico de Laboratório/Área: Anatomia e Necropsia (Nova Friburgo)

Classificação; Nome; Nota Final/ 1; FELIPE RODRIGUES E SILVA; 87,66/ 2; RAFAEL TADEU FRAGA DE FARIA ZANANI; 86,33/ 3; FELIPE DEMANI CARNEIRO; 84,66/ 4; EDSON NAHIM DAHER; 84,00

Cargo: Técnico de Tecnologia da Informação (Niterói)

Classificação; Nome; Nota Final/ 1; BRENO DE CASTRO NOGUEIRA; 70,33/ 2; BRUNO NEVES BELIZARIO; 65,00/ 3; HIGOR DOS SANTOS PINTO; 65,00/ 4; FABIANA DOS SANTOS GUIMARAES; 64,33

Cargo: Técnico em Audiovisual (Niterói)

Classificação; Nome; Nota Final/ 1; BRUNO PACHECO DE OLIVEIRA; 86,66/ 2; RODRIGO DA SILVA DUTRA; 84,33/ 3; RODRIGO ALVES MESQUITA; 83,33/ 4; DANIEL PINTO DE AMORIM; 83,33/ 5; TIAGO BRAVO PINHEIRO DE FREITAS QUINTES; 81,66/ 6; ADIL GIOVANNI LEPRI; 81,00/ 7; ARIANNI SOUZA BRITO; 80,66/ 8; DOUGLAS TAVARES DA SILVA; 80,33/ 9; RICARDO DE LYRA CARVALHO JUNIOR; 79,66

Cargo: Técnico em Contabilidade (Niterói)

Classificação; Nome; Nota Final/ 1; RACHEL CONSTANTINO DE MIRANDA; 86,33/ 2; EDSON BATISTA JUNIOR; 81,66/ 3; WALLACE CERUTTI SANTANA; 81,66/ 4; JOSE AFRANIO LOPES DE OLIVEIRA; 76,33/ 5; ALDA MESQUITA QUEIROZ; 76,00/ 6; PATRICIA BORGES LISBOA CABREIRA; 75,00/ 7; MONIQUE DE SOUSA CARVALHO PEREIRA; 74,33/ 8; NATHALIE VACARIUC BITTENCOURT; 73,66/ 9; SILVIO DA CONCEICAO BARBOSA; 73,33

Cargo: Técnico em Edificações (Niterói)

Classificação; Nome; Nota Final/ 1; ALINE SANTANA FAYER; 74,33/ 2; DANIELLE DIAS MARQUES FRANCO; 72,33/ 3; JULIO CESAR BASTOS SILVA; 71,66/ 4; GUILHERME MONTEIRO DE CARVALHO; 70,66/ 5; GABRIEL DA COSTA FONSECA; 70,66

Cargo: Técnico em Enfermagem (Niterói)

Classificação; Nome; Nota Final/ 1; CLEUMINHA ILDA DOS SANTOS; 79,33/ 2; MARCELO JOSE DOS SANTOS; 78,66/ 3; BRUNA DIDOLICH MARTINS MAFRA; 78,33/ 4; LUCIENE DA SILVA; 77,33/ 5; ROSANGELA DE SOUZA MONTEIRO DE JESUS; 76,66/ 6; DANIELLI BERGMAN ANDRADE; 76,00/ 7; RENATA FEO COUTO; 75,66/ 8; JULIET CALDAS DA SILVA AMARO; 75,66/ 9; ALINE GISSELE AZEVEDO FERREIRA GOUALART; 74,33/ 10; JAQUELINE CALHEIROS ODILON DA SILVA; 73,66/ 11; KAREN CORREA DO CANTO; 73,66/ 12; JOAQUIM DA SILVA SOARES; 73,66/ 13; MARIANA DOS SANTOS CAPOTE ALVES; 73,33/ 14; FLAVIA SILVA MORAES; 73,00/ 15; DANIEL JEAN SILVA DOS SANTOS; 72,66/ 16; MARIA DE LOURDES GOMES RODRIGUES; 72,33/ 17; JANAINA CARNEIRO DE SOUZA DA SILVA; 72,33/ 18; CARINA CRUZ CARMO; 72,33

Cargo: Técnico em Segurança do Trabalho (Niterói)

Classificação; Nome; Nota Final/ 1; PATRICIA PARANHOS DE OLIVEIRA CARNEVAL; 91,66/ 2; RAONI DE LUCENA SOUZA; 90,00/ 3; MATHEUS SILVA DE PONTES; 84,00/ 4; GABRIELA RUPF; 83,66/ 5; JULIA DE ARAUJO GUEDES; 83,66/ 6; SANDRA REGINA DA SILVA; 83,00/ 7; LUCIANO PEREIRA DA SILVA; 82,33/ 8; STANLEY JONES PEDRACA NOGUEIRA; 82,33/ 9; ALLAN DIEGO CRUZ DOS SANTOS; 82,00

1.2. Vagas reservadas a negros:

Cargo: Analista de Tecnologia da Informação (Niterói)

Classificação; Nome; Nota Final/ 1; ALEXANDRE SANTANA VIEIRA; 75,66/ 2; FELIPE SAULO RODRIGUES DE SOUZA CATOJO; 72,00/ 3; ITALO LEITE FERREIRA PORTINHO; 66,66

Cargo: Assistente em Administração (Angra dos Reis)

Classificação; Nome; Nota Final/ 1; NEIDIANA DA SILVA MACHADO; 71,66/ 2; VIDDA THAYNA SILVA SOARES; 70,00/ 3; EDSON SOARES DA CONCEICAO; 66,33/ 4; WAGNER MARCELO DE ALMEIDA DE FARIAS; 66,33/ 5; DAVI COUTINHO MAIA; 63,33

CERTIFICATE

Consuplan Consultoria e Planejamento em Administração Pública Ltda., CNPJ No. 01.185.758/0001-04, hereby certifies that Mr. BRENO DE CASTRO NOGUEIRA was approved in the Civil Service Exam of the Federal Regional Court of the 2nd Region (TRF-2), an examination organized by this institution and duly finalized, in which he was registered under No. 643106758 for the position of Judicial Technician – Specialized Support – Information Technology, obtaining a score of 71 points and ranking 31st, for the State of Rio de Janeiro.

This is hereby certified.
Murié (MG), August 18, 2017.

Elder José Daja Paula Abreu
Director - President

Results subject to validation and verification, as they may be subject to change due to court decisions.

I, André Vinícius Inacio Penna Mello, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Date: February 4, 2026.

CERTIFICADO

A Consulplan Consultoria E Planejamento Em Administração Pública Ltda., CNPJ nº 01.185.758/0001-04, certifica o(a) Sr(a). BRENO DE CASTRO NOGUEIRA por sua aprovação no Concurso Público do(a) Tribunal Regional Federal da 2ª Região - TRF2, certame este coordenado por essa organizadora e já homologado, no qual foi inscrito(a) sob o nº 643106758 para o cargo de Técnico Judiciário - Apoio Especializado - Informática, obtendo a pontuação de 71, classificação em 31º Lugar, para o estado do RIO DE JANEIRO.

É o que nos cumpre certificar.

Em,

Muriaé (MG), 18 de Agosto de 2017.

Elder José Dala Paula Abreu
Diretor-Presidente

Resultado sujeito à verificação de validação, tendo em vista eventual possibilidade de alteração do resultado por força de decisões judiciais.

Exhibi C.I - First Prong - Substancial Merit and National Importance

Prikster Tech

BUSINESS PLAN

2026

Name: Breno de Castro Nogueira
Phone: +55 (21) 99775-5575
E-mail: Brenocnog@gmail.com
Position: General Manager & Software Engineer

Prepared by:
Nextus Plan

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APPENDIX 1

1.0 Executive Summary

Prikster Tech will be established by Mr. Breno de Castro Nogueira as a software development and information technology company focused on automation, service management, and scalable digital platforms for the United States market. The company will be headquartered in Dallas, Texas, a nationally recognized technology and business hub that offers access to skilled technical talent, a strong entrepreneurial ecosystem, and a high concentration of service-oriented small and medium-sized businesses.[1]

Prikster Tech's mission is to design, develop, and evolve Software-as-a-Service (SaaS) solutions and customized software systems that improve operational efficiency, service automation, and digital management capabilities for small and medium-sized service-based businesses across the United States. The company will operate under a hybrid model in which solution delivery and implementation services support and validate the development of scalable, proprietary software platforms. In parallel, Prikster Tech will provide software architecture solutions, custom feature development, and technical training programs focused on modern engineering practices and long-term system sustainability.

A core component of Prikster Tech's mission is digital inclusion. The company will prioritize serving minority-owned businesses, immigrant entrepreneurs, and underserved service-based enterprises that often face technological and language barriers to digital adoption. By offering bilingual technical support and documentation (English and Portuguese/Spanish as applicable) and delivering accessible, automation-driven platforms, Prikster Tech will reduce entry barriers to modern software tools, enabling broader participation in the digital economy.

Through these activities, Prikster Tech will support increased productivity, improved competitiveness of U.S. service companies, and the development of a qualified domestic workforce in software engineering. The company's solutions are designed to be scalable, repeatable, and adaptable across regions and industries, enabling national-level impact rather than localized service delivery.

Founder Background

Mr. Breno de Castro Nogueira is a senior software engineer with more than ten years of professional experience developing, scaling, and maintaining production-grade software systems for U.S.-based technology companies. He currently works with a nationwide service-management SaaS platform, where he plays a central role in backend development, API design, subscription and billing systems, platform integrations, performance optimization, and the definition of engineering best practices.

[1] https://mostlydallas.com/index.php/2024/10/25/unlocking-innovation-how-dallas-became-americas-newest-tech-powerhouse/

Throughout his career, Mr. Nogueira has contributed to the delivery of complex software features used by businesses across the United States, collaborated with distributed engineering teams, and mentored junior developers. His background combines deep technical execution with practical experience in building scalable systems that support real-world business operations. This experience positions him to lead Prikster Tech in delivering reliable, maintainable, and scalable software solutions tailored to the needs of U.S. enterprises.

National Impact and Economic Relevance

Small and medium-sized service-based businesses represent a significant portion of the U.S. economy, yet many continue to rely on manual processes, fragmented systems, and outdated software tools.[2] These limitations reduce operational efficiency, constrain scalability, and weaken international competitiveness.

Prikster Tech is structured to address these challenges by delivering automation-focused SaaS solutions, service management platforms, and custom software development that can be adopted across industries and geographic regions. By enabling service businesses to modernize operations, integrate digital workflows, and adopt scalable management systems, the company will contribute to productivity gains, operational resilience, and long-term economic growth at a national level.

In addition, Prikster Tech's emphasis on developer training, mentorship, and engineering best practices supports workforce development by helping early- and mid-career technology professionals acquire practical skills aligned with modern U.S. software standards.

Alignment with U.S. National Priorities

The mission and activities of Prikster Tech align with key U.S. priorities related to digital modernization, software scalability, and economic competitiveness. As both public and private sectors increasingly rely on digital platforms, there is a national need for modern, interoperable, and maintainable software systems that support efficient operations and long-term growth.[3]

Prikster Tech's services directly support national objectives related to:

- **Digital modernization and cloud-based system adoption[4]**
- **Improved operational efficiency through software automation[5]**
- **Expansion of scalable, subscription-based digital platforms[6]**
- **Strengthening the domestic software engineering workforce[7]**
- **Enhancing productivity among U.S. small and medium-sized enterprises**

[2] https://nationalbusiness.org/the-impact-of-small-businesses-on-the-united-states-economy/
[3] https://www.csis.org/analysis/advancing-digital-transformation-and-digital-public-infrastructure-role-private-sector
[4] https://cloud.cio.gov/strategy/
[5] https://www.govplace.com/strategic-modernization/
[6] https://www.trade.gov/sites/default/files/2023-06/SME_Digital_Tools.pdf
[7] https://cloud.cio.gov/strategy/

By operating from Dallas, Texas, Prikster Tech will maintain an active physical presence to support on-site discovery, implementation planning, and strategic software deployment for clients in the region. At the same time, the company will leverage a structured remote delivery model to scale its services nationwide, enabling consistent support across multiple states. This hybrid operating approach allows Prikster Tech to create skilled technical and operational jobs in the United States while expanding access to scalable software engineering solutions. Through its focus on automation, service management platforms, and repeatable digital solutions, the company will contribute to strengthening the technological foundation, operational efficiency, and long-term competitiveness of the U.S. economy.

1.1 Nature and Scope of the Business

Prikster Tech will operate as a software development and information technology company focused on automation, service management platforms, and scalable Software-as-a-Service (SaaS) solutions for small and medium-sized service-based businesses in the United States.

The company's business model is intentionally sector-agnostic, with solutions designed to support service-intensive environments where operational complexity, regulatory requirements, and high transaction volumes require robust and scalable digital systems. In practice, these solutions are well suited to sectors such as Field Services and Education, where the Founder, Mr. Breno de Castro Nogueira, has direct technical and operational experience, as well as to Logistics, Financial Services, and Healthcare, which represent nationally relevant industries facing comparable digital and compliance-driven challenges. This framing illustrates the broad applicability of Prikster Tech's offerings while reinforcing the operational viability and credibility of the proposed endeavor.

Prikster Tech's core scope includes the design, development, and continuous evolution of proprietary software solutions, as well as the delivery of implementation-focused software engineering services. These activities support organizations managing distributed workforces, complex service workflows, sensitive data environments, and compliance-driven operations—common characteristics across the identified sectors. The company's solutions are designed to modernize legacy systems, improve service coordination, and enhance data-driven decision-making while remaining adaptable to diverse operational contexts.

Projects will be executed using structured engineering and delivery methodologies that emphasize scalability, maintainability, performance, security, and long-term sustainability. This approach enables clients to achieve immediate operational improvements while supporting long-term digital modernization initiatives aligned with U.S. market standards.

Core Business Activities

1. **Custom Software Development for Small and Medium-Sized Enterprises:** Prikster Tech will design and develop custom web-based and mobile software applications tailored to client-specific operational needs, replacing manual workflows and legacy systems while improving data accuracy, process control, and operational efficiency.
2. **Digital Transformation and Process Automation:** The company will assess existing service workflows and implement automation-driven software solutions that reduce operational

friction, improve productivity, and enable more efficient management of services, personnel, and customer interactions.

3. **Scalable SaaS Architecture and Platform Engineering:** Prikster Tech will design and evolve SaaS platforms and reusable software frameworks, including subscription management, billing logic, performance optimization, and scalability planning, supporting service-based businesses seeking standardized and repeatable digital solutions with national applicability.
4. **API Development and Systems Integration:** The company will develop and maintain APIs and integrate third-party platforms to improve interoperability between business systems, allowing clients to modernize incrementally while preserving existing technology investments and reducing implementation risk.
5. **Cybersecurity Assessment:** Prikster Tech will conduct cybersecurity assessments focused on identifying vulnerabilities in application architecture, system integrations, and data flows. These assessments support secure software operations by improving system resilience, reducing exposure to operational risk, and aligning development practices with recognized security standards.
6. **Technical Leadership, Mentorship, and Engineering Process Optimization:** Prikster Tech will provide technical leadership and mentoring services focused on improving software engineering practices, development workflows, and team productivity. These activities support long-term system sustainability and workforce skill development aligned with modern U.S. software standards.

Through this hybrid in-loco and remote operating model, Prikster Tech will support U.S. businesses in adopting modern, scalable software systems that improve operational resilience, productivity, and competitiveness. The company's emphasis on repeatable implementations and scalable platforms allows its impact to extend beyond individual clients, contributing to broader national objectives related to digital modernization, workforce development, and economic growth.

1.2 Mr. Breno de Castro Nogueira's Expertise

Mr. Breno de Castro Nogueira is a senior software engineer with more than ten years of progressive experience in software development, systems architecture, and SaaS platform engineering. His professional background combines hands-on technical execution with experience supporting large-scale, production-grade systems used by businesses across the United States.

Professional Experience

Senior Software Engineer – Joist (EverCommerce, Inc.)

United States (Remote) | November 2025 – Present

Mr. Nogueira currently serves as a Senior Software Engineer at Joist, a platform within the EverCommerce, Inc. portfolio, where he is actively involved in the ongoing development and evolution of a software solution designed for small and medium-sized service businesses.

In this role, he participates in technical planning, architecture definition, and the implementation of platform functionalities using Ruby on Rails. His work includes contributing to the development and enhancement of core and secondary modules that support scheduling, service management, and customer communication.

Additionally, Mr. Nogueira collaborates closely with product and engineering teams in defining technical proposals, preparing system documentation, and executing implementation strategies aimed at expanding the platform's capabilities. His contributions ensure the maintenance of a scalable, efficient, and high-performance backend architecture aligned with the company's long-term growth objectives.

Senior Software Engineer – Kickserv / EverCommerce / Norman's Dojo

United States (Remote) | July 2022 – November 2025

Prior to his current role, Mr. Nogueira served as a Senior Software Engineer supporting the Kickserv platform, part of EverCommerce, Inc., a Denver-based software leader specializing in SaaS solutions for service-oriented businesses.

In this position, he was responsible for designing, developing, and maintaining complex web applications that support the operational infrastructure of a platform utilized by thousands of service-providing companies across the United States. His responsibilities included collaborating with cross-functional teams to implement new features, resolve performance bottlenecks, and enhance system reliability and scalability.

Mr. Nogueira also played an important role in mentoring junior developers and supporting internal knowledge transfer initiatives, contributing to the overall efficiency and technical maturity of the engineering team. His work demonstrates a strong capacity to operate within high-performance environments and deliver solutions aligned with the demands of large-scale SaaS platforms in the U.S. market.

Mid-Level Ruby on Rails Web Developer – Jobsity

Remote, United States | July 2019 – July 2022

Prior to his senior role, Mr. Nogueira worked as a Web Developer at Jobsity, where he was allocated to a U.S.-based client, Kickserv collaborating daily with product and engineering teams. He was responsible for developing and maintaining the web application, mobile application interfaces, and backend APIs.

During this period, Mr. Nogueira led the complete migration of the subscription system from Chargify to Stripe, ensuring a seamless transition with no service disruption for customers. This work later became the foundation for subsequent enhancements implemented in his senior role. He also developed an interactive onboarding checklist that enabled new customers to learn and adopt the platform independently, reducing support overhead.

Additional contributions included improvements to the customer billing area, such as building new pages that allowed users to pay one or multiple open invoices in a single transaction. He actively participated in code reviews and technical discussions with international teams, contributing to continuous improvement of development processes and code quality.

Ruby on Rails Web Developer – Information Technology Superintendency, Federal Fluminense University (UFF)

Niterói, Rio de Janeiro, Brazil | December 2016 – August 2019

At the Federal Fluminense University, Mr. Nogueira worked as a Ruby on Rails developer responsible for the development, support, and maintenance of academic systems used by students, faculty, and administrative staff. His work covered both backend and frontend development, using Ruby on Rails and Bootstrap to ensure system stability and continuous improvement.

He actively contributed to the creation of a new administrative module designed for academic departments and university leadership, expanding administrative functionality and improving system integration across institutional units.

Interim Operations Manager – Information Technology Superintendency, Federal Fluminense University (UFF)

Niterói, Rio de Janeiro, Brazil | October 2018 – December 2018

In addition to his development role, Mr. Nogueira was appointed as Interim Operations Manager, temporarily leading a five-member operations team responsible for undergraduate systems. In this capacity, he supervised technical support activities and coordinated the execution of critical infrastructure-related tasks, gaining hands-on experience in team leadership and operational oversight.

Java Web Developer – Information Technology Superintendency, Federal Fluminense University (UFF)

Niterói, Rio de Janeiro, Brazil | November 2015 – November 2017

Earlier in his career, Mr. Nogueira worked as a Java Web Developer, developing and maintaining internal university systems using Java, Hibernate, JSF, and Oracle SQL. These systems supported academic and administrative management functions. He also participated in the collection and consolidation of institutional data for Brazil's Higher Education Census, coordinated by the Ministry of Education (MEC), ensuring accuracy and data integrity for federal reporting.

Education

Mr. Nogueira holds a Bachelor's Degree in Information Systems from the Federal Fluminense University (UFF) in Niterói, Rio de Janeiro, completed in July 2019. His undergraduate thesis, titled *"Performance Analysis of Native, Cross-Compiled, Hybrid, and Interpreted Mobile Applications,"* evaluated different mobile development approaches, Java, Flutter, React Native, and Ionic, comparing CPU usage, memory consumption, and execution time.

He also completed a Technical Degree in Information Technology at SENAC Niterói, graduating in July 2015. During this period, he was a finalist in the Talentos Senac 2015 statewide competition, earning third place among hundreds of technical students, a result recognized in coverage by *Jornal do Brasil*.

Professional Training, Certifications, and Affiliations

Mr. Nogueira has completed extensive professional training in software engineering, web development, databases, cloud technologies, DevOps, and security, including coursework in Ruby on Rails, Java, JavaScript, Docker, Spring MVC, MongoDB, MySQL, Android development, and web application security testing.

He holds the Professional Scrum Master I (PSM I) certification (November 2025) and maintains professional English language certifications. He is an active professional member of both the IEEE Computer Society and the Association for Computing Machinery (ACM).

Awards and Recognition

In March 2023, Mr. Nogueira received the Most Valuable Employee award from the CEO and CTO of Kickserv in Nashville, Tennessee. This award recognized his outstanding technical performance and contributions among a team of approximately twelve employees. Earlier in his career, he was also recognized for excellence in technical education through his achievement in the Talentos Senac competition.

This combination of academic training, long-term professional experience, and demonstrated leadership in scalable software systems establishes Mr. Breno de Castro Nogueira as a highly qualified professional capable of leading Prikster Tech and contributing meaningfully to the modernization of software systems across the United States.

2.0 The Company

Prikster Tech will operate from Dallas, Texas as a software consulting and development firm focused on supporting digital modernization, system integration, and scalable software adoption across U.S. businesses. The company will primarily serve small and medium-sized enterprises (SMEs) that require tailored software solutions to replace fragmented systems, automate workflows, and improve operational efficiency.

Prikster Tech will be structured to deliver multiple projects concurrently through a multidisciplinary team that integrates software engineering, delivery and project management, user experience design, client enablement, and business development. This organizational structure is designed to support in-person service delivery in the Dallas region while enabling remote execution for national scalability, allowing the company to expand operations progressively as client demand increases.

Operational Team Structure

To support its service offerings, Prikster Tech plans to employ the following professionals over its initial growth phase:

- **3 Senior Software Engineers:** Responsible for system architecture, backend development, API design, performance optimization, and technical leadership across client projects.
- **3 Software Developers:** Focused on implementing application features, integrations, and maintenance tasks across web and mobile software solutions.

- **3 Software Project Managers:** Responsible for managing software delivery lifecycles, coordinating engineering tasks, defining technical requirements, and ensuring alignment between development teams and client expectations.
- **2 DevOps Engineers:** Responsible for infrastructure automation, CI/CD pipeline implementation, deployment processes, system monitoring, and operational reliability.
- **2 UX / UI Designers:** Focused on user experience design, interface prototyping, usability improvements, and consistency across client-facing applications.
- **3 Digital Transformation Consultants:** Responsible for assessing client systems, defining modernization roadmaps, and guiding the adoption of new software platforms and integrated workflows.
- **2 Project Managers:** Focused on overall project coordination, timeline management, resource allocation, and client communication across multiple engagements.
- **2 Training and Development Specialists:** Responsible for developing onboarding materials, technical training programs, and adoption support for both internal teams and client organizations.
- **3 Sales Representatives:** Responsible for client acquisition, account management, and expansion of the company's customer base across U.S. markets.
- **1 Marketing and Communications Specialist:** Responsible for managing digital marketing efforts, brand communication, and content development to support business growth.
- **1 Administrative Manager:** Responsible for internal operations, scheduling, documentation, and coordination of administrative and financial activities.
- **2 Customer Service Representatives:** Responsible for client support, issue tracking, and ensuring service continuity throughout the project lifecycle.

Organizational Purpose and Market Role

Each role within Prikster Tech's structure is designed to support the delivery of reliable, scalable, and maintainable software solutions. The company's organizational model allows it to operate efficiently while supporting multiple client projects across industries and regions.

By combining technical execution, structured delivery management, and client enablement, Prikster Tech will address a critical market need: providing U.S. SMEs with access to professional-grade software engineering and digital modernization services that are often unavailable at their scale. Through this structure, the company will contribute to increased productivity, improved digital resilience, and long-term competitiveness within the U.S. economy.

2.1 Company's Targets

Prikster Tech will focus on providing software consulting and development services that support digital modernization, system integration, and scalable software adoption. The company's primary objective is to reduce the gap between the growing demand for modern software

solutions and the limited access many organizations particularly small and medium-sized enterprises, have to specialized engineering expertise.[8]

By delivering practical, implementation-focused services, Prikster Tech will support organizations seeking to modernize legacy systems, automate internal workflows through software, and improve the reliability and scalability of their digital operations.

Primary Market Focus

1. Small and Medium-Sized Enterprises (SMEs)

Small and medium-sized enterprises represent a critical segment of the U.S. economy but often face constraints in adopting modern software systems due to cost, complexity, and limited in-house technical resources.[9] Prikster Tech will target SMEs that rely on manual processes, fragmented tools, or legacy applications.

The company will support these organizations through custom software development, system integration, process automation through software, and scalable SaaS architecture services. These solutions will improve operational efficiency, data consistency, and long-term scalability while remaining accessible to organizations with limited technical infrastructure.

Secondary Market Focus

2. Technology Startups and SaaS Providers

Early-stage and growth-stage technology companies often require robust software architectures, reliable integrations, and scalable backend systems to support rapid growth.[10] Prikster Tech will assist startups and SaaS providers with platform engineering, API development, subscription systems, and performance optimization, helping them establish stable technical foundations and reduce long-term technical debt.

3. Mid-Sized Enterprises Undergoing Digital Modernization

Mid-sized companies operating in sectors such as services, logistics, and commerce increasingly require software solutions that integrate multiple systems and support data-driven operations.[11] Prikster Tech will support these organizations by modernizing existing applications, improving interoperability, and implementing automation through software-based solutions.

4. Long-Term Strategy and Vision

Prikster Tech aims to establish itself as a nationally recognized software consulting partner for organizations pursuing digital modernization and scalable software adoption. Over the long term, the company intends to:

- Expand its client base across multiple U.S. regions through a hybrid delivery model

[8] https://www.deloitte.com/us/en/insights/topics/talent/overcoming-the-tech-talent-shortage-amid-transformation.html
[9] https://www.uschamber.com/small-business/small-business-data-center
[10] https://rsmus.com/insights/industries/technology-companies/early-stage-tech.html
[11] https://smartroom.com/blog/industries/list-of-middle-market-companies/

- Develop repeatable, industry-agnostic software solutions that address common operational challenges
- Invest in continuous technical improvement to adapt to evolving software frameworks and business requirements

Through this strategy, Prikster Tech will contribute to increased productivity, improved digital resilience, and broader access to modern software systems across the U.S. economy.

2.2 Need for the Company's Services

As digital systems become central to daily business operations, organizations across the United States face increasing pressure to modernize software environments, integrate platforms, and improve operational efficiency. Many companies continue to operate with legacy systems, disconnected tools, and manual processes that limit scalability and increase operational risk.

Under the leadership of Mr. Breno de Castro Nogueira, Prikster Tech is structured to address these challenges by offering practical software development, integration, and automation services that are tailored to real operational needs.

1. Fragmented Systems and Limited Integration

Many organizations rely on multiple disconnected software platforms that do not communicate effectively, resulting in data inconsistencies and inefficient workflows.[12] Prikster Tech will address this issue through custom software development and API-based system integration, enabling organizations to consolidate data flows and improve system interoperability.

2. Growing Demand for Software-Driven Automation

As organizations scale, manual processes become increasingly inefficient and error-prone. There is a growing need for software solutions that automate repetitive tasks and streamline internal workflows.[13] Prikster Tech will implement automation through application redesign, backend logic, and system integration, reducing operational friction and improving productivity.

3. Scalability and Performance Challenges

Organizations often struggle to scale digital operations as user demand grows. Poorly designed systems can lead to performance degradation and increased maintenance costs.[14] Prikster Tech will support clients by designing scalable architectures, optimizing system performance, and implementing SaaS-ready platforms capable of supporting long-term growth.

4. Technology Gaps in Small and Medium-Sized Enterprises

Many SMEs lack access to experienced software engineers who can design and maintain modern systems. As a result, these organizations often respond reactively to system failures rather than

[12] https://usbusinessnews.com/struggles-of-disconnected-data-and-siloed-tools/
[13] https://www.employeeconnect.com/2024/10/the-inability-to-scale-why-manual-hr-systems-hold-growing-organisations-back/
[14] https://www.forbes.com/councils/forbesbusinesscouncil/2025/05/02/19-common-challenges-businesses-face-when-trying-to-scale-operations/

proactively improving reliability.[15] Prikster Tech will provide accessible, scalable solutions that allow SMEs to modernize incrementally while preserving existing technology investments.

5. Limited Internal Technical Capacity

Organizations frequently depend on external vendors for basic system maintenance due to limited internal expertise.[16] Prikster Tech will help address this gap by providing documentation, technical guidance, and training support that enables internal teams to better manage and evolve their software systems.

6. Lack of Intelligent Monitoring and Predictive System Management (AIOps Gap)

Many organizations rely on reactive monitoring approaches that identify issues only after system failures occur, leading to downtime, performance degradation, and increased operational costs. There is a growing need for intelligent monitoring solutions that leverage data analytics and automation to detect anomalies, predict system failures, and optimize performance in real time.

Prikster Tech will address this gap by incorporating AIOps (Artificial Intelligence for IT Operations) principles into its software solutions, enabling proactive system monitoring, automated alerting, and data-driven operational insights. This approach improves system reliability, reduces downtime, and enhances long-term operational efficiency for U.S. businesses.

7. Meeting the Demand for Modern Software Systems

To address these market needs, Prikster Tech will provide:

- Custom software solutions that replace manual and fragmented processes
- System integration services that improve data flow and operational visibility
- Automation through software design and application logic
- Scalable architectures that support long-term growth

By addressing these needs, Prikster Tech will position itself as a reliable provider of software modernization services, helping U.S. organizations build more efficient, maintainable, and future-ready digital operations.

2.3 Company's Expansion

Prikster Tech is structured for gradual and sustainable growth as a specialized software consulting and development firm initially established in Dallas, Texas. The company's expansion strategy is designed to scale operations in response to increasing demand for custom software development, system integration, process automation through software, and SaaS platform engineering particularly among small and medium-sized enterprises (SMEs) and technology-driven organizations.

Dallas provides a strong foundation for this growth due to its diverse business environment, access to skilled technical professionals, and central geographic position that supports

[15] https://link.springer.com/article/10.1007/s11846-024-00744-2

[16] https://www.cogentinfo.com/resources/strategic-outsourcing-balancing-in-house-expertise-with-third-party-partnerships

nationwide service delivery. From this base, Prikster Tech will expand its operations through a phased approach focused on service depth, geographic reach, team development, and strategic collaboration.

1. Service Expansion

Prikster Tech will initially focus on its core service offerings: custom software development for SMEs, digital transformation through software automation, scalable SaaS architecture, and API development and systems integration. As the company grows, it will expand these services by developing more specialized capabilities in platform optimization, performance scaling, system interoperability, and technical training.

This expansion will allow the company to address a broader range of client needs while maintaining a focus on implementation-driven solutions rather than generalized consulting.

2. Geographic Expansion

After establishing a stable client base in Dallas and the surrounding Texas markets, Prikster Tech will expand its operations to additional U.S. technology and business centers through a structured remote-first delivery model. Initial geographic expansion will prioritize other major Texas metropolitan areas, including Austin, Houston, and San Antonio, where there is a high concentration of service-based businesses and growing demand for digital automation and software modernization.

Following consolidation in Texas, Prikster Tech will pursue national expansion into states with strong SME activity and technology-driven economies, including California, Florida, New York, and Illinois. These regions offer significant opportunities for scalable software adoption, SaaS platform deployment, and service management automation across multiple industries.

Geographic growth will be driven primarily by client demand rather than immediate physical office expansion. While Prikster Tech will maintain in-person service delivery capabilities in the Dallas–Fort Worth region for discovery, workshops, and strategic implementation, the company will leverage remote service delivery to support clients located outside the Dallas area. This hybrid approach allows the company to respond efficiently to increased demand, maintain service quality, and scale operations nationally without geographic constraints.

By combining local, in-loco engagement with remote execution, Prikster Tech will be able to expand its client base across multiple states, validate and deploy repeatable software solutions, and support sustained national growth while maintaining operational flexibility and cost efficiency.

3. Team Growth

To support expanding operations, Prikster Tech will progressively increase its workforce across engineering, delivery management, and client support functions. This growth will include additional senior software engineers, software developers, DevOps engineers, software project managers, and project managers, as well as roles in training, sales, marketing, administration, and customer support.

The company's hiring strategy prioritizes building multidisciplinary teams capable of delivering high-quality software solutions while maintaining consistent technical standards and long-term system maintainability.

4. Strategic Partnerships

Prikster Tech will pursue strategic partnerships with technology vendors, cloud service providers, and software platforms that complement its service offerings. These collaborations will support knowledge sharing, improve integration capabilities, and enable the company to stay aligned with evolving software frameworks and industry best practices.

Partnerships will be selected based on their ability to enhance service delivery and create measurable value for clients, rather than expanding scope beyond the company's core technical strengths.

5. Continuous Technical Improvement

As part of its expansion strategy, Prikster Tech will invest in ongoing technical improvement by refining development processes, improving internal tooling, and adopting new software frameworks when they provide clear operational benefits. This focus ensures the company remains responsive to changes in technology while maintaining reliability, scalability, and efficiency across client solutions.

6. Long-Term Growth Outlook

Through this structured and measured expansion strategy, Prikster Tech aims to establish itself as a nationally recognized software development partner for organizations pursuing digital modernization and scalable software adoption. Under the leadership of Mr. Breno de Castro Nogueira, the company will continue to deliver practical, high-impact software solutions that improve operational efficiency, support business growth, and strengthen the digital capabilities of U.S. enterprises.

2.4 Company's Economic Benefits

Prikster Tech is projected to generate measurable economic benefits through revenue growth, job creation, and tax contributions over its first five years of operations. The company's financial projections reflect a scalable service-based model supported by growing demand for software development, system integration, and digital modernization services among U.S. businesses.

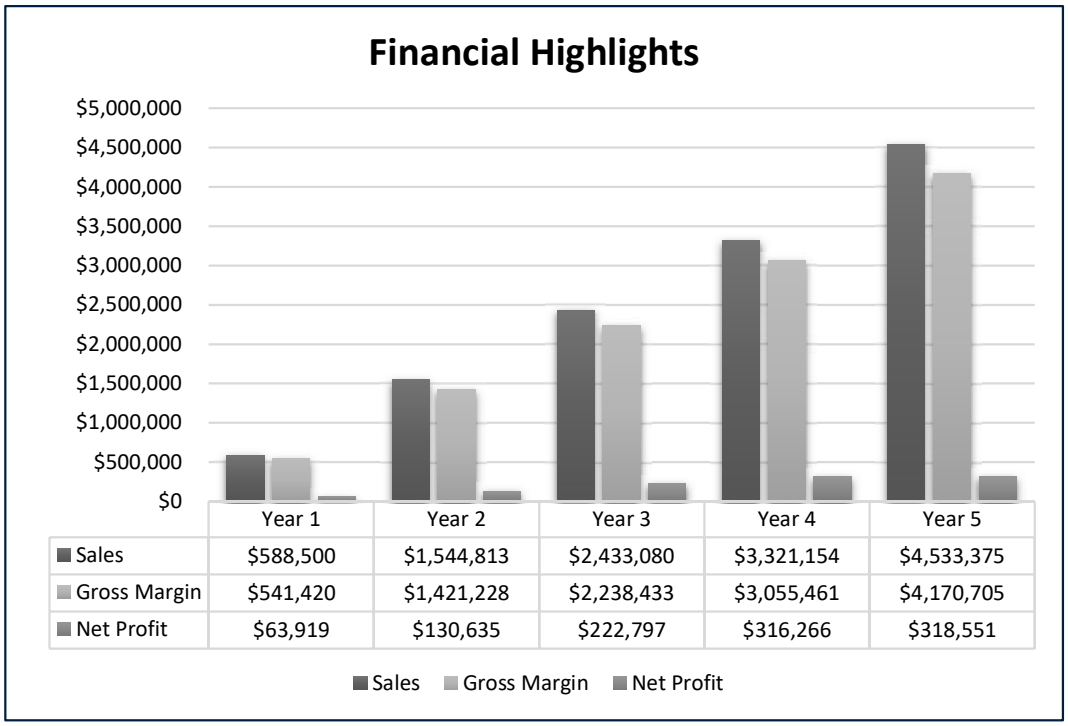
During its first year of operations, Prikster Tech is expected to generate approximately $588,500 in total revenue. As the company expands its client base, service capacity, and operational scale, annual revenue is projected to increase steadily, reaching approximately $4,533,375 by Year Five. This growth reflects the company's ability to scale its services while maintaining consistent demand across multiple market segments.

Gross profit is projected to increase from approximately $541,420 in Year One to $4,170,705 by Year Five, indicating efficient cost management and the operational leverage typical of software-based consulting and development firms. These margins support reinvestment in workforce expansion, service delivery capacity, and internal process improvement.

Net income is projected to grow from approximately $63,919 in the first year to $318,551 by Year Five, demonstrating the company's ability to maintain financial stability while supporting ongoing growth. This profitability enables Prikster Tech to reinvest in talent acquisition, technical infrastructure, and service expansion without reliance on external capital.

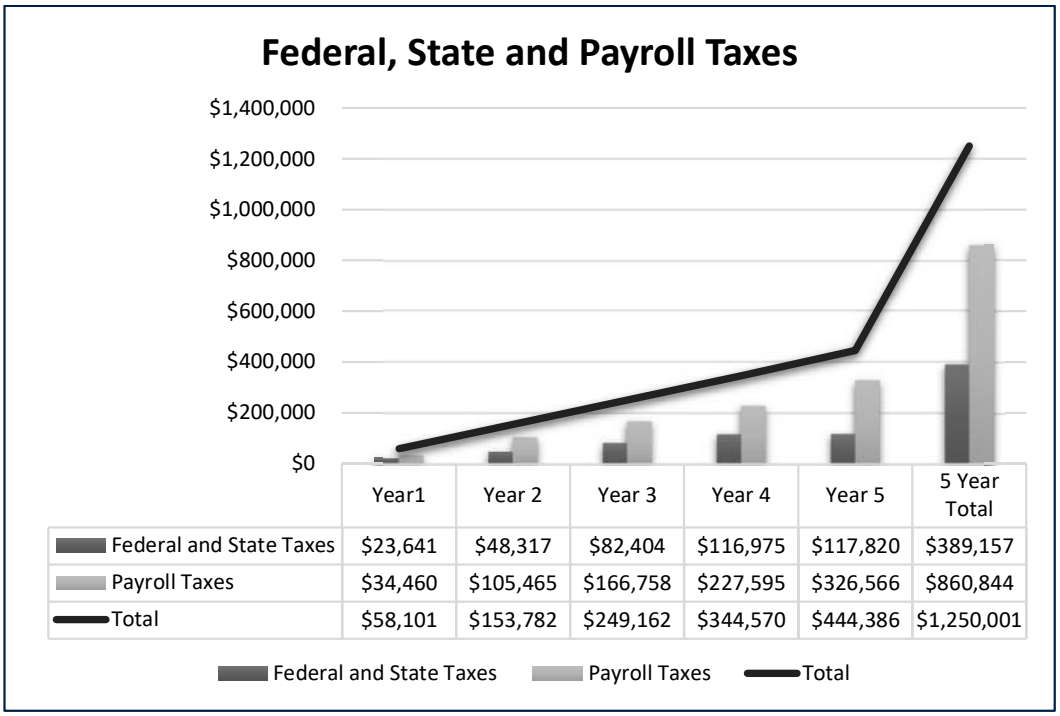
In addition to revenue and profit generation, Prikster Tech is expected to make significant tax contributions at the federal, state, and local levels. Total tax payments including corporate income taxes and payroll-related taxes are projected to increase from approximately $58,101 in Year One to $444,386 by Year Five, resulting in an estimated cumulative tax contribution of approximately $1.25 million over five years. These contributions support public services and reinforce the company's positive fiscal impact on the U.S. economy.

2.4.1 Financial Highlights Chart



	Year 1	Year 2	Year 3	Year 4	Year 5
Sales	$588,500	$1,544,813	$2,433,080	$3,321,154	$4,533,375
Gross Margin	$541,420	$1,421,228	$2,238,433	$3,055,461	$4,170,705
Net Profit	$63,919	$130,635	$222,797	$316,266	$318,551

2.4.2 Federal, State and Payroll Taxes Chart



	Year1	Year 2	Year 3	Year 4	Year 5	5 Year Total
Federal and State Taxes	$23,641	$48,317	$82,404	$116,975	$117,820	$389,157
Payroll Taxes	$34,460	$105,465	$166,758	$227,595	$326,566	$860,844
Total	$58,101	$153,782	$249,162	$344,570	$444,386	$1,250,001

2.5 Summary of Investment

Prikster Tech has established a structured and realistic startup investment plan to support the launch of its software consulting and development operations. The company will commit a total initial investment of **$50,000**, covering both startup expenses and initial working capital required to begin operations in the United States.

Startup Expenses

Startup expenses are budgeted at **$18,000** and are allocated to essential operational and administrative needs. These expenditures are designed to ensure regulatory compliance, operational readiness, and initial market presence.

- **Legal fees ($1,500):** Covering company formation, contractual documentation, and regulatory compliance.
- **Insurance ($500):** Providing baseline business insurance coverage to mitigate operational risks.
- **Marketing ($5,000):** Supporting initial branding, outreach activities, and client acquisition efforts.
- **Rent and deposit ($3,600):** Allocated for an initial operational workspace in the Dallas–Fort Worth area to support in-person client meetings, on-site discovery sessions, workshops, and administrative activities, while remaining consistent with a flexible and hybrid working model that also enables remote service delivery.

- **Website design ($2,000):** Establishing a professional online presence to support credibility and client engagement.
- **Computers, phones, and tablets ($2,500):** Essential hardware to support software development, project management, and client communication.
- **Office furniture ($1,400):** Basic furnishings to support daily operations.
- **Stationery and office supplies ($1,500):** Covering administrative and operational materials.

These expenses ensure that Prikster Tech can operate efficiently from inception while maintaining a professional and compliant business structure.

Startup Assets and Working Capital

In addition to startup expenses, Prikster Tech will allocate **$32,000 in initial cash reserves** as working capital. This amount will support short-term operational needs during the early stages of business activity, including routine administrative costs and initial service delivery expenses.

The company does not require inventory, long-term physical assets, or other capital-intensive investments at launch, reflecting the efficiency of its service-based business model.

Total Capital Requirements

- **Total Startup Expenses:** $18,000
- **Total Startup Assets (Cash):** $32,000
- **Total Initial Investment: $50,000**

Financial Readiness and Commitment

This investment plan reflects Mr. Breno de Castro Nogueira's direct financial commitment to launching and sustaining Prikster Tech. The capital structure is intentionally conservative, aligning with the company's software-focused operating model and minimizing unnecessary overhead while ensuring operational stability.

By allocating resources strategically across legal, technical, and market-entry needs, Prikster Tech establishes a solid financial foundation that supports early-stage operations, scalability, and long-term growth. This disciplined approach to capital planning positions the company to enter the U.S. market responsibly while delivering professional-grade software consulting and development services.

2.5.1 Startup Requirements Table

Startup	
Requirements	
Startup Expenses	
Legal	$1,500
Insurance	$500
Marketing	$5,000
Rent/Deposit	$3,600
Website design	$2,000
Computers/Phones/Tablets	$2,500
Office furniture	$1,400
Stationery	$1,500
Total Startup Expenses	$18,000
Startup Assets	
Cash Required	$32,000
Startup Inventory	$0
Other Current Assets	$0
Long-term Assets	$0
Total Assets	$32,000
Total Requirements	**$50,000**

3.0 Company's Services

Prikster Tech will offer a structured portfolio of software development and consulting services designed to support digital modernization and scalable software adoption across U.S. organizations. The company's services will encompass custom software development for small and medium-sized enterprises, digital transformation and process automation, scalable SaaS architecture and platform engineering, API development and systems integration, and technical leadership and engineering process optimization. Together, these services will address common operational challenges such as fragmented systems, manual workflows, limited scalability, and insufficient technical governance. By delivering implementation-focused solutions grounded in practical engineering experience, Prikster Tech will enable organizations to modernize software environments, improve operational efficiency, and establish reliable digital foundations that support long-term growth and competitiveness.

1. Custom Software Development for Small and Medium-Sized Enterprises

Prikster Tech will provide custom software development services designed to support the operational and technological needs of small and medium-sized enterprises (SMEs) across the United States. This service focuses on the design, development, and maintenance of scalable web and mobile applications that support core business functions, integrate with existing systems, and enable long-term digital growth. The company's approach emphasizes practical implementation, system reliability, and maintainability rather than generic or one-size-fits-all solutions.

Many SMEs continue to rely on manual workflows, fragmented software tools, or legacy applications that were not designed to scale or integrate with modern platforms. These limitations result in operational inefficiencies, data inconsistencies, increased error rates, and reduced visibility into business performance. In many cases, organizations lack internal technical expertise to modernize these systems, leading to reactive problem-solving rather than structured digital improvement.

Solution

Leveraging Mr. Breno de Castro Nogueira's experience in developing and scaling production-grade SaaS platforms for U.S. businesses, Prikster Tech will deliver custom software solutions that address these challenges through:

- Design and development of tailored web and mobile applications aligned with client-specific workflows
- Implementation of backend systems and APIs that enable secure data exchange between platforms
- Modernization of existing applications to improve performance, scalability, and maintainability
- Integration of subscription, billing, and usage-based logic where applicable
- Ongoing technical support and system optimization to ensure long-term reliability

Through this service, Prikster Tech will help SMEs replace fragmented and inefficient systems with cohesive, scalable software solutions that support operational efficiency and sustainable growth.

2. Digital Transformation and Process Automation

Prikster Tech will provide digital transformation and process automation services focused on helping organizations redesign and optimize internal workflows through software-driven solutions. This service targets businesses seeking to improve efficiency, reduce operational friction, and increase reliability by transitioning from manual or fragmented processes to integrated digital systems. The emphasis is on practical automation implemented through application logic, system integration, and workflow redesign.

Many organizations operate with processes that depend heavily on manual intervention, spreadsheets, disconnected applications, and informal procedures. These practices increase operational costs, introduce errors, and limit scalability as transaction volumes grow. Without properly designed software systems, businesses struggle to gain visibility into operations, respond quickly to issues, or adapt processes as their needs evolve. Smaller organizations, in particular, often lack the internal expertise to redesign these workflows effectively.

Solution

Drawing on Mr. Breno de Castro Nogueira's experience modernizing workflows within large-scale SaaS platforms and integrating complex backend systems, Prikster Tech will deliver process automation solutions that include:

- Analysis of existing workflows to identify inefficiencies and automation opportunities
- Redesign of business processes supported by custom application logic
- Integration of systems to eliminate redundant data entry and manual handoffs
- Development of automation features within web applications to streamline routine operations
- Implementation of monitoring and logging mechanisms to improve operational visibility

Through this service, Prikster Tech will help organizations transition from reactive, manual operations to structured, software-enabled processes that support efficiency, scalability, and long-term operational stability.

3. Scalable SaaS Architecture and Platform Engineering

Prikster Tech will provide SaaS architecture and platform engineering services to support organizations developing or operating subscription-based software products. This service focuses on designing and improving backend architectures, billing and subscription systems, APIs, and performance-critical components required to support scalable, reliable, and maintainable SaaS platforms. The service is intended for companies that require systems capable of supporting growing user bases and increasing transaction volumes.

Many organizations attempt to scale software platforms that were initially designed for limited usage or internal deployment. As demand grows, these systems often experience performance bottlenecks, unstable integrations, and limitations in billing and subscription management. Poor architectural decisions made early in development can result in high maintenance costs, technical debt, and service disruptions, restricting the company's ability to grow or introduce new features efficiently.

Solution

Based on Mr. Breno de Castro Nogueira's experience engineering and evolving large-scale SaaS platforms for U.S.-based companies, Prikster Tech will deliver scalable platform solutions through:

- Design and optimization of SaaS-ready backend architectures
- Implementation and enhancement of subscription and billing systems, including usage-based logic
- Development of secure and well-structured APIs to support platform extensibility
- Performance optimization to improve system responsiveness and reliability under increased load

- Ongoing architectural review to support future feature expansion and long-term maintainability

Additionally, Prikster Tech will incorporate AIOps (Artificial Intelligence for IT Operations) principles into the design and evolution of SaaS platforms, enabling intelligent monitoring, predictive analytics, and automated system optimization. By integrating observability frameworks, real-time performance metrics, and anomaly detection mechanisms, the company will support proactive system management rather than reactive issue resolution. This approach allows organizations to identify potential failures before they impact operations, reduce downtime, and maintain high system availability. The use of AIOps-driven methodologies further enhances scalability, operational efficiency, and long-term system reliability, particularly for distributed and high-demand service-based platforms.

Through this service, Prikster Tech will help organizations establish and operate SaaS platforms that are technically sound, scalable, and capable of supporting sustained business growth.

4. API Development and Systems Integration

Prikster Tech will provide API development and systems integration services to help organizations connect disparate software platforms and improve data flow across business systems. This service focuses on designing, implementing, and maintaining secure and reliable APIs that enable interoperability between internal applications, third-party services, and legacy systems. The objective is to support cohesive digital operations without requiring full system replacement.

Many organizations operate with multiple software systems that were implemented at different times and were not designed to work together. As a result, data is often duplicated, manually transferred, or inconsistently synchronized across platforms. These integration gaps create operational inefficiencies, increase the risk of errors, and limit an organization's ability to scale or respond quickly to business needs. Without well-designed APIs, system integrations become fragile and difficult to maintain.

Solution

Leveraging Mr. Breno de Castro Nogueira's experience developing and maintaining APIs for production-grade SaaS platforms used across the United States, Prikster Tech will deliver integration solutions that include:

- Design and implementation of secure, well-documented APIs
- Integration of internal systems with third-party platforms and services
- Modernization of legacy applications through API-based access layers
- Standardization of data exchange to improve consistency and reliability

- Ongoing maintenance and optimization of integrations to support scalability

Through this service, Prikster Tech will enable organizations to achieve seamless system interoperability, reduce manual data handling, and build a more resilient and scalable digital infrastructure.

5. Cybersecurity Assessment

Prikster Tech will provide cybersecurity assessment services focused on identifying and reducing risks within software applications, system architectures, and integrated digital environments. This service evaluates how software systems are designed, implemented, and operated, with particular attention to application-level security, data flows, authentication mechanisms, and system integrations. The objective is to help organizations operate software platforms that are resilient, secure, and aligned with modern security expectations.

Many small and medium-sized organizations rely on software systems that were developed without consistent security practices or have evolved over time through multiple integrations. These environments often contain hidden vulnerabilities, weak access controls, outdated dependencies, and poorly monitored data exchanges. As systems grow in complexity, security gaps can expose organizations to data breaches, service disruptions, and compliance risks, even when the core business is not technology-driven.

Solution

Drawing on Mr. Breno de Castro Nogueira's experience supporting production-grade SaaS platforms with high transaction volumes and complex integrations, Prikster Tech will deliver cybersecurity assessment services that include:

- Review of application architecture, authentication flows, and authorization models
- Identification of security risks in APIs, third-party integrations, and data exchanges
- Evaluation of dependency management and exposure to known vulnerabilities
- Assessment of system design practices related to data protection and access control
- Practical recommendations to improve security posture without disrupting operations

Through this service, Prikster Tech will help organizations reduce software-related security risks, strengthen system reliability, and establish a foundation for secure and sustainable digital operations.

6. Technical Leadership, Mentorship, and Engineering Process Optimization

Prikster Tech will provide technical leadership and engineering advisory services to organizations seeking to improve software development practices, system reliability, and team productivity. This service focuses on strengthening engineering processes, improving code quality, and establishing sustainable development standards that support long-term system maintainability and operational stability.

Many organizations experience challenges related to inconsistent development practices, poorly documented systems, and limited technical oversight. These issues often result in increased defect rates, slow feature delivery, and growing technical debt. Smaller organizations, in

particular, may lack experienced technical leadership to guide engineering teams, define architectural standards, and support structured decision-making as systems evolve.

Solution

Drawing on Mr. Breno de Castro Nogueira's experience mentoring engineers, participating in architectural planning, and supporting large-scale SaaS platforms, Prikster Tech will deliver leadership and optimization services that include:

- Assessment of existing codebases, development workflows, and architectural practices
- Definition and implementation of standardized development and review processes
- Mentorship and technical guidance for engineering teams and junior developers
- Support for architectural decision-making and long-term system planning
- Documentation and knowledge transfer to improve internal technical capacity

Through this service, Prikster Tech will help organizations build stronger engineering foundations, reduce technical risk, and establish processes that support scalable and sustainable software development.

4.0 Industry Overview

The U.S. software consulting and development industry plays a critical role in supporting digital modernization, productivity growth, and competitiveness across the national economy. As organizations increasingly rely on digital systems to manage operations, customer interactions, and data-driven decision-making, demand for custom software development, system integration, and scalable digital platforms continues to expand. This demand is particularly strong among small and medium-sized enterprises (SMEs), which form the backbone of the U.S. economy but often lack internal technical capacity to design, build, and maintain modern software systems.[17]

The industry has evolved beyond traditional IT support toward solution-oriented services focused on application development, workflow automation through software, SaaS platforms, and interoperability between systems. Businesses now require flexible, cloud-ready, and API-driven architectures that can adapt to changing operational needs and scale with growth. As a result, software consulting firms with strong engineering expertise and implementation capabilities are increasingly relied upon to bridge gaps between business requirements and technical execution.

Market conditions also reflect a shift toward service-based and subscription-based digital models, increasing the importance of reliable backend systems, performance optimization, and long-term maintainability. Organizations across sectors such as professional services, logistics, commerce, and technology depend on software solutions that integrate multiple platforms, reduce manual processes, and improve operational visibility. At the same time, the shortage of

[17] https://www.oecd.org/en/topics/smes-and-entrepreneurship.html

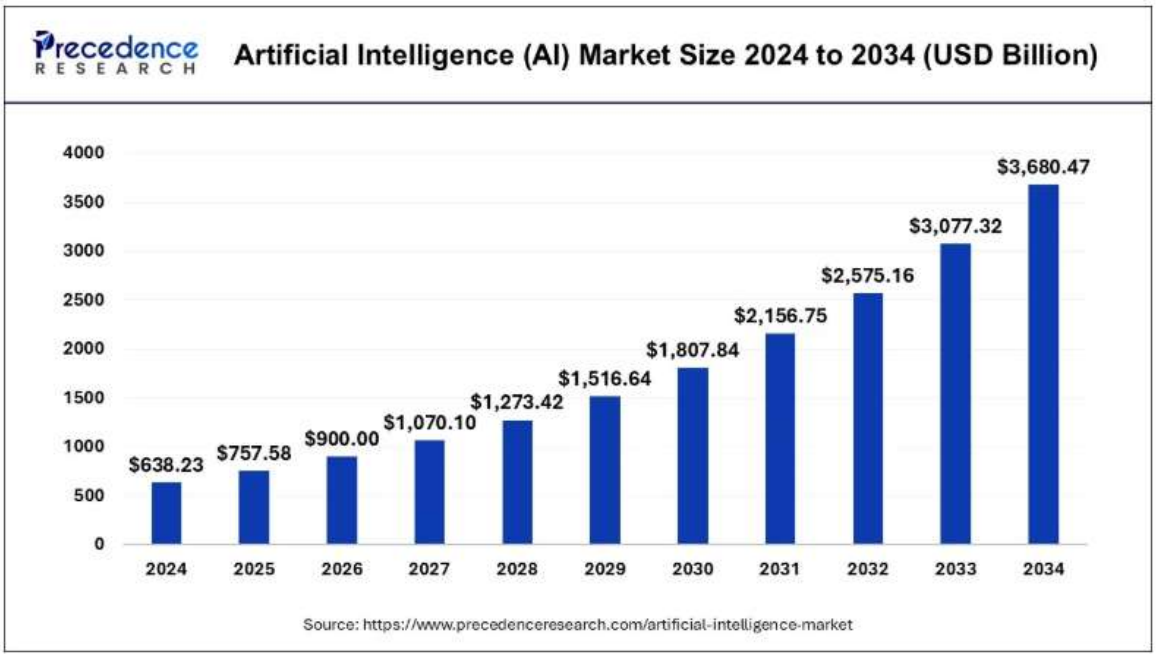
experienced software engineers in the U.S. labor market has intensified reliance on specialized consulting firms to deliver these capabilities efficiently.[18]

Within this landscape, firms that focus on practical software implementation, scalable architectures, and tailored solutions for SMEs occupy a strategically important position. By enabling organizations to modernize systems incrementally without the cost and risk of full platform replacement software consulting providers contribute directly to productivity improvements, digital resilience, and sustained economic growth. Prikster Tech operates within this expanding segment of the U.S. technology services industry, addressing a clear and growing need for accessible, high-quality software engineering and digital modernization services.

4.1 Industry Analysis

The U.S. software consulting, IT services, and digital transformation industry represents a large and steadily expanding segment of the national economy. Growth is driven by continued investment in software modernization, system integration, cloud adoption, and workflow automation across both private and public sectors.

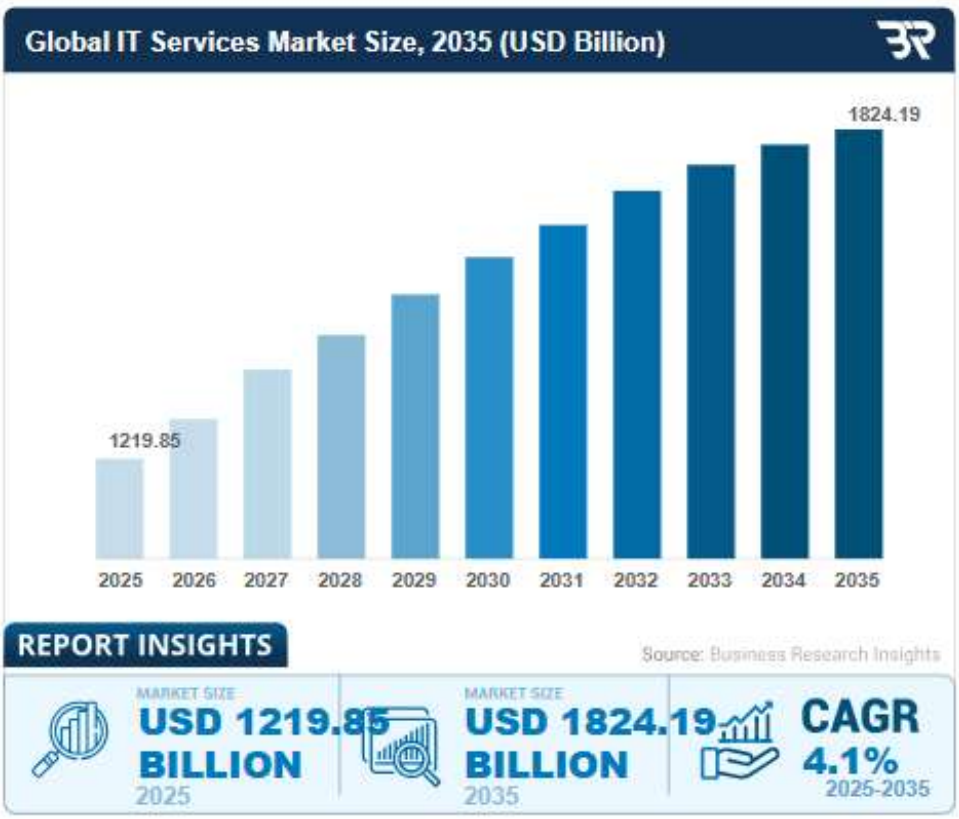
The U.S. software consulting market is estimated at approximately USD 103.7 billion in 2025 and is projected to reach USD 175.7 billion by 2030, reflecting a compound annual growth rate of approximately 11.1 percent. This expansion is fueled by rising demand for custom software development, application modernization, and integration services that enable organizations to adapt to changing operational and market requirements.[19]



The broader U.S. IT services market, which includes software consulting, systems integration, cloud services, and technical support, is estimated at approximately USD 490.9 billion in 2025

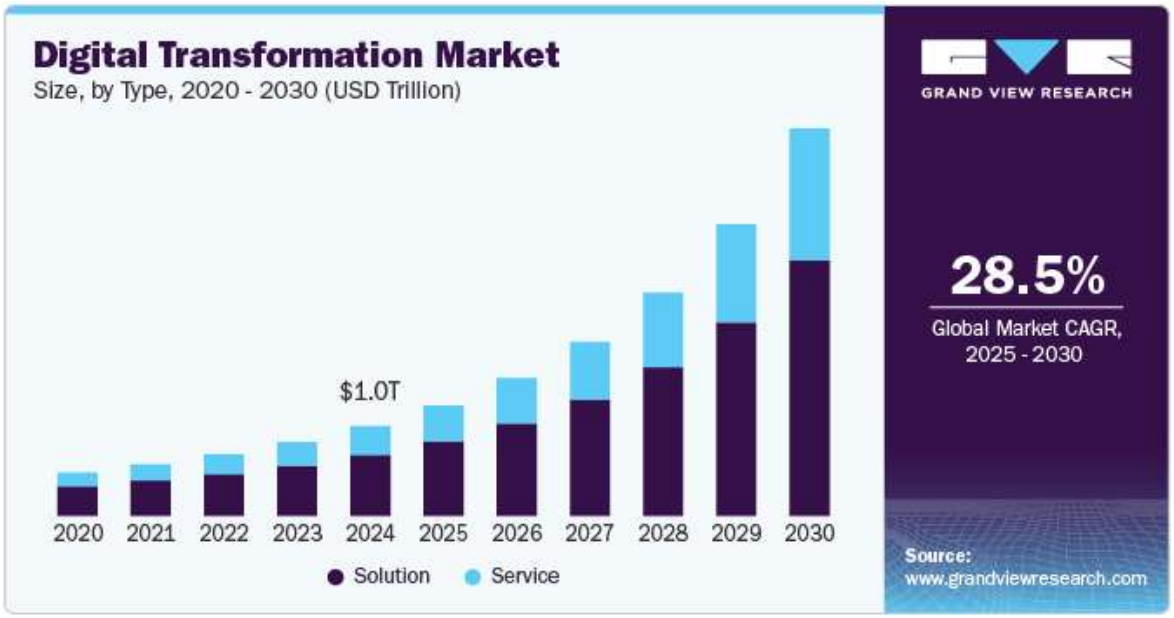
[18] https://www.ctol.digital/news/us-software-jobs-decline-ai-outsourcing-economic-shifts/
[19] https://www.precedenceresearch.com/artificial-intelligence-market

and is expected to exceed USD 690 billion by 2030, with a projected annual growth rate of approximately 7.1 percent. These figures demonstrate sustained investment in technology services that support operational efficiency and scalability.[20]



Digital transformation represents one of the fastest-growing segments within the industry. The U.S. digital transformation market generated an estimated USD 345 billion in revenue in 2024 and is projected to grow to over USD 1.28 trillion by 2030, driven by increased adoption of cloud-based systems, software automation, and platform modernization initiatives. Much of this growth is attributed to services that enable organizations to modernize core systems and integrate data across multiple platforms.[21]

[20] https://www.businessresearchinsights.com/market-reports/it-services-market-111832
[21] https://www.grandviewresearch.com/industry-analysis/digital-transformation-market



The industry also reflects a high level of fragmentation. Estimates indicate that hundreds of thousands of firms operate within the U.S. IT consulting and software services sector, ranging from large multinational providers to specialized consulting and development firms. This structure creates strong demand for niche providers that deliver implementation-focused services tailored to specific organizational needs.

Small and medium-sized enterprises represent a particularly important segment of this market. While SMEs account for a substantial share of U.S. employment and economic activity, many lack internal software engineering resources and depend on external consultants for system development, integration, and modernization.[22] As digital tools become central to daily operations, demand for accessible and scalable software consulting services among SMEs continues to increase.

These market conditions indicate a sustained need for firms that combine technical depth with practical implementation capabilities. The size and growth trajectory of the U.S. software consulting and digital transformation industry support long-term demand for services such as custom application development, systems integration, and scalable platform engineering. Prikster Tech operates within this expanding market segment, addressing a clear and ongoing need for modern software solutions that support productivity, scalability, and competitiveness across U.S. businesses.

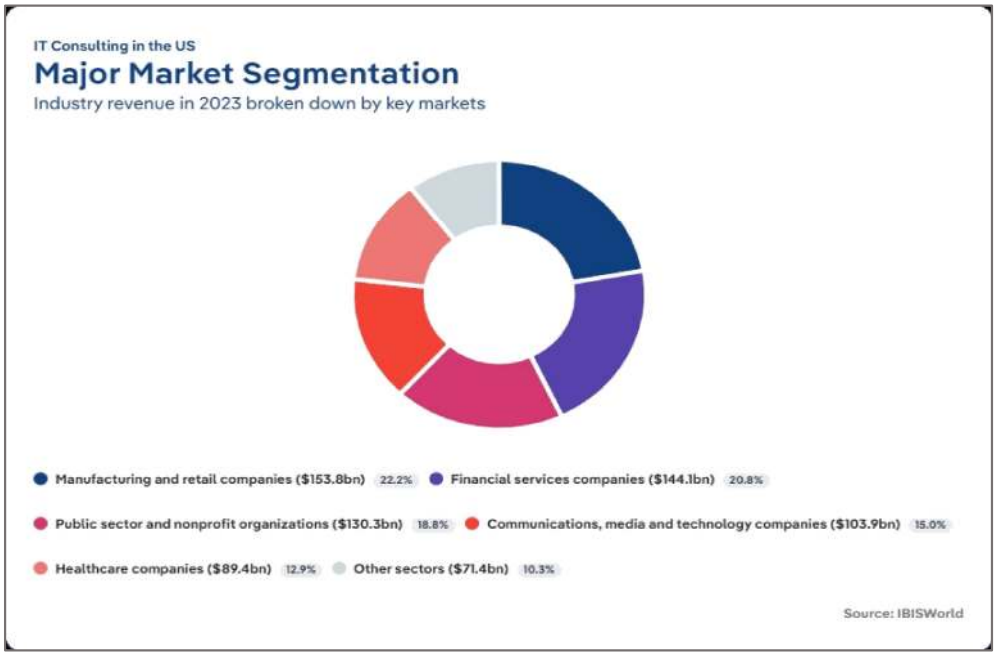
[22] https://www.uschamber.com/small-business/small-business-data-center

4.2 Major Market Segmentation

IT Consulting

- **Financial Services Market:** This sector, comprising commercial banks, investment banks, insurance companies, and credit card issuers, heavily relies on IT consultants for data protection and advanced data-processing capabilities. The automation of financial transactions through algorithmic trading systems and the need for secure client verification systems to reduce identity theft are driving demand in this market.
- **Public Sector and Nonprofit Organizations Market:** This market includes federal, state, and local governments, and is influenced by the need for IT services in defense systems, social security, benefits administration, and education systems. State budgets directly impact on the demand for IT consulting services, with larger budgets typically increasing demand. However, this market's growth rate is slower compared to other sectors.
- **Manufacturing and Retail Market:** Retailers and manufacturers depend on IT consulting for efficient point-of-sale systems, logistics, inventory management, online channel integration, and retail data insights. The focus on efficiency and cost reduction is a key driver of demand in this sector.
- **Communications and Other Technical Sectors:** The telecommunications field, along with high-technology industries like consumer electronics, aerospace, and defense, relies on IT consultants for research and development activities. The constant evolution of technology and the need for faster systems are pivotal in this market.
- **Healthcare Market:** Healthcare facilities require IT consulting services for electronic medical records management and compliance with regulations like the Affordable Care Act. This market represents a stable revenue stream due to the ongoing need for compliance and efficient records management.[23]

[23] https://my.ibisworld.com/us/en/industry/54151/products-and-markets



4.3 Business Location

According to IBISWorld industry research, the data and market insights presented below regarding the IT consulting sector in Texas are derived from the same authoritative source and reflect current industry conditions and performance indicators. [24]

Texas's IT consulting sector stands as a formidable force in the national arena, holding the 2nd rank for the number of industry establishments and 3rd for total industry revenue. This robust environment offers a fertile landscape for Prikster Tech to expand and enhance its operations.

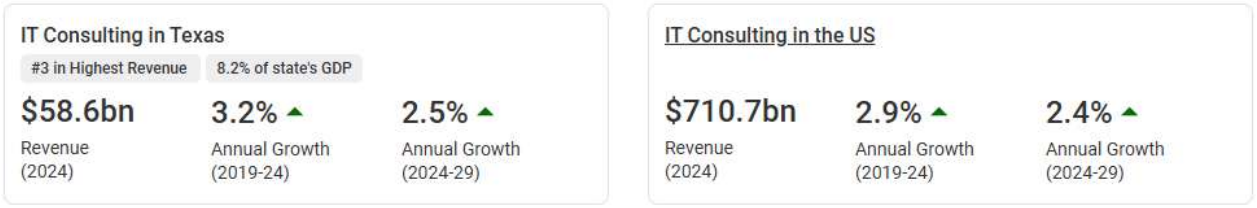
Industry Establishments and Growth

Texas is home to 42,719 IT consulting establishments, accounting for 8.2% of the national total, and displays a strong annual growth rate. [25] This dense concentration of IT consulting firms underscores a highly competitive market teeming with opportunities for collaboration and innovation. Prikster Tech are strategically poised to tap into this dynamic environment, fostering partnerships, catalyzing growth, and maintaining a leading edge in industry trends.

[24] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report
[25] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report

Revenue and Economic Contribution

The IT consulting industry in Texas contributes significantly to the state's GDP, with a revenue of $56.6 billion in 2023. [26] This substantial economic contribution underscores the industry's importance to the state's economy and its potential for future growth. Prikster Tech, by operating in this lucrative market, is well-placed to tap into the vast revenue streams and contribute to the state's economic prosperity.



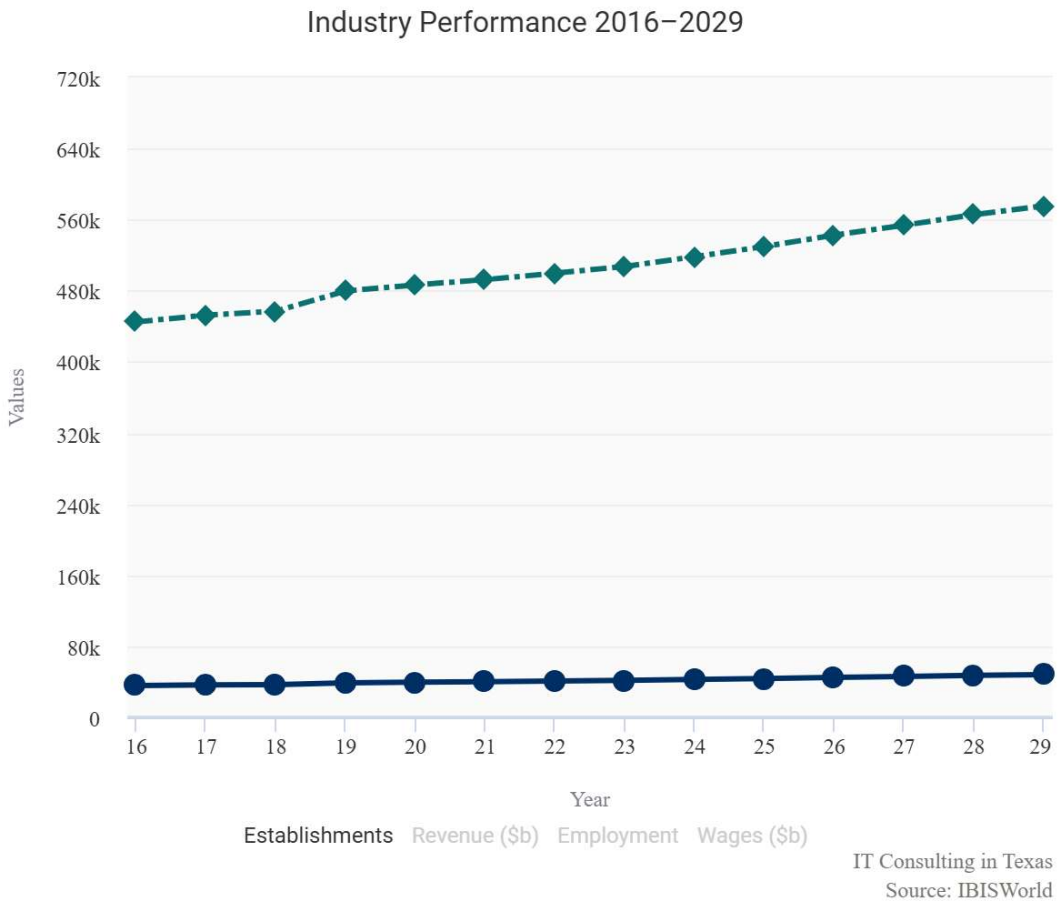
Employment and Wages

Employment in Texas's IT consulting sector is robust, with an estimated 212,884 professionals, making the state the 3rd largest employer in the industry nationwide. [27] The average wage in the sector, although lower than the national average, is still substantial, reflecting the high value of IT consulting professionals in the state. Prikster Tech can benefit from this rich talent pool, ensuring access to skilled professionals and fostering a competitive edge in the industry.

Current Performance and Outlook

The IT consulting industry in Texas has exhibited robust growth, characterized by positive trends in establishments, employment, and wages. The industry's revenue is projected to grow at an annualized rate of 3.2%, reaching $58.6 billion by 2024 and $66.4 billion by 2029. Industry establishments have increased annually by 1.9% to 42,719 locations and are expected to grow by 2.4% to 48,168 by 2029. Employment in the sector has risen by 2.5% annually to 212,884 workers, with an expected increase to 238,319 by 2029. Additionally, industry wages have grown by 4.4% annually to $25.5 billion, with a forecasted increase to $28.7 billion by 2029. [28]

[26] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report
[27] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report
[28] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report



Dallas County, Texas, is experiencing steady growth across key economic indicators within the IT consulting industry, although certain areas indicate opportunities for further development and investment. [29]

Industry Overview and Growth:

Dallas County hosts 6,651 IT consulting establishments, accounting for 15.57% of the total number of establishments in Texas. This significant presence highlights the county's crucial role in the state's IT consulting sector. However, while revenue in the county has grown by 0.62% over the past year, it lags behind the state's overall growth rate, suggesting potential areas for improvement. [30]

Employment and Wages:

The county employs 48,600 IT consulting professionals, representing 22.83% of all industry employees in Texas. Employment in the sector has grown by 0.9% over the past year, indicating a modest expansion of the workforce. Wages in the county's IT consulting industry have remained stable, with a slight increase of 0.01% over the last year, reflecting a stable but

[29] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report
[30] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report

stagnant wage environment. This stability suggests a need for strategies to attract and retain top talent to drive further wage growth. [31]

Economic Environment:

Dallas County's IT consulting industry, with its substantial market share and strong employment figures, presents a sector with solid foundations. However, the slower growth in revenue and wages compared to the state averages highlights the need for targeted initiatives to enhance competitiveness and stimulate further growth. The county's large population and robust economic environment provide a strong platform for these advancements, potentially leading to increased economic contributions and leadership within Texas's IT consulting industry in the future. [32]

5.0 Strategy and Implementation

Prikster Tech's strategy is centered on delivering practical, scalable software solutions through disciplined execution, gradual growth, and a strong focus on technical quality. The company's implementation approach is designed to support consistent service delivery while allowing flexibility to adapt to client needs and market conditions. This strategy emphasizes sustainable growth, workforce development, and long-term client relationships rather than rapid expansion driven by volume alone.

Service Delivery Strategy

Prikster Tech will deliver its services using a structured, implementation-focused approach that prioritizes reliability, maintainability, and scalability. Projects will be executed through clearly defined phases, including requirements assessment, system design, development, testing, deployment, and post-implementation support. This model ensures transparency, predictable outcomes, and alignment between technical execution and business objectives.

The company will operate under a hybrid delivery model, enabling nationwide service coverage while maintaining operational efficiency. This approach allows Prikster Tech to serve clients across multiple regions without geographic constraints, while also accessing a broader talent pool.

Client Acquisition and Market Entry

Client acquisition will focus on small and medium-sized enterprises and technology-driven organizations seeking custom software development, system integration, and digital modernization support. The company will leverage professional networks, targeted digital marketing, referrals, and direct outreach to establish initial client relationships. Emphasis will be placed on building long-term partnerships through repeat engagements and ongoing support services.

[31] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report
[32] https://my.ibisworld.com/us/en/industry-state/tx54151/state-industry-report

Operational Implementation

Operational execution will be led by Mr. Breno de Castro Nogueira, who will oversee technical standards, project execution, and team coordination. Engineering teams will follow standardized development practices, including code reviews, documentation, version control, and testing protocols, to ensure consistency and quality across all projects.

As demand increases, Prikster Tech will expand its workforce incrementally, aligning hiring decisions with confirmed project pipelines. This controlled approach to team growth reduces operational risk and supports financial sustainability.

Technology and Process Framework

The company will utilize modern development tools, cloud-based collaboration platforms, and structured project management methodologies to support efficient execution. Internal processes will be continuously reviewed and refined to improve delivery speed, reduce rework, and support knowledge sharing across teams.

Monitoring and Continuous Improvement

Prikster Tech will track key performance indicators related to project delivery, client satisfaction, system reliability, and operational efficiency. Feedback from clients and internal teams will be used to refine service offerings and improve implementation practices over time.

Execution Roadmap

In the short term, the company's focus will be on establishing a stable client base, refining service delivery processes, and building a core technical team. Medium-term objectives include expanding service capacity, strengthening market presence across additional U.S. regions, and developing repeatable solution frameworks. Long-term implementation goals center on sustained growth, workforce expansion, and continued contribution to digital modernization across U.S. businesses.

Through this disciplined strategy and implementation framework, Prikster Tech is positioned to deliver consistent value, support client modernization efforts, and achieve sustainable growth aligned with national economic and technological priorities.

5.1 Swot Analysis

A SWOT analysis is a strategic planning tool that helps businesses identify their internal strengths and weaknesses, as well as external opportunities and threats. By analyzing these factors, Prikster Tech can develop effective strategies to leverage its strengths and opportunities while mitigating risks and addressing weaknesses.

5.1.1 Strengths

- **Founder's deep technical expertise** in software engineering, SaaS platforms, APIs, and scalable system architecture.
- **Hands-on leadership model**, with the General Manager directly involved in technical execution and quality control.

- **Strong experience with U.S.-based SaaS products**, including subscription systems, billing platforms, and high-availability environments.
- **Implementation-focused service offering**, emphasizing practical solutions rather than theoretical consulting.
- **Hybrid delivery model**, enabling nationwide reach and access to a broader talent pool.
- **Scalable service portfolio** that supports incremental client growth without full system replacement.
- **Low initial capital requirements**, reducing financial risk and enabling operational flexibility.
- **Alignment with SME needs**, a large and underserved segment of the U.S. economy.
- **Integration of AIOps-driven methodologies** to enhance service differentiation, enabling predictive system management, intelligent monitoring, and improved operational reliability.

5.1.2 Weaknesses

- **Early-stage brand recognition**, requiring time to establish market visibility and credibility.
- **Initial dependence on the founder** for technical oversight and strategic decision-making.
- **Limited initial financial reserves**, which may constrain rapid expansion in the short term.

5.1.3 Opportunities

- **Growing demand for digital modernization** among U.S. small and medium-sized enterprises.
- **Increasing reliance on custom software solutions** as off-the-shelf tools fail to meet specific business needs.
- **Expansion of SaaS and subscription-based business models** across industries.
- **Rising need for system integration** due to fragmented digital ecosystems.
- **Shortage of experienced software engineers** in the U.S. labor market, increasing demand for consulting services.
- **Hybrid work adoption**, enabling efficient nationwide service delivery.
- **Long-term partnerships and recurring revenue** through ongoing support and platform maintenance.
- **Potential to develop repeatable solution frameworks** that can be applied across multiple clients and sectors.

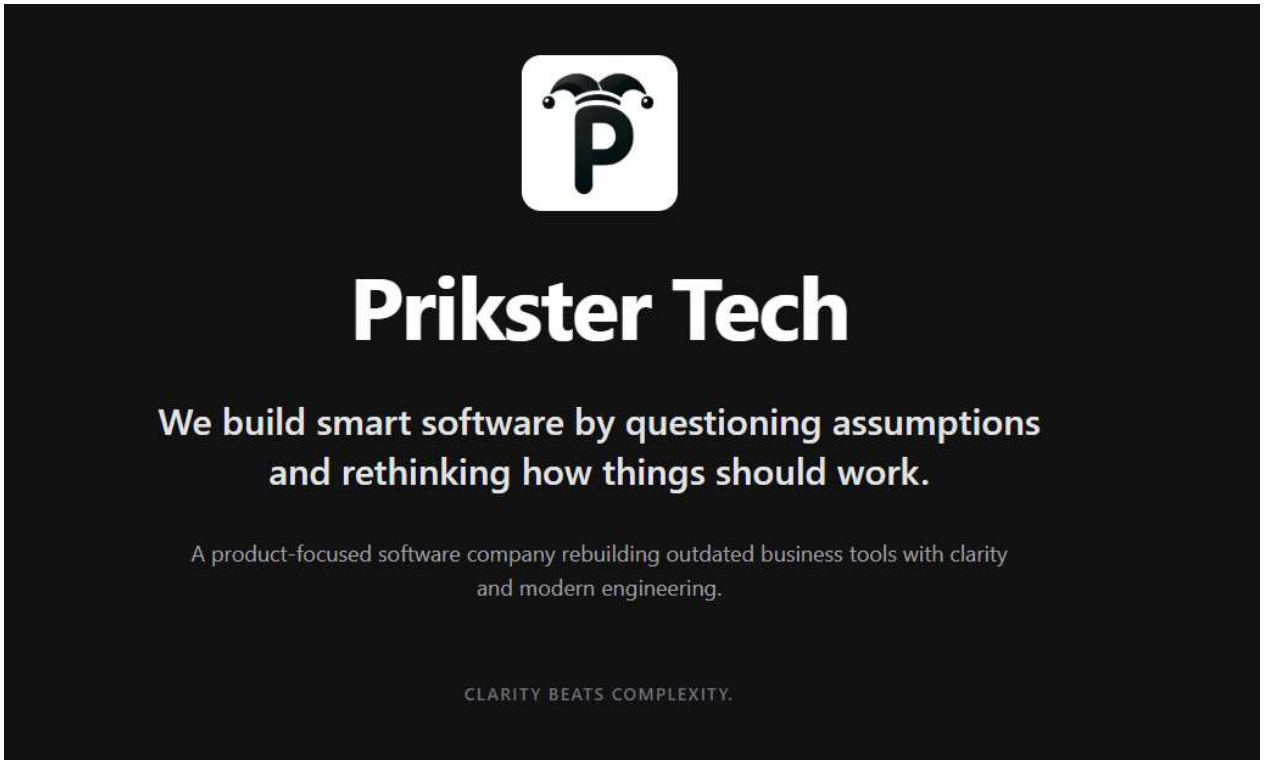
5.1.4 Threats

- **Highly competitive market** with numerous software consulting and development firms.
- **Rapid technological change**, requiring continuous skill updates and process adaptation.

5.2 Website and Digital Marketing

Prikster Tech's website and digital marketing strategy will support market entry, brand credibility, and client acquisition by clearly communicating the company's services, technical expertise, and value proposition. The company has already established its official website and

registered domain, https://www.prikster-tech.com, which serves as the primary digital platform for presenting its business activities and engaging prospective clients. This existing online presence demonstrates operational readiness and supports early-stage outreach efforts as the company enters the U.S. market.



As a newly established software development and consulting firm, Prikster Tech will rely on a professional and informative digital presence to reach small and medium-sized enterprises and technology-driven organizations across the United States.

Website Strategy

1. **Professional and User-Focused Design:** The website will feature a clean, modern design that reflects the company's focus on reliability, scalability, and technical quality. Navigation will be intuitive, allowing visitors to easily access information about services, company background, and contact details.
2. **Service-Oriented Content Structure:** Each core service will have a dedicated page describing the business problem addressed, the company's approach, and the type of outcomes clients can expect. Content will be written in clear, non-technical language suitable for business decision-makers while accurately representing the company's engineering capabilities.
3. **Founder and Expertise Section:** The website will include a dedicated section highlighting Mr. Breno de Castro Nogueira's professional background, technical experience, and leadership role. This section will reinforce credibility and demonstrate the company's hands-on technical leadership.

4. **Insights and Knowledge Resources:** Prikster Tech will maintain a resources section with articles and technical insights related to software modernization, system integration, SaaS architecture, and process automation through software. This content will support search visibility and position the company as a knowledgeable and reliable service provider.
5. **Lead Generation and Contact Channels:** The website will include contact forms and clear calls to action encouraging potential clients to request consultations or initiate discussions. These elements will be strategically placed to support lead generation without aggressive sales tactics.
6. **Search Engine Optimization (SEO):** Website content will be optimized for search engines using keywords related to custom software development, system integration, SaaS engineering, and digital modernization. This approach supports organic traffic growth and improves visibility among target clients.
7. **Responsive and Accessible Design:** The website will be fully responsive to ensure consistent usability across desktop, tablet, and mobile devices, supporting accessibility and user experience.

Digital Marketing Strategy

1. **Targeted Search Engine Marketing:** Prikster Tech will use targeted search advertising to reach organizations actively seeking software development and integration services. Campaigns will focus on high-intent keywords related to custom software, SaaS platforms, and system modernization.
2. **Professional Social Media Presence:** The company will establish a presence on professional platforms such as LinkedIn to share company updates, service highlights, and industry-relevant insights. Social media activity will support brand awareness and relationship building rather than mass-market promotion.
3. **Content Marketing:** Educational content such as case examples, technical explainers, and service overviews will be used to demonstrate expertise and support client decision-making. Content will focus on practical software challenges and solutions relevant to SMEs and technology-driven organizations.
4. **Email Communication:** Prikster Tech will use email communication to maintain contact with prospects and clients, sharing updates, insights, and service announcements. Email campaigns will be targeted and informational, supporting long-term relationship development.
5. **Performance Monitoring and Optimization:** Website traffic, lead conversion, and engagement metrics will be monitored using analytics tools. Performance data will be used to refine content strategy, improve lead quality, and optimize marketing investments over time.

By implementing a focused and disciplined website and digital marketing strategy, Prikster Tech will establish a credible online presence, communicate its services clearly, and support sustainable client acquisition. This approach aligns with the company's broader strategy of measured growth, technical excellence, and long-term client relationships within the U.S. software consulting and development market.

5.3 Sales Strategy

Prikster Tech's sales strategy is designed to support sustainable growth by acquiring new clients while building long-term relationships with existing ones. As a software consulting and development firm serving small and medium-sized enterprises and technology-driven organizations, the company will focus on consultative selling rather than high-volume transactional sales. This approach emphasizes understanding client needs, delivering measurable value, and fostering repeat engagements.

Understanding Client Needs

Prikster Tech will begin each sales engagement with a structured assessment of the prospective client's operational challenges, existing software environment, and growth objectives. This discovery-driven approach allows the company to align its services with real business needs, ensuring that proposed solutions address specific pain points related to system fragmentation, scalability, and operational inefficiencies.

Value Proposition and Differentiation

The company's value proposition is centered on delivering implementation-focused software solutions backed by senior-level technical leadership. Prikster Tech differentiates itself by offering direct involvement from experienced engineers, practical system design, and solutions tailored to each client's operational context. This positioning appeals to organizations seeking reliable execution rather than generic consulting recommendations.

Relationship-Based Sales Model

Sales efforts will prioritize relationship building and long-term partnerships. Prikster Tech will maintain regular communication with clients throughout and after project delivery to identify additional opportunities for support, system optimization, and ongoing development. This model supports client retention and recurring revenue through follow-on projects and maintenance engagements.

Referral and Network-Based Growth

The company will actively leverage referrals from satisfied clients, professional networks, and strategic partners. Referrals are expected to play a key role in early-stage growth, as trust and proven results are critical factors in selecting software consulting partners.

Digital and Content-Supported Outreach

Sales activities will be supported by digital channels, including the company website, professional networking platforms, and targeted email outreach. Educational content highlighting practical software challenges and solutions will be used to initiate conversations and support credibility during the sales process.

Sales Enablement and Team Development

As the sales function expands, Prikster Tech will invest in training sales representatives to ensure they understand the company's services, delivery approach, and technical capabilities. This

ensures consistent messaging and alignment between sales commitments and engineering execution.

Performance Monitoring

Sales performance will be monitored through key indicators such as lead conversion rates, client acquisition costs, project value, and client retention. Regular analysis of these metrics will inform adjustments to sales tactics and resource allocation, ensuring alignment with the company's growth objectives.

Through this structured and relationship-driven sales strategy, Prikster Tech will support steady client acquisition, strengthen long-term partnerships, and build a sustainable revenue base aligned with its technical expertise and service delivery model.

5.4 Sales Forecast

Prikster Tech will launch a structured portfolio of specialized software development and engineering services tailored to the operational and modernization needs of U.S. businesses. Sales operations are projected to begin in the company's second month of activity, with a gradual and controlled growth trajectory over the first five years. The forecast reflects increasing market penetration, expanding service capacity, and rising average contract values as the company establishes long-term client relationships and recurring demand.

The sales model is based on six core service lines, each designed to address specific and recurring technology needs among small and medium-sized enterprises and service-based organizations.

Sales Forecast Overview

- **Custom Software Development for Small and Medium-Sized Enterprises:** Sales are projected to begin with 13 engagements in Year One and increase steadily to 82 engagements by Year Five. Average unit pricing is expected to rise from $12,000 in the first year to $14,586.08 by Year Five. Total revenue from this service is projected to grow from $156,000 in Year One to approximately $1,201,710 in Year Five.
- **Digital Transformation and Process Automation Consulting:** This service is forecasted to generate 12 engagements in Year One, increasing to 76 engagements by Year Five. Unit prices are projected to increase from $10,000 to $12,155.06 over the forecast period. Total revenue is expected to grow from $120,000 in Year One to approximately $924,393 by Year Five.
- **Scalable SaaS Architecture and Platform Engineering:** Sales are projected to start with 10 engagements in Year One and grow to 63 engagements by Year Five. Unit pricing is expected to increase from $15,000 to $18,232.59. Revenue from this service is projected to grow from $150,000 in Year One to approximately $1,155,491 by Year Five.
- **API Development and Systems Integration:** This service is expected to generate 11 engagements in Year One, increasing to 70 engagements by Year Five. Unit prices are projected to rise from $7,500 to $9,116.30. Total revenue is expected to grow from $82,500 in Year One to approximately $635,520 by Year Five.
- **Cybersecurity Assessment:** Cybersecurity Assessment services are projected to begin with 10 engagements in Year One and increase to 63 engagements by Year Five. Unit

pricing is expected to rise from $5,000 in Year One to $6,077.53 by Year Five. Total revenue from this service is projected to grow from $50,000 in Year One to approximately $385,164 by Year Five.

- **Technical Leadership, Mentorship, and Engineering Process Optimization:** This service is forecasted to begin with 10 engagements in Year One and grow to 63 engagements by Year Five. Unit prices are expected to increase from $3,000 to $3,646.52 over the forecast period. Total revenue is projected to grow from $30,000 in Year One to approximately $231,098 by Year Five.

Based on these projections, **total company revenue is expected to increase from approximately $588,500 in Year One to $4,533,375 by Year Five**, reflecting steady demand growth, service diversification, and scalable delivery capacity.

Direct Costs Forecast

Direct costs are projected to scale proportionally with service volume while maintaining strong gross margins consistent with a software-focused engineering and delivery model. Total direct costs are projected to increase from approximately **$47,080 in Year One to $362,670 by Year Five**, reflecting disciplined cost control, standardized delivery processes, and efficient utilization of technical resources.

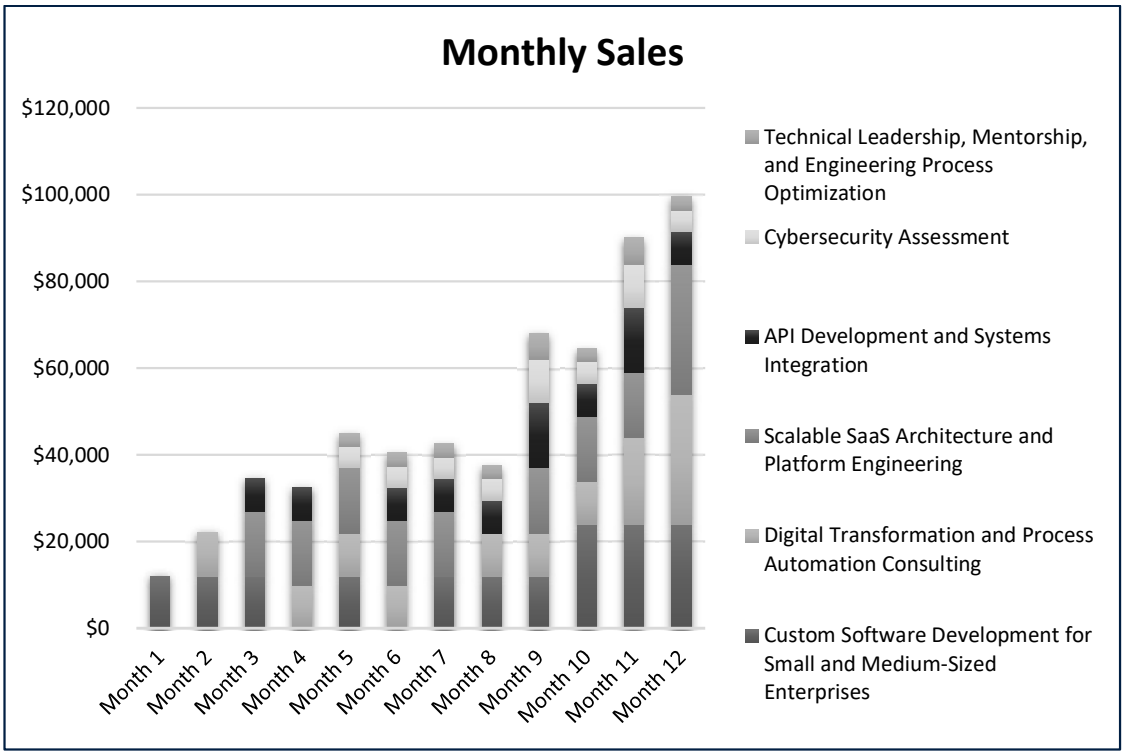
This sales and cost forecast demonstrates Prikster Tech's ability to scale operations in a controlled and financially sustainable manner, supporting workforce expansion, continued investment in service quality, and the long-term development of proprietary software capabilities.

5.4.1 Annual Sales Forecast Table

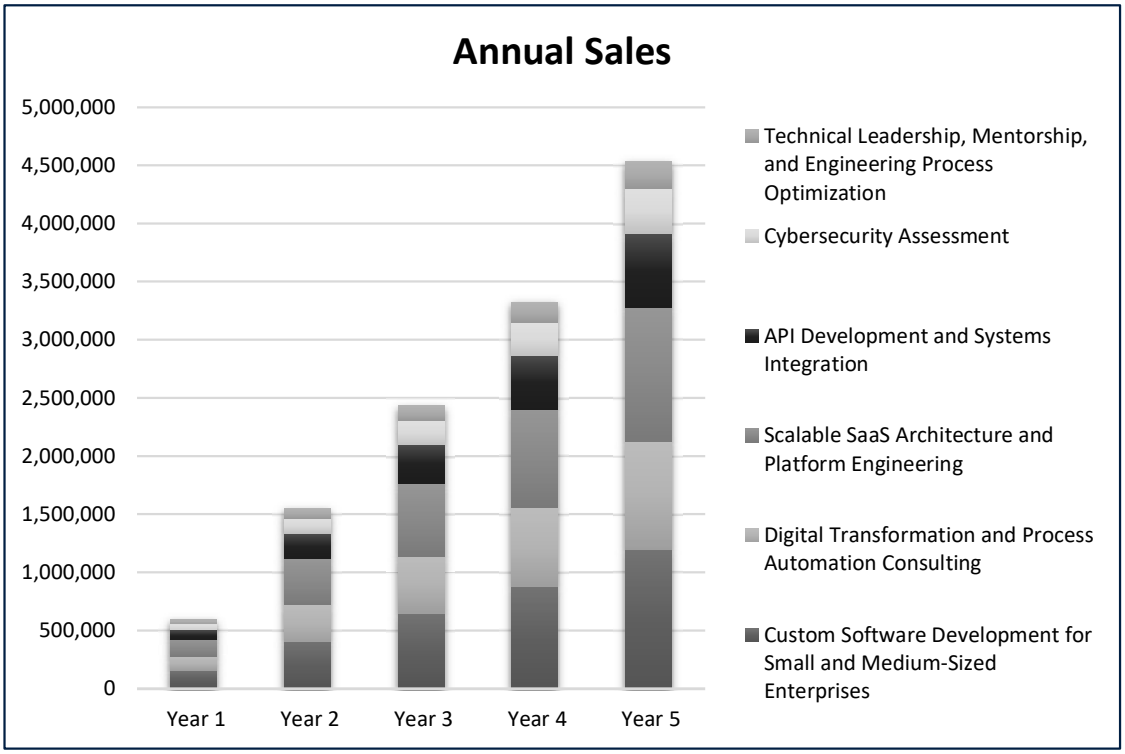
Sales Forecast					
	Year 1	Year 2	Year 3	Year 4	Year 5
Unit Sales					
Custom Software Development for Small and Medium-Sized Enterprises	13	33	49	63	82
Digital Transformation and Process Automation Consulting	12	30	45	59	76
Scalable SaaS Architecture and Platform Engineering	10	25	38	49	63
API Development and Systems Integration	11	28	41	54	70
Cybersecurity Assessment	10	25	38	49	63
Technical Leadership, Mentorship, and Engineering Process Optimization	10	25	38	49	63
Total Unit Sales	66	165	248	322	418
Unit Prices	Year 1	Year 2	Year 3	Year 4	Year 5
Custom Software Development for Small and Medium-Sized Enterprises	$12,000.00	$12,600.00	$13,230.00	$13,891.50	$14,586.08
Digital Transformation and Process Automation Consulting	$10,000.00	$10,500.00	$11,025.00	$11,576.25	$12,155.06

Scalable SaaS Architecture and Platform Engineering	$15,000.00	$15,750.00	$16,537.50	$17,364.38	$18,232.59
API Development and Systems Integration	$7,500.00	$7,875.00	$8,268.75	$8,682.19	$9,116.30
Cybersecurity Assessment	$5,000.00	$5,250.00	$5,512.50	$5,788.13	$6,077.53
Technical Leadership, Mentorship, and Engineering Process Optimization	$3,000.00	$3,150.00	$3,307.50	$3,472.88	$3,646.52
Sales					
Custom Software Development for Small and Medium-Sized Enterprises	$156,000	$409,500	$644,963	$880,374	$1,201,710
Digital Transformation and Process Automation Consulting	$120,000	$315,000	$496,125	$677,211	$924,393
Scalable SaaS Architecture and Platform Engineering	$150,000	$393,750	$620,156	$846,513	$1,155,491
API Development and Systems Integration	$82,500	$216,563	$341,086	$465,582	$635,520
Cybersecurity Assessment	$50,000	$131,250	$206,719	$282,171	$385,164
Technical Leadership, Mentorship, and Engineering Process Optimization	$30,000	$78,750	$124,031	$169,303	$231,098
Total Sales	$588,500	$1,544,813	$2,433,080	$3,321,154	$4,533,375
Direct Unit Costs	Year 1	Year 2	Year 3	Year 4	Year 5
Custom Software Development for Small and Medium-Sized Enterprises	$960.00	$1,008.00	$1,058.40	$1,111.32	$1,166.89
Digital Transformation and Process Automation Consulting	$800.00	$840.00	$882.00	$926.10	$972.41
Scalable SaaS Architecture and Platform Engineering	$1,200.00	$1,260.00	$1,323.00	$1,389.15	$1,458.61
API Development and Systems Integration	$600.00	$630.00	$661.50	$694.58	$729.30
Cybersecurity Assessment	$400.00	$420.00	$441.00	$463.05	$486.20
Technical Leadership, Mentorship, and Engineering Process Optimization	$240.00	$252.00	$264.60	$277.83	$291.72
Direct Cost of Sales					
Custom Software Development for Small and Medium-Sized Enterprises	$12,480	$32,760	$51,597	$70,430	$96,137
Digital Transformation and Process Automation Consulting	$9,600	$25,200	$39,690	$54,177	$73,951
Scalable SaaS Architecture and Platform Engineering	$12,000	$31,500	$49,613	$67,721	$92,439
API Development and Systems Integration	$6,600	$17,325	$27,287	$37,247	$50,842
Cybersecurity Assessment	$4,000	$10,500	$16,538	$22,574	$30,813
Technical Leadership, Mentorship, and Engineering Process Optimization	$2,400	$6,300	$9,923	$13,544	$18,488
Subtotal Direct Cost of Sales	**$47,080**	**$123,585**	**$194,646**	**$265,692**	**$362,670**

5.4.2 Monthly Sales Chart



5.4.3 Annual Sales Chart



6.0 Management Structure

As previously mentioned, Mr. Breno de Castro Nogueira will be the General Manager & Senior Software Engineer of Prikster Tech. The Personnel Plan shows that the company expects to make gradual investments in personnel in the first years of operation, and by the year 5, the company will have 28 employees, including Mr. Breno de Castro Nogueira.

6.1 Staffing Requirements

Prikster Tech has crafted a comprehensive personnel plan to support its ambitions in the IT consulting sector. This plan outlines the roles, the number of positions, and the respective salaries projected over a five-year period, ensuring the company is well-equipped to meet the evolving demands of the industry.

In Year 1, Prikster Tech will begin with a foundational team of five professionals, including Mr. Nogueira as General Manager & Senior Software Engineer, starting with an annual salary of $110,000, escalating to $209,881 by Year 5. The team will expand significantly, reaching a total of 28 members by Year 5. Key roles and their growth in personnel and salaries include:

- **Senior Software Engineers**: Beginning with one professional in Year 1, the team will expand to three engineers by Year 5. The total combined salary cost for this category is projected to reach $428,831 by Year 5, reflecting market-aligned compensation across the three positions.
- **Software Developers**: Introduced with one developer at $45,000 in Year 1, this category will grow to three professionals. By Year 5, the aggregate payroll cost for Software Developers is projected to reach $393,824.
- **Software Project Managers**: Introduced in Year 2 with one professional, this function will expand to three team members. The total salary cost for this category is projected to reach $358,817 by Year 5.
- **DevOps Engineers**: Added in Year 2 and expanding to two professionals by Year 5, with a combined salary cost of $255,256.
- **Training and Development Specialists**: Also introduced in Year 2 and growing to two professionals, with a total payroll cost of $204,205 by Year 5.
- **UX / UI Designers**: Introduced in Year 3 and expanding to two professionals, with a combined salary cost reaching $198,371 by Year 5.
- **Digital Transformation Consultants**: Introduced in Year 2 and expanding to three professionals, with a total salary allocation of $402,576 by Year 5.
- **Project Management Support Roles**: Beginning with one professional in Year 1 hired on a partial-year basis, resulting in a lower initial salary allocation of $19,600, and expanding to two full professionals. By Year 5, the combined salary cost for this function is projected to reach $285,887. The lower Year 1 figure reflects staggered hiring during the year, as detailed in the Appendix (Monthly Personnel Plan).
- **Marketing and Communications Specialists**: Introduced in Year 3, with the total salary cost for this function reaching $90,434 by Year 5.

- **Sales Representatives**: Starting with one professional at $72,000 and expanding to three team members, with a combined salary cost of $262,549 by Year 5.
- **Administrative Managers and Customer Service Representatives**: Introduced in later years as operational volume increases, with total salary costs projected to reach $72,930 and $102,103, respectively, by Year 5.

The total payroll will begin at $344,600 in the first year, rising impressively to $3,265,663 by the fifth year. This strategic personnel plan is meticulously designed to cultivate a skilled and versatile team, equipped to propel the company's growth and ensure outstanding service delivery in the highly competitive IT and business consulting market.

6.1.1 How the Hiring Plan Was Calculated

Prikster Tech has meticulously crafted its hiring plan to ensure the company scales effectively while maintaining the highest standards of delivery service. The plan aligns with the company's projected growth, service demand, and operational needs over the next five years. Several key factors contribute to this comprehensive approach:

Market Demand and Service Expansion

The primary reason behind the hiring plan is the anticipated increase in demand for Prikster Tech's specialized IT services. Extensive market research and industry analysis have identified significant growth potential in areas such as Custom Software Development for Small and Medium-Sized Enterprises, AIOps Implementation, Scalable SaaS Architecture and Platform Engineering, API Development and Systems Integration, and Technical Leadership, Mentorship, and Engineering Process Optimization. The hiring plan reflects the necessity to expand the team in step with the expected rise in project volume, ensuring that the company can meet client needs effectively.

Strategic Roles and Timing

The hiring timeline is strategically designed to ensure that critical roles are filled at the right intervals to support both immediate operational needs and long-term growth objectives. For example:

- **Year 1**: The initial focus is on establishing a core team, including the General Manager & Senior Software Engineer (Mr. Breno de Castro Nogueira), a Senior Software Engineer, and Software Developer, and a Sales Representative. This foundation ensures the company is equipped to commence operations and secure early projects.
- **Year 2**: As operations stabilize and initial projects are underway, additional roles such as a Software Project Manager, DevOps Engineer, Training and Development Specialist, and Administrative Manager are introduced to support increased project complexity and scale.
- **Year 3 to Year 5**: Further expansion includes hiring UX / UI Designers, additional Digital Transformation Consultants, Project Managers, Marketing and Communications Specialists, and Customer Service Representatives. This reflects the need for specialized skills and enhanced customer support as the company's client base grows.

Salary Benchmarks and Industry Standards

Salaries for each role have been carefully benchmarked against industry standards to ensure competitiveness in attracting top talent. Salary increments over the five-year period are planned based on expected market adjustments and the growing responsibilities of each role. For instance:

- The General Manager & Senior Software Engineer's salary starts at $110,000, increasing to $209,881 by Year 5, reflecting the growing complexity and leadership demands.
- Salaries for other roles, such as Senior Software Engineers and DevOps Engineers, are also projected to increase annually, aligning with industry trends to ensure employee retention.

Projected Service Demand

The number of hires for each role is based on the projected demand for specific services. For example:

- The number of Senior Software Engineers increases from 1 to 3 by Year 5, aligning with the expected growth in API Development and Systems Integration projects.
- Digital Transformation Consultants increase to 3, reflecting the anticipated rise in AI and machine learning projects.
- Sales Representatives grow from 1 to 3 to support the expanding client base and drive new business development.

Operational Efficiency and Scalability

The hiring plan is designed to ensure that Prikster Tech can maintain operational efficiency while scaling. Roles such as Project Managers and Software Developers are introduced early in the plan to streamline project management and development processes, ensuring smooth operations as the company expands.

By integrating these elements, market demand, strategic timing, salary benchmarks, projected service demand, and operational efficiency, Prikster Tech has developed a robust hiring plan. This plan is designed to support the company's growth trajectory, ensuring a skilled and versatile team capable of delivering high-quality services and achieving sustained success in the competitive IT consulting market.

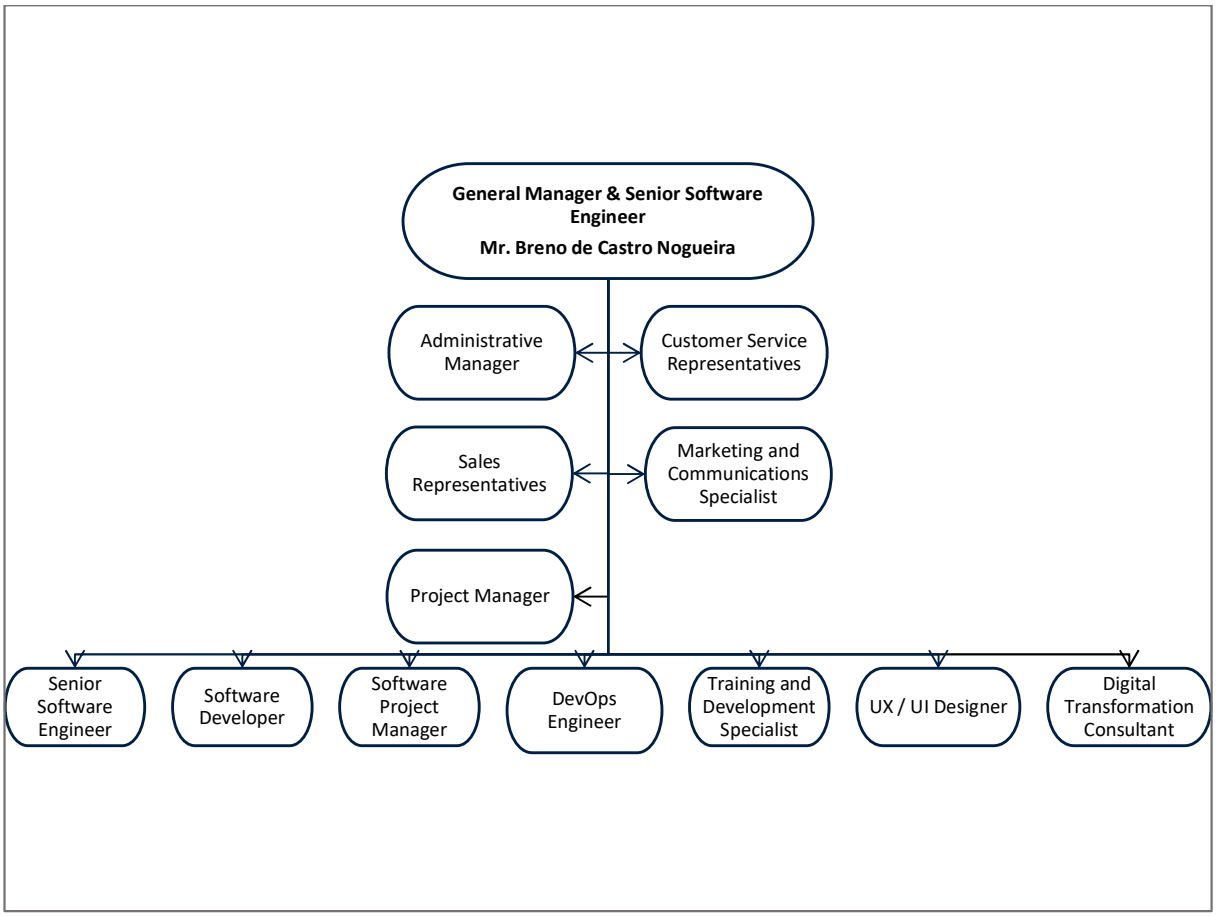
6.2 Annual Personnel Plan Table

Personnel Plan					
	Year 1	Year 2	Year 3	Year 4	Year 5
General Manager & Senior Software Engineer - Mr. Castro Nogueira	$110,000	$138,000	$158,700	$182,505	$209,881
Senior Software Engineer	$98,000	$123,480	$259,308	$272,273	$428,831
Software Developer	$45,000	$113,400	$238,140	$250,047	$393,824
Software Project Manager	$0	$103,320	$108,486	$227,821	$358,817
DevOps Engineer	$0	$110,250	$115,763	$243,101	$255,256
Training and Development Specialist	$0	$88,200	$92,610	$194,481	$204,205
UX / UI Designer	$0	$0	$89,964	$94,462	$198,371
Digital Transformation Consultant	$0	$115,920	$121,716	$255,604	$402,576
Project Manager	$19,600	$123,480	$129,654	$136,137	$285,887
Marketing and Communications Specialist	$0	$0	$82,026	$86,127	$90,434
Sales Representative	$72,000	$75,600	$158,760	$166,698	$262,549
Administrative Manager	$0	$63,000	$66,150	$69,458	$72,930
Customer Service Representative	$0	$0	$46,305	$97,241	$102,103
Total People	5	10	16	21	28
Total Payroll	**$344,600**	**$1,054,650**	**$1,667,582**	**$2,275,954**	**$3,265,663**

6.3 Five-Year Personnel Plan Table

Personnel Plan					
	Year 1	Year 2	Year 3	Year 4	Year 5
General Manager & Senior Software Engineer - Mr. Nogueira	1	1	1	1	1
Senior Software Engineer	1	1	2	2	3
Software Developer	1	1	2	2	3
Software Project Manager	0	1	1	2	3
DevOps Engineer	0	1	1	2	2
Training and Development Specialist	0	1	1	2	2
UX / UI Designer	0	0	1	1	2
Digital Transformation Consultant	0	1	1	2	3
Project Manager	1	1	1	1	2
Marketing and Communications Specialist	0	0	1	1	1
Sales Representative	1	1	2	2	3
Administrative Manager	0	1	1	1	1
Customer Service Representative	0	0	1	2	2
Total People	**5**	**10**	**16**	**21**	**28**

6.4 Organizational Chart – Year 5



6.5 Duties and Responsibilities

General Manager & Senior Software Engineer – Mr. Breno de Castro Nogueira

- Define corporate strategy, service positioning, and long-term operational objectives
- Establish and enforce software architecture standards and engineering best practices
- Lead complex system design, API architecture, and scalable platform development
- Oversee project execution to ensure technical accuracy and alignment with client goals
- Mentor engineering staff through code reviews, technical guidance, and performance feedback
- Actively contribute to development tasks requiring senior-level technical expertise
- Manage strategic client relationships and provide technical leadership during engagements
- Drive continuous improvement of internal processes, documentation, and delivery workflows

Senior Software Engineer

- Design scalable backend systems, APIs, and application architectures
- Review code to ensure quality, performance, and maintainability standards
- Resolve complex technical issues and system performance bottlenecks

- Support junior engineers with technical guidance and best practices

Software Developer

- Implement application features based on technical specifications
- Maintain and enhance existing software systems and integrations
- Perform testing and debugging to ensure functional reliability
- Collaborate with team members to deliver project milestones

Software Project Manager

- Plan and coordinate software development timelines and deliverables
- Translate business requirements into technical execution plans
- Monitor risks, dependencies, and project progress
- Facilitate communication between clients and engineering teams

DevOps Engineer

- Build and maintain CI/CD pipelines for automated deployments
- Manage cloud environments and system configurations
- Monitor infrastructure performance and system availability
- Automate operational processes to improve reliability and efficiency

Training and Development Specialist

- Create training materials for software systems and workflows
- Support onboarding of client and internal technical teams
- Deliver instructional sessions and technical documentation
- Promote adoption of best practices and system usage

UX / UI Designer

- Design intuitive user interfaces aligned with business requirements
- Improve application usability through workflow and layout optimization
- Collaborate with developers to implement design specifications
- Conduct usability testing and refine interface elements

Digital Transformation Consultant

- Analyze client operations to identify software modernization needs
- Define practical digital transformation roadmaps
- Support implementation of integrated software solutions
- Advise clients on scalability, efficiency, and system improvement

Project Manager

- Manage project schedules, budgets, and resource allocation
- Coordinate tasks across technical and non-technical teams
- Act as the primary point of contact for project execution
- Ensure delivery aligns with scope, quality, and timeline expectations

Marketing and Communications Specialist

- Develop marketing content aligned with service offerings
- Manage website updates and professional communication channels
- Support lead generation and brand visibility initiatives
- Coordinate outreach campaigns and promotional materials

Sales Representative

- Identify potential clients and qualify business opportunities
- Manage sales pipelines and client communications
- Present service proposals and solution overviews
- Support contract discussions and client onboarding

Administrative Manager

- Oversee internal administrative operations and scheduling
- Maintain records, documentation, and internal reporting
- Support financial tracking and operational coordination
- Assist leadership with organizational planning tasks

Customer Service Representative

- Respond to client inquiries and service requests
- Track and escalate issues to appropriate teams
- Support client satisfaction throughout project lifecycles
- Assist with post-delivery support and follow-up

7.0 Financial Summary

The financial plan for Prikster Tech will be a critical analysis of the company's financial projections, including revenue, expenses, and overall financial performance. It will offer a comprehensive overview of the expected financial trajectory over a specific period of time and determine the company's financial feasibility. The plan will encompass essential aspects such as startup funding, profit and loss, cash flow, and balance sheet. The financial plan will play a crucial role in determining the company's success and will help in making informed decisions to ensure that the company achieves its financial objectives.

7.1 Break-even Analysis

The Break-even Analysis is a crucial financial tool for Prikster Tech, aimed at identifying the point where the company's total revenues exactly match its total expenses. For Prikster Tech, this financial equilibrium is projected to be achieved when monthly sales reach 4 units, resulting in revenue of $41,111. This analysis is underpinned by several key assumptions:

1. **Average Revenue Per Unit:** Each unit sold is expected to generate an average revenue of $10,508.93.
2. **Average Variable Cost Per Unit:** The average variable cost per unit is estimated to be $840.71.

3. **Monthly Fixed Costs:** The company is anticipated to incur consistent monthly fixed costs amounting to $37,822, which will remain constant regardless of the sales volume.

Understanding the break-even point is essential for guiding Prikster Tech' strategic direction. It serves as a vital indicator for setting realistic sales targets, managing budgets effectively, and steering the company toward financial stability and profitability. Reaching this break-even point will signify a pivotal moment in the company's development, marking the transition from absorbing losses to generating profits.

7.1.1 Break-even Analysis Chart

Break-even Analysis	
Monthly Units Break-even	4
Monthly Revenue Break-even	$41,111
Assumptions:	
Average Per-Unit Revenue	$10,508.93
Average Per-Unit Variable Cost	$840.71
Estimated Monthly Fixed Cost	**$37,822**

7.2 Profit and Loss Assumptions

Prikster Tech is meticulously preparing a robust financial plan to establish a prominent market presence. The company's proactive investment in a highly skilled workforce is pivotal for delivering specialized IT and business consulting services. This commitment is expected to drive a proportional increase in direct sales costs in line with revenue growth. Prikster Tech plans to enhance its market presence through comprehensive marketing efforts, including Google AdWords campaigns, social media promotions, and participation in industry expos, all aimed at expanding the client base and strengthening its market position.

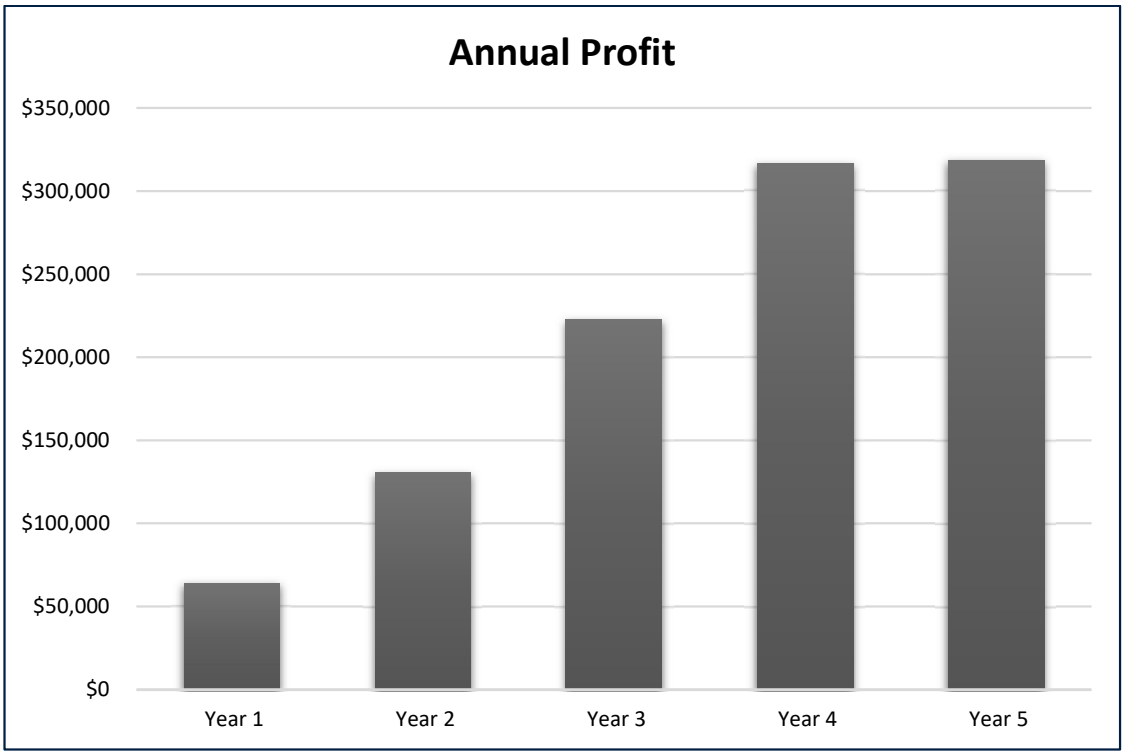
The financial outlook for Prikster Tech is projected at $588,500 in Year 1, escalating to $4,533,375 by Year 5. Direct cost of sales is expected to start at $47,080, increasing to $362,670 by the end of the five-year period. The gross margin is forecasted to be consistently maintained at 92%, rising from $541,420 in the first year to $4,170,705 by Year 5. Operating expenses are anticipated to grow from $453,860 in Year 1 to $3,734,334 by Year 5, reflecting the company's strategic expansion and growth initiatives. EBITDA is expected to rise from $87,560 in Year 1 to $443,871 in Year 5, demonstrating the company's effective financial and operational management.

Net profit is also expected to follow a positive trend, starting at $63,919 in Year 1 and expected to reach $318,551 by Year 5. This translates to a net profit margin beginning at 10.86% in Year 1 and adjusting to 7.03% by Year 5. The detailed financial metrics, including sales and payroll figures for the first year and subsequent years, will be comprehensively documented in the appendix, providing a clear view of Prikster Tech's financial trajectory during its initial years of operation.

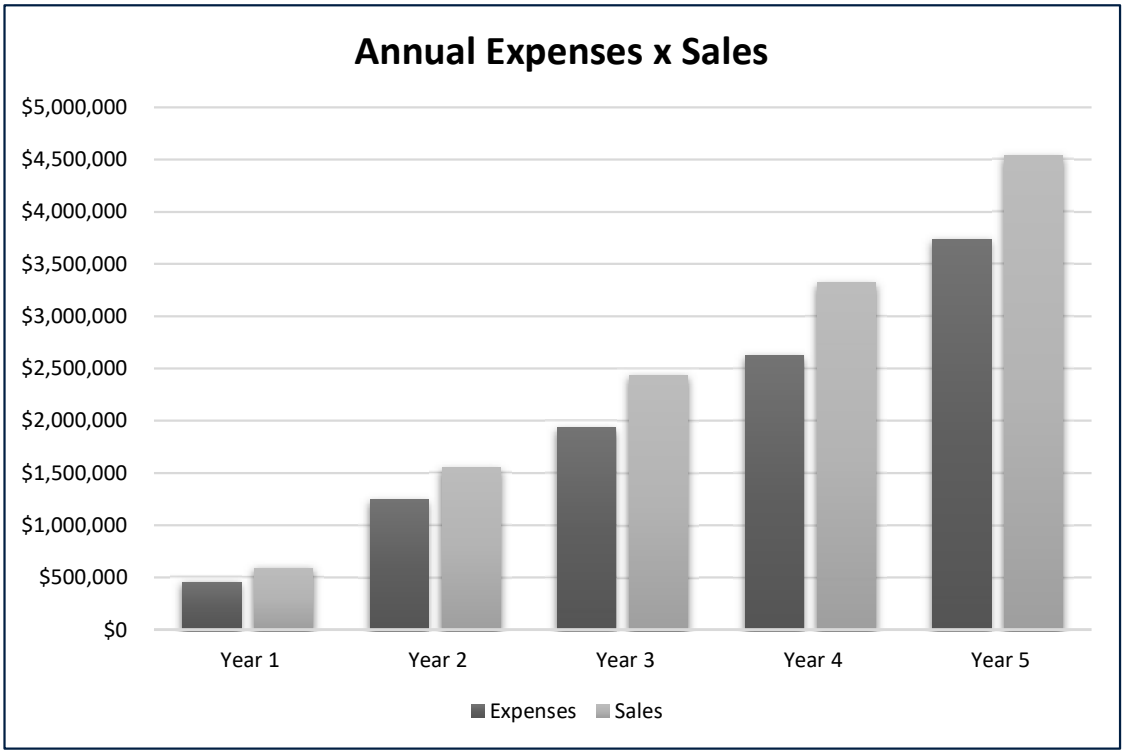
7.2.1 Annual Profit and Loss Table

Pro Forma Profit and Loss					
	Year 1	Year 2	Year 3	Year 4	Year 5
Sales	$588,500	$1,544,813	$2,433,080	$3,321,154	$4,533,375
Direct Cost of Sales	$47,080	$123,585	$194,646	$265,692	$362,670
Total Cost of Sales	$47,080	$123,585	$194,646	$265,692	$362,670
Gross Margin	$541,420	$1,421,228	$2,238,433	$3,055,461	$4,170,705
Gross Margin %	92.00%	92.00%	92.00%	92.00%	92.00%
Expenses					
Payroll	$344,600	$1,054,650	$1,667,582	$2,275,954	$3,265,663
Payroll Taxes	$34,460	$105,465	$166,758	$227,595	$326,566
Depreciation	$0	$3,000	$4,500	$6,000	$7,500
Rent	$21,600	$25,920	$31,104	$37,325	$44,790
Insurance	$2,400	$2,880	$3,456	$4,147	$4,977
Marketing/Promotion	$6,000	$7,200	$8,640	$10,368	$12,442
Utilities/Internet/Phone	$1,800	$2,160	$2,592	$3,110	$3,732
Employees Education	$0	$8,000	$9,600	$11,520	$13,824
Equipment	$40,000	$30,000	$36,000	$43,200	$51,840
Accountant	$3,000	$3,000	$3,000	$3,000	$3,000
Total Operating Expenses	$453,860	$1,242,275	$1,933,232	$2,622,220	$3,734,334
Profit Before Interest and Taxes	$87,560	$178,953	$305,202	$433,242	$436,371
EBITDA	$87,560	$181,953	$309,702	$439,242	$443,871
Taxes Incurred	$23,641	$48,317	$82,404	$116,975	$117,820
Net Profit	$63,919	$130,635	$222,797	$316,266	$318,551
Net Profit/Sales	**10.86%**	**8.46%**	**9.16%**	**9.52%**	**7.03%**

7.2.2 Annual Profit Chart



7.2.3 Annual Expenses x Sales Chart



7.3 Cash Flow Assumptions

Prikster Tech is well-positioned to establish a solid financial footing, as illustrated by the Pro Forma Cash Flow statement, which forecasts steady growth in cash inflows and prudent management of expenditures over the next five years. In the first year, the company is expected to generate a total cash inflow from operations of $588,500, evenly split between cash sales and receivables. This positive trend is projected to continue, with cash inflows anticipated to reach $4,533,375 by the fifth year, without any additional cash expected from non-operational sources.

Expenditures will primarily focus on operational spending and bill payments. Cash spending is projected to increase from $344,600 in the first year to $3,265,663 by the fifth year. Similarly, bill payments are expected to grow from $152,075 in the first year to $923,683 by the fifth year, leading to total operational expenditures rising from $496,675 in the first year to $4,189,347 by the fifth year.

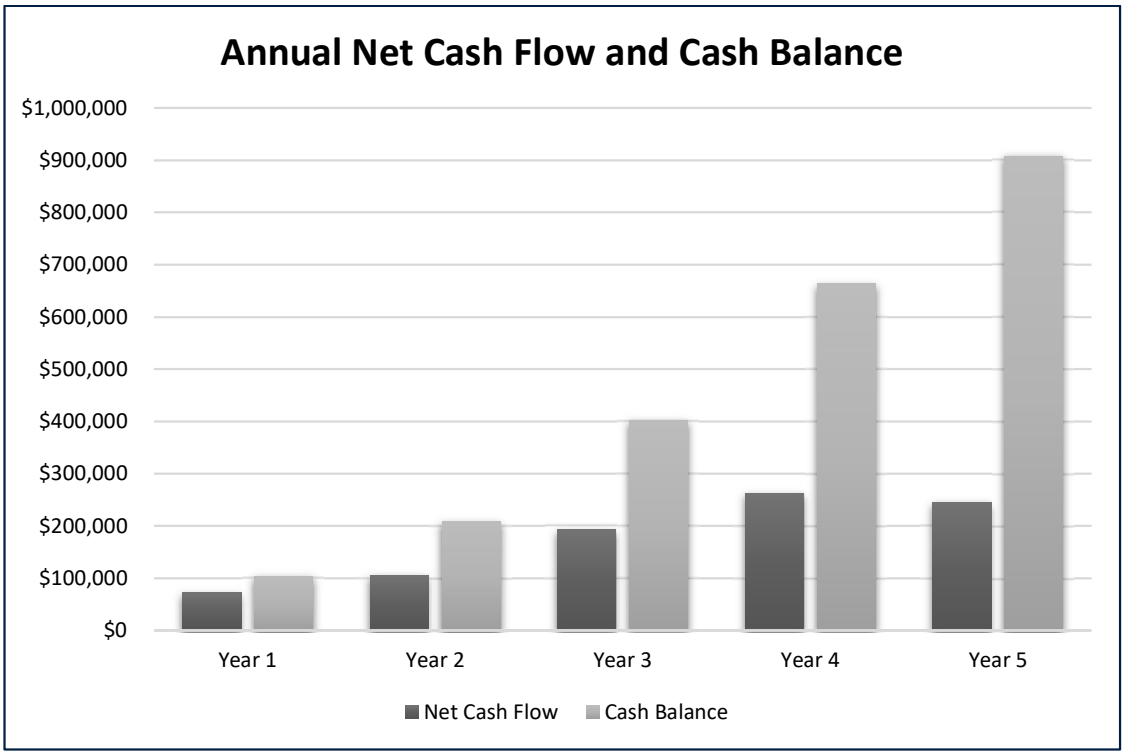
The only non-operational expenditure forecasted is for dividend payments, which will start at $20,000 in the first year and increase to $100,000 by the fifth year. Consequently, total cash expenditures are expected to grow from $516,675 in the first year to $4,289,347 by the fifth year.

Net cash flow, representing the difference between cash received and cash spent, is expected to remain positive, starting at $71,825 in the first year and rising to $244,028 by the fifth year. Reflecting this growth, the cash balance is projected to increase from an initial $103,825 to $907,565 by the end of the fifth year. The appendices will offer a detailed breakdown of first-year sales and operational expenses, providing comprehensive insights into Prikster Tech's projected cash flows, revenue streams, and cost structures.

7.3.1 Annual Cash Flow Table

Pro Forma Cash Flow					
	Year 1	Year 2	Year 3	Year 4	Year 5
Cash Received					
Cash from Operations					
Cash Sales	$294,250	$772,406	$1,216,540	$1,660,577	$2,266,687
Cash from Receivables	$294,250	$772,406	$1,216,540	$1,660,577	$2,266,687
Subtotal Cash from Operations	$588,500	$1,544,813	$2,433,080	$3,321,154	$4,533,375
Additional Cash Received					
Non-Operating (Other) Income	$0	$0	$0	$0	$0
Sales Tax, VAT, HST/GST Received	$0	$0	$0	$0	$0
New Current Borrowing	$0	$0	$0	$0	$0
New Other Liabilities (interest-free)	$0	$0	$0	$0	$0
New Long-term Liabilities	$0	$0	$0	$0	$0
Sales of Other Current Assets	$0	$0	$0	$0	$0
Sales of Long-term Assets	$0	$0	$0	$0	$0
New Investment Received	$0	$0	$0	$0	$0
Subtotal Cash Received	$588,500	$1,544,813	$2,433,080	$3,321,154	$4,533,375
Expenditures	Year 1	Year 2	Year 3	Year 4	Year 5
Expenditures from Operations					
Cash Spending	$344,600	$1,054,650	$1,667,582	$2,275,954	$3,265,663
Bill Payments	$152,075	$355,130	$523,269	$707,750	$923,683
Subtotal Spent on Operations	$496,675	$1,409,780	$2,190,850	$2,983,704	$4,189,347
Additional Cash Spent					
Non-Operating (Other) Expense	$0	$0	$0	$0	$0
Sales Tax, VAT, HST/GST Paid Out	$0	$0	$0	$0	$0
Principal Repayment of Current Borrowing	$0	$0	$0	$0	$0
Other Liabilities Principal Repayment	$0	$0	$0	$0	$0
Long-term Liabilities Principal Repayment	$0	$0	$0	$0	$0
Purchase Other Current Assets	$0	$0	$0	$0	$0
Purchase Long-term Assets	$0	$0	$0	$0	$0
Dividends	$20,000	$30,000	$50,000	$75,000	$100,000
Subtotal Cash Spent	$516,675	$1,439,780	$2,240,850	$3,058,704	$4,289,347
Net Cash Flow	$71,825	$105,033	$192,229	$262,450	$244,028
Cash Balance	**$103,825**	**$208,858**	**$401,087**	**$663,537**	**$907,565**

7.3.2 Annual Net Cash Flow and Cash Balance Chart



7.4 Balance Sheet Assumptions

Over the next five years, Prikster Tech's Pro Forma Balance Sheet will reflect structured financial growth characterized by a steady increase in current assets, strategic management of liabilities, and a strengthening capital base that underscores the company's financial stability. Initially, Prikster Tech will focus its current assets primarily on cash, beginning with $103,825 in the first year and projecting an increase to $907,565 by the fifth year. The company plans to maintain accounts receivable, inventory, and other current assets at zero throughout this period, indicating an efficient and streamlined approach to asset management.

The company will start with no long-term assets and will accumulate depreciation over time. Depreciation is expected to begin at zero in the first year and rise to $21,000 by the end of year five, resulting in total long-term assets reflecting a negative value, starting at zero and decreasing to negative $21,000 by the fifth year. Despite this, total assets will demonstrate significant growth, beginning at $103,825 in the first year and reaching $886,565 by year five.

On the liabilities side, Prikster Tech will manage its current liabilities primarily through accounts payable, which are projected to start at $27,906 in the first year and rise to $77,397 by the fifth year. The company will not incur any current or long-term borrowings, thereby maintaining a debt-free balance sheet.

Paid-in capital will remain constant at $50,000 throughout the five-year period. Retained earnings will start with a deficit of $38,000 in the first year but will improve substantially, turning positive and reaching $440,618 by the fifth year. Earnings are projected to show a strong upward

trend, starting at $63,919 in the first year and climbing to $318,551 by the fifth year. As a result, total capital will grow significantly, starting at $75,919 in the first year and increasing to $809,168 by the fifth year.

This progression in net worth, which begins modestly, highlights Prikster Tech's strategic efforts to enhance its financial position as the company continues to build its asset base and manage its capital effectively over the forecasted five-year period.

7.4.1 Annual Balance Sheet Table

Pro Forma Balance Sheet					
	Year 1	Year 2	Year 3	Year 4	Year 5
Assets					
Current Assets					
Cash	$103,825	$208,858	$401,087	$663,537	$907,565
Accounts Receivable	$0	$0	$0	$0	$0
Inventory	$0	$0	$0	$0	$0
Other Current Assets	$0	$0	$0	$0	$0
Total Current Assets	$103,825	$208,858	$401,087	$663,537	$907,565
Long-term Assets					
Long-term Assets	$0	$0	$0	$0	$0
Accumulated Depreciation	$0	$3,000	$7,500	$13,500	$21,000
Total Long-term Assets	$0	($3,000)	($7,500)	($13,500)	($21,000)
Total Assets	$103,825	$205,858	$393,587	$650,037	$886,565
Liabilities and Capital	Year 1	Year 2	Year 3	Year 4	Year 5
Current Liabilities					
Accounts Payable	$27,906	$29,304	$44,236	$59,419	$77,397
Current Borrowing	$0	$0	$0	$0	$0
Other Current Liabilities	$0	$0	$0	$0	$0
Subtotal Current Liabilities	$27,906	$29,304	$44,236	$59,419	$77,397
Long-term Liabilities	$0	$0	$0	$0	$0
Total Liabilities	$27,906	$29,304	$44,236	$59,419	$77,397
Paid-in Capital	$50,000	$50,000	$50,000	$50,000	$50,000
Retained Earnings	($38,000)	($4,081)	$76,554	$224,351	$440,618
Earnings	$63,919	$130,635	$222,797	$316,266	$318,551
Total Capital	$75,919	$176,554	$349,351	$590,618	$809,168
Total Liabilities and Capital	$103,825	$205,858	$393,587	$650,037	$886,565
Net Worth	**$75,919**	**$176,554**	**$349,351**	**$590,618**	**$809,168**

8.0 Mr. Breno de Castro Nogueira's National-level Impact

Prikster Tech's proposed endeavor is designed to generate measurable national-level benefits by enabling organizations across the United States to adopt modern software systems, cloud-ready architectures, and scalable digital infrastructure. While the company's service model is intentionally sector-agnostic, its solutions are particularly relevant to service-intensive and compliance-driven industries where operational complexity, data integrity, and workflow efficiency are critical to performance and regulatory alignment.

Within this context, the proposed endeavor is applicable to sectors such as Field Services and Education, where the Founder, Mr. Breno de Castro Nogueira, brings established technical and operational experience, as well as to nationally prioritized industries including Logistics, Financial Services, and Healthcare, which face similar digital modernization challenges. The technical transferability of Prikster Tech's solutions allows these services to support multiple industries without reliance on sector-specific business models, reinforcing the practical feasibility of nationwide application.

Headquartered in Texas, with in-person service delivery centered in the Dallas–Fort Worth region, Prikster Tech will operate under a hybrid execution model that combines localized engagement with remote-first delivery. This structure enables standardized platforms, automation frameworks, and implementation methodologies to be deployed across multiple states, extending the company's technological and economic impact well beyond a single metropolitan area.

Practical Impact on U.S. Small and Medium-Sized Enterprises

Small and medium-sized enterprises (SMEs) represent a substantial share of U.S. employment and economic activity, yet many service-based businesses continue to operate with manual processes, disconnected systems, and limited operational visibility. These limitations restrict growth, reduce service capacity, and increase operational costs.

For example, a field services company operating in Texas may manage technicians, customer scheduling, invoicing, and payments through spreadsheets and disconnected tools. By adopting Prikster Tech's service management platforms and automation solutions, such a company can centralize operations into a unified digital system, automate scheduling and billing, and gain real-time visibility into workforce utilization and service performance. These improvements often result in faster billing cycles, improved cash flow, reduced administrative overhead, and the ability to expand operations and hire additional personnel.

Similarly, educational organizations and training providers frequently manage student enrollment, scheduling, billing, and reporting through outdated or manual systems. Prikster Tech's platforms enable these institutions to automate administrative workflows, improve data accuracy, and scale service delivery while maintaining compliance with data protection and reporting requirements.

In logistics and supply-chain-adjacent service providers, fragmented systems often limit operational visibility across scheduling, asset tracking, and invoicing. Prikster Tech's integration-

driven solutions allow these businesses to connect operational data streams, improve process coordination, and reduce inefficiencies across distributed operations.

In **financial services support environments** and **healthcare-adjacent service organizations**, where data sensitivity, compliance, and system reliability are critical, Prikster Tech's structured software architecture, secure integrations, and maintainable system designs improve operational resilience while reducing exposure to system failures and process risk.

By replicating this model across multiple clients and states, Prikster Tech enables productivity gains that translate directly into business expansion and job creation at a national level.

Indicative National Impact Targets (Five-Year Horizon)

Over its first five years of operation, Prikster Tech expects to generate measurable national impact through the following indicative outcomes:

- Support the digital modernization of 120–150 small and medium-sized service-based businesses across multiple U.S. states
- Enable average productivity gains of 20%–30% per client through workflow automation and system integration
- Reduce administrative and service management process time by 25%–40% for participating businesses
- Improve service capacity and revenue potential, contributing to new hiring by client organizations
- Deliver technical training, mentorship, and knowledge transfer to dozens of early- and mid-career software professionals, strengthening domestic engineering capacity

These outcomes demonstrate how Prikster Tech's activities extend beyond individual contracts to generate repeatable, scalable benefits across the broader U.S. economy.

Alignment with U.S. Government Modernization Priorities

Prikster Tech's services align with established federal initiatives and guidance that emphasize modernization of digital infrastructure across public and private sectors.

The **Federal Cloud Computing Strategy (Cloud Smart)** highlights the national importance of cloud adoption, system interoperability, and modernization of legacy IT environments. Prikster Tech's work in software modernization, cloud-ready system design, and API-based integration directly supports these objectives by enabling organizations to transition away from outdated systems and improve operational efficiency.[33]

The **U.S. Digital Modernization Strategy** emphasizes the need to modernize systems to improve reliability, performance, and service delivery. While this strategy is directed at federal agencies, its principles apply broadly across the U.S. economy. Prikster Tech extends these modernization

[33] https://www.cio.gov/handbook/it-modernization/cloud/

practices into the private sector, particularly among organizations that lack internal engineering capacity.[34]

The **National Institute of Standards and Technology (NIST)** has published guidance promoting secure and maintainable software development practices, including the Secure Software Development Framework (SSDF). Prikster Tech's engineering approach emphasizes structured development processes, system maintainability, and performance optimization, supporting the national goal of reducing systemic software risk and improving trust in digital systems.[35]

The **Cybersecurity and Infrastructure Security Agency (CISA)** identifies outdated and poorly integrated systems as a major source of operational risk. By modernizing and integrating enterprise software environments, Prikster Tech helps reduce vulnerabilities associated with legacy systems and improves operational resilience across organizations that support critical economic functions.[36]

National Economic and Workforce Impact

Beyond technology modernization, Prikster Tech contributes to national economic objectives by strengthening domestic technical capacity. The company's services reduce dependence on fragmented outsourcing models by enabling U.S. organizations to adopt sustainable, well-documented systems that can be maintained and expanded over time.

Additionally, Prikster Tech's emphasis on technical leadership, mentorship, and training supports workforce development by improving software engineering practices within client organizations. This knowledge transfer strengthens long-term domestic capabilities in software development, integration, and platform management, aligning with national workforce development priorities in technology and innovation.

The U.S. Small Business Administration (SBA) consistently recognizes technology adoption as a driver of SME growth, competitiveness, and job creation. By focusing on SMEs nationwide, Prikster Tech supports a segment of the economy that is critical to sustained national growth.[37]

Scalability and National Reach of the Proposed Endeavor

Prikster Tech's national importance is further supported by its scalable and repeatable delivery model. The company develops standardized methodologies for custom software development, SaaS platform engineering, systems integration, and process optimization. These methodologies can be applied across multiple industries and geographic regions, allowing the company to replicate impact across a broad client base rather than delivering isolated, one-off projects.

Through multi-state service delivery, reusable engineering frameworks, and workforce-focused knowledge transfer, Prikster Tech is positioned to generate sustained national benefits that extend beyond local economic activity.

Founder's Role in Enabling National Impact

[34] https://www.cio.gov/modernization/
[35] https://www.nist.gov/itl/ssd/software-quality-group/secure-software-development-framework
[36] https://www.cisa.gov/cybersecurity-performance-goals
[37] https://www.sba.gov/business-guide/grow-your-business/prepare-growth

Mr. Breno de Castro Nogueira's professional background uniquely supports the national scope of this endeavor. His experience leading development of large-scale SaaS platforms, modernizing subscription and payment systems, designing and versioning APIs, improving system performance, and ensuring platform reliability enables Prikster Tech to deliver solutions that are both technically sound and operationally scalable.

By leveraging this expertise to support organizations across the United States, Mr. Nogueira's work contributes to improving digital infrastructure, operational efficiency, and technological resilience at a national level.

9.0 Indirect jobs creation - Economic Policy Institute

Each industry has backward linkages to economic sectors that provide the materials needed for the industry's output, just as each industry has forward linkages to the economic sectors where the industry's workers spend their income. Therefore, in addition to the jobs directly supported by an industry, a large number of indirect jobs may also be supported by that industry. The subtraction or addition of jobs and output in industries with strong backward and forward linkages to other economic sectors can cause large ripple effects.

According to the national job multipliers published by the Economy Policy Institute (EPI) on January 23, 2019,[38] 100 direct jobs in the Computer system design, and related services industry generate a total of 283.4 total indirect jobs, as demonstrated in the following table:

Employment multipliers per 100 direct jobs, all private-sector industries

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
	Professional, scientific, and technical services				
125	Legal services	100.0	89.2	111.3	200.5
126	Accounting, tax preparation, bookkeeping, and payroll services	100.0	52.0	81.3	133.4
127	Architectural, engineering, and related services	100.0	90.0	114.1	204.1
128	Specialized design services	100.0	67.5	97.4	164.9
129	Computer systems design and related services	100.0	134.1	149.3	283.4
130	Management, scientific, and technical consulting services	100.0	91.1	116.5	207.6
131	Scientific research and development services	100.0	519.3	323.7	842.9
132	Advertising, public relations, and related services	100.0	460.9	270.7	731.6
133	Other professional, scientific, and technical services	100.0	70.8	83.6	154.3

Based on Prikster Tech's employment projections, the company will create **28 direct jobs by the end of Year 5**. Applying the EPI multiplier to this workforce level, Prikster Tech's operations are expected to generate approximately **79 indirect and induced jobs** over the same period. These indirect positions will arise across multiple sectors, including professional services, marketing, legal support, accounting, cloud infrastructure providers, telecommunications, and local service industries.

[38] https://www.epi.org/publication/updated-employment-multipliers-for-the-u-s-economy/

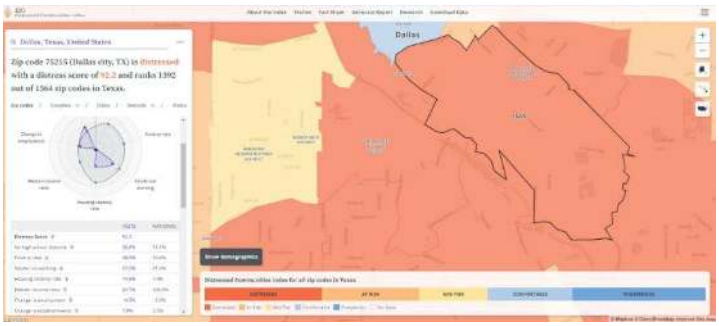
In addition to its direct employees, Prikster Tech will engage independent contractors on a project basis, including legal professionals, technical specialists, and design and infrastructure vendors. The company will also utilize outsourced service providers, such as marketing and digital communications firms for website development and campaign execution. These relationships further amplify the company's indirect employment impact by distributing economic activity across a wider range of occupations and skill levels.

The technology sector is widely recognized for its strong multiplier effect due to its reliance on specialized services, its high productivity, and its contribution to workforce upskilling. As Prikster Tech expands its operations, the company will stimulate job creation not only within its own organization but also throughout the broader supply chain and local service economy, reinforcing sustainable employment growth.

In conclusion, Prikster Tech's expansion under the leadership of Mr. Breno de Castro Nogueira will contribute to both direct and indirect job creation, increased household income, and sustained demand for local and national services. Through employment growth, tax contributions, and utilization of U.S.-based vendors and professionals, the company will generate meaningful economic spillover effects, supporting long-term economic development at both the regional and national levels.

9.1 Distressed Communities

This section provides a comprehensive analysis of the demographic and socioeconomic conditions in Dallas, TX, specifically focusing on the economically distressed area within the 75215 zip code. With a Distressed Communities Index (DCI) score of 92.2, ranking 1,392 out of 1,564 zip codes in Texas, this area faces significant challenges that impact both the local community and the potential for business operations.[39]



Demographic and Socioeconomic Profile:

- **DCI Score and Economic Distress:** The high DCI score in the 75215 area of Dallas highlights severe economic distress, significantly affecting the local labor market and consumer base.
- **Demographics:** This area is predominantly African American (67.0%), with Non-Hispanic Whites making up 12.6%, and Hispanics or Latinos comprising 18.3%. This demographic composition emphasizes the need for culturally sensitive business strategies to effectively engage the community.

[39] https://eig.org/distressed-communities/?regions%5B0%5D=75215&geo=zctas&lat=32.75&lon=-96.78&z=12.58

- **Education Levels:** The educational landscape reveals challenges, with 26.6% of the population lacking a high school diploma, which is significantly higher than the national average of 11.1%. However, 32.0% of the population holds a high school diploma, 25.9% have some college education, and 15.5% possess a bachelor's degree or higher. This diversity in educational attainment indicates a workforce with varying levels of skills and qualifications.
- **Occupation and Employment:** The employment situation is difficult, with 27.5% of adults not working, reflecting substantial underutilized labor potential. The area has also experienced a 4.3% decline in employment, suggesting ongoing challenges in job creation and retention.
- **Income and Poverty Rates:** With a poverty rate of 28.5% and a median income ratio of only 41.7% compared to the national average, the area exhibits limited consumer spending power. Despite these economic hardships, there remains a demand for essential and affordable products and services.
- **Housing and Vacancy Rates:** The housing vacancy rate in the area stands at 14.6%, nearly double the national average of 7.6%, indicating potential issues with housing stability and demand.

Business Implications:

- **Market Potential:** The economic profile suggests potential for businesses that provide basic necessities and services that cater to the immediate needs of the community. Additionally, there are opportunities for niche markets that appeal to the more educated segments of the population.
- **Workforce Availability:** Despite high unemployment rates, the varying levels of education present opportunities for businesses to invest in workforce development, training, and skill-building initiatives.
- **Community Engagement:** Businesses entering the 75215 area can significantly benefit from engaging in economic and social development initiatives. These efforts can enhance their reputation and solidify their position within the community.
- **Economic Incentives:** Companies might find economic incentives, such as tax breaks or grants, available for investing in distressed areas like 75215. These incentives can make investments more attractive and financially viable.
- **Cultural Sensitivity:** Given the area's demographic diversity, businesses must adopt culturally sensitive approaches in marketing, product development, and customer service to effectively connect with the local community.

Engaging in business in the 75215 area of Dallas presents a complex mix of challenges and opportunities. Businesses that tailor their strategies to the local demographics and economic conditions, actively invest in community relations, and contribute to sustainable development can uncover significant growth opportunities while playing a vital role in community improvement. This approach is essential for achieving long-term business success and fostering resilience in economically distressed areas.

Monthly Sales Forecast Table

Sales Forecast													
		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Unit Sales													
Custom Software Development for Small and Medium-Sized Enterprises		1	1	1	0	1	0	1	1	1	2	2	2
Digital Transformation and Process Automation Consulting		0	1	0	1	1	1	0	1	1	1	2	3
Scalable SaaS Architecture and Platform Engineering		0	0	1	1	1	1	1	0	1	1	1	2
API Development and Systems Integration		0	0	1	1	0	1	1	1	2	1	2	1
Cybersecurity Assessment		0	0	0	0	1	1	1	1	2	1	2	1
Technical Leadership, Mentorship, and Engineering Process Optimization		0	0	0	0	1	1	1	1	2	1	2	1
Total Unit Sales		1	2	3	3	5	5	5	5	9	7	11	10
Unit Prices		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Custom Software Development for Small and Medium-Sized Enterprises		$12,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00
Digital Transformation and Process Automation Consulting		$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00
Scalable SaaS Architecture and Platform Engineering		$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00
API Development and Systems Integration		$7,500.00	$7,500.00	$7,500.00	$7,500.00	$7,500.00	$7,500.00	$7,500.00	$7,500.00	$7,500.00	$7,500.00	$7,500.00	$7,500.00
Cybersecurity Assessment		$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00
Technical Leadership, Mentorship, and Engineering Process Optimization		$3,000.00	$3,000.00	$3,000.00	$3,000.00	$3,000.00	$3,000.00	$3,000.00	$3,000.00	$3,000.00	$3,000.00	$3,000.00	$3,000.00
Sales													
Custom Software Development for Small and Medium-Sized Enterprises		$12,000	$12,000	$12,000	$0	$12,000	$0	$12,000	$12,000	$12,000	$24,000	$24,000	$24,000

Digital Transformation and Process Automation Consulting		$0	$10,000	$0	$10,000	$10,000	$10,000	$0	$10,000	$10,000	$10,000	$20,000	$30,000
Scalable SaaS Architecture and Platform Engineering		$0	$0	$15,000	$15,000	$15,000	$15,000	$15,000	$0	$15,000	$15,000	$15,000	$30,000
API Development and Systems Integration		$0	$0	$7,500	$7,500	$0	$7,500	$7,500	$7,500	$15,000	$7,500	$15,000	$7,500
Cybersecurity Assessment		$0	$0	$0	$0	$5,000	$5,000	$5,000	$5,000	$10,000	$5,000	$10,000	$5,000
Technical Leadership, Mentorship, and Engineering Process Optimization		$0	$0	$0	$0	$3,000	$3,000	$3,000	$3,000	$6,000	$3,000	$6,000	$3,000
Total Sales		$12,000	$22,000	$34,500	$32,500	$45,000	$40,500	$42,500	$37,500	$68,000	$64,500	$90,000	$99,500
Direct Unit Costs		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Custom Software Development for Small and Medium-Sized Enterprises	8.00%	$960.00	$960.00	$960.00	$960.00	$960.00	$960.00	$960.00	$960.00	$960.00	$960.00	$960.00	$960.00
Digital Transformation and Process Automation Consulting	8.00%	$800.00	$800.00	$800.00	$800.00	$800.00	$800.00	$800.00	$800.00	$800.00	$800.00	$800.00	$800.00
Scalable SaaS Architecture and Platform Engineering	8.00%	$1,200.00	$1,200.00	$1,200.00	$1,200.00	$1,200.00	$1,200.00	$1,200.00	$1,200.00	$1,200.00	$1,200.00	$1,200.00	$1,200.00
API Development and Systems Integration	8.00%	$600.00	$600.00	$600.00	$600.00	$600.00	$600.00	$600.00	$600.00	$600.00	$600.00	$600.00	$600.00
Cybersecurity Assessment	8.00%	$400.00	$400.00	$400.00	$400.00	$400.00	$400.00	$400.00	$400.00	$400.00	$400.00	$400.00	$400.00
Technical Leadership, Mentorship, and Engineering Process Optimization	8.00%	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00
Direct Cost of Sales													
Custom Software Development for Small and Medium-Sized Enterprises		$960	$960	$960	$0	$960	$0	$960	$960	$960	$1,920	$1,920	$1,920
Digital Transformation and Process Automation Consulting		$0	$800	$0	$800	$800	$800	$0	$800	$800	$800	$1,600	$2,400
Scalable SaaS Architecture and Platform Engineering		$0	$0	$1,200	$1,200	$1,200	$1,200	$1,200	$0	$1,200	$1,200	$1,200	$2,400
API Development and Systems Integration		$0	$0	$600	$600	$0	$600	$600	$600	$1,200	$600	$1,200	$600
Cybersecurity Assessment		$0	$0	$0	$0	$400	$400	$400	$400	$800	$400	$800	$400
Technical Leadership, Mentorship, and Engineering Process Optimization		$0	$0	$0	$0	$240	$240	$240	$240	$480	$240	$480	$240
Subtotal Direct Cost of Sales		**$960**	**$1,760**	**$2,760**	**$2,600**	**$3,600**	**$3,240**	**$3,400**	**$3,000**	**$5,440**	**$5,160**	**$7,200**	**$7,960**

Monthly Personnel Plan Table

Personnel Plan													
		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
General Manager & Senior Software Engineer - Mr. Breno de Castro Nogueira		$0	$6,000	$6,000	$8,000	$8,000	$10,000	$10,000	$10,000	$12,000	$12,000	$14,000	$14,000
Senior Software Engineer		$0	$0	$9,800	$9,800	$9,800	$9,800	$9,800	$9,800	$9,800	$9,800	$9,800	$9,800
Software Developer		$0	$0	$0	$0	$0	$0	$0	$9,000	$9,000	$9,000	$9,000	$9,000
Software Project Manager		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
DevOps Engineer		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Training and Development Specialist		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
UX / UI Designer		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Digital Transformation Consultant		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Project Manager		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$9,800	$9,800
Marketing and Communications Specialist		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Sales Representative		$6,000	$6,000	$6,000	$6,000	$6,000	$6,000	$6,000	$6,000	$6,000	$6,000	$6,000	$6,000
Administrative Manager		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Customer Service Representative		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Total People		2	2	3	3	3	3	3	4	4	4	5	5
Total Payroll		**$6,000**	**$12,000**	**$21,800**	**$23,800**	**$23,800**	**$25,800**	**$25,800**	**$34,800**	**$36,800**	**$36,800**	**$48,600**	**$48,600**

Monthly Profit and Loss Table

Pro Forma Profit and Loss													
		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Sales		$12,000	$22,000	$34,500	$32,500	$45,000	$40,500	$42,500	$37,500	$68,000	$64,500	$90,000	$99,500
Direct Cost of Sales		$960	$1,760	$2,760	$2,600	$3,600	$3,240	$3,400	$3,000	$5,440	$5,160	$7,200	$7,960
Other Costs of Sales		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Total Cost of Sales		$960	$1,760	$2,760	$2,600	$3,600	$3,240	$3,400	$3,000	$5,440	$5,160	$7,200	$7,960
Gross Margin		$11,040	$20,240	$31,740	$29,900	$41,400	$37,260	$39,100	$34,500	$62,560	$59,340	$82,800	$91,540
Gross Margin %		92.00%	92.00%	92.00%	92.00%	92.00%	92.00%	92.00%	92.00%	92.00%	92.00%	92.00%	92.00%
Expenses													
Payroll		$6,000	$12,000	$21,800	$23,800	$23,800	$25,800	$25,800	$34,800	$36,800	$36,800	$48,600	$48,600
Payroll Taxes	10%	$600	$1,200	$2,180	$2,380	$2,380	$2,580	$2,580	$3,480	$3,680	$3,680	$4,860	$4,860
Depreciation		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Rent		$1,800	$1,800	$1,800	$1,800	$1,800	$1,800	$1,800	$1,800	$1,800	$1,800	$1,800	$1,800
Insurance		$200	$200	$200	$200	$200	$200	$200	$200	$200	$200	$200	$200
Marketing/Promotion		$500	$500	$500	$500	$500	$500	$500	$500	$500	$500	$500	$500
Utilities/Internet/Phone		$150	$150	$150	$150	$150	$150	$150	$150	$150	$150	$150	$150
Employees Education	0%	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Equipment	0%	$0	$0	$0	$0	$0	$10,000	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000
Accountant	0%	$250	$250	$250	$250	$250	$250	$250	$250	$250	$250	$250	$250
Total Operating Expenses		$9,500	$16,100	$26,880	$29,080	$29,080	$41,280	$36,280	$46,180	$48,380	$48,380	$61,360	$61,360
Profit Before Interest and Taxes		$1,540	$4,140	$4,860	$820	$12,320	($4,020)	$2,820	($11,680)	$14,180	$10,960	$21,440	$30,180
EBITDA		$1,540	$4,140	$4,860	$820	$12,320	($4,020)	$2,820	($11,680)	$14,180	$10,960	$21,440	$30,180
Interest Expense		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Taxes Incurred		$416	$1,118	$1,312	$221	$3,326	($1,085)	$761	($3,154)	$3,829	$2,959	$5,789	$8,149
Net Other Income		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Net Profit		$1,124	$3,022	$3,548	$599	$8,994	($2,935)	$2,059	($8,526)	$10,351	$8,001	$15,651	$22,031
Net Profit/Sales		**9.37%**	**13.74%**	**10.28%**	**1.84%**	**19.99%**	**-7.25%**	**4.84%**	**-22.74%**	**15.22%**	**12.40%**	**17.39%**	**22.14%**

Monthly Cash Flow Table

Pro Forma Cash Flow													
		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Cash Received													
Cash from Operations													
Cash Sales		$6,000	$11,000	$17,250	$16,250	$22,500	$20,250	$21,250	$18,750	$34,000	$32,250	$45,000	$49,750
Cash from Receivables		$6,000	$11,000	$17,250	$16,250	$22,500	$20,250	$21,250	$18,750	$34,000	$32,250	$45,000	$49,750
Subtotal Cash from Operations		$12,000	$22,000	$34,500	$32,500	$45,000	$40,500	$42,500	$37,500	$68,000	$64,500	$90,000	$99,500
Additional Cash Received													
Non-Operating (Other) Income		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Sales Tax, VAT, HST/GST Received	0.00%	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
New Current Borrowing		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
New Other Liabilities (interest-free)		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
New Long-term Liabilities		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Sales of Other Current Assets		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Sales of Long-term Assets		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
New Investment Received		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Subtotal Cash Received		$12,000	$22,000	$34,500	$32,500	$45,000	$40,500	$42,500	$37,500	$68,000	$64,500	$90,000	$99,500
Expenditures		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Expenditures from Operations													
Cash Spending		$6,000	$12,000	$21,800	$23,800	$23,800	$25,800	$25,800	$34,800	$36,800	$36,800	$48,600	$48,600
Bill Payments		$163	$4,946	$7,050	$9,117	$8,238	$12,387	$17,535	$14,528	$11,547	$20,810	$19,901	$25,853
Subtotal Spent on Operations		$6,163	$16,946	$28,850	$32,917	$32,038	$38,187	$43,335	$49,328	$48,347	$57,610	$68,501	$74,453
Additional Cash Spent													
Non-Operating (Other) Expense		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Sales Tax, VAT, HST/GST Paid Out		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Principal Repayment of Current Borrowing		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Other Liabilities Principal Repayment		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Long-term Liabilities Principal Repayment		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Purchase Other Current Assets		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Purchase Long-term Assets		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Dividends		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$20,000
Subtotal Cash Spent		$6,163	$16,946	$28,850	$32,917	$32,038	$38,187	$43,335	$49,328	$48,347	$57,610	$68,501	$94,453
Net Cash Flow		$5,837	$5,054	$5,650	($417)	$12,962	$2,313	($835)	($11,828)	$19,653	$6,890	$21,499	$5,047
Cash Balance		**$37,837**	**$42,892**	**$48,541**	**$48,124**	**$61,086**	**$63,399**	**$62,564**	**$50,736**	**$70,389**	**$77,279**	**$98,778**	**$103,825**

Monthly Balance Sheet Table

Pro Forma Balance Sheet													
		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Assets	Starting Balances												
Current Assets													
Cash	$32,000	$37,837	$42,892	$48,541	$48,124	$61,086	$63,399	$62,564	$50,736	$70,389	$77,279	$98,778	$103,825
Accounts Receivable	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Inventory	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Other Current Assets	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Total Current Assets	$32,000	$37,837	$42,892	$48,541	$48,124	$61,086	$63,399	$62,564	$50,736	$70,389	$77,279	$98,778	$103,825
Long-term Assets													
Long-term Assets	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Accumulated Depreciation	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Total Long-term Assets	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Total Assets	$32,000	$37,837	$42,892	$48,541	$48,124	$61,086	$63,399	$62,564	$50,736	$70,389	$77,279	$98,778	$103,825
Liabilities and Capital		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Current Liabilities													
Accounts Payable	$0	$4,713	$6,745	$8,847	$7,831	$11,800	$17,047	$14,153	$10,852	$20,154	$19,043	$24,891	$27,906
Current Borrowing	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Other Current Liabilities	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Subtotal Current Liabilities	$0	$4,713	$6,745	$8,847	$7,831	$11,800	$17,047	$14,153	$10,852	$20,154	$19,043	$24,891	$27,906
Long-term Liabilities	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Total Liabilities	$0	$4,713	$6,745	$8,847	$7,831	$11,800	$17,047	$14,153	$10,852	$20,154	$19,043	$24,891	$27,906
Paid-in Capital	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000
Retained Earnings	($18,000)	($18,000)	($18,000)	($18,000)	($18,000)	($18,000)	($18,000)	($18,000)	($18,000)	($18,000)	($18,000)	($18,000)	($38,000)
Earnings	$0	$1,124	$4,146	$7,694	$8,293	$17,286	$14,352	$16,410	$7,884	$18,235	$26,236	$41,887	$63,919
Total Capital	$32,000	$33,124	$36,146	$39,694	$40,293	$49,286	$46,352	$48,410	$39,884	$50,235	$58,236	$73,887	$75,919
Total Liabilities and Capital	$32,000	$37,837	$42,892	$48,541	$48,124	$61,086	$63,399	$62,564	$50,736	$70,389	$77,279	$98,778	$103,825
Net Worth	**$32,000**	**$33,124**	**$36,146**	**$39,694**	**$40,293**	**$49,286**	**$46,352**	**$48,410**	**$39,884**	**$50,235**	**$58,236**	**$73,887**	**$75,919**

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Digital Transformation Market (2025 - 2030)

Size, Share & Trends Analysis Report By Type (Solution, Service), By Deployment (Hosted, On-premise), By Enterprise Size (SME, Large Enterprises), By End-use, By Region, And Segment Forecasts

Report Summary | Table of Contents | Interactive Charts | Methodology | Download FREE Sample

Digital Transformation Market Summary

The global digital transformation market size was estimated at USD 1,070.43 billion in 2024 and is projected to reach USD 4,617.78 billion by 2030, growing at a CAGR of 28.5% from 2025 to 2030. The increasing adoption of cloud computing is driving market growth. Cloud-based solutions enable businesses to scale their operations efficiently, reduce IT costs, and enhance agility.

Key Market Trends & Insights

North America digital transformation market dominated the global industry with a revenue share of over 43.0% in 2024

The digital transformation industry in U.S. dominated the regional market in 2024.

Based on type, the solution segment accounted for the highest revenue share of over 67.0% in 2024.

Based on deployment, the hosted segment led the market with the largest revenue share of 51.6% in 2024.

Based on the enterprise size, the large organization segment dominated the market and accounted for a revenue share of over 57.0% in 2024.

Market Size & Forecast

2024 Market Size: USD 1,070.43 Billion

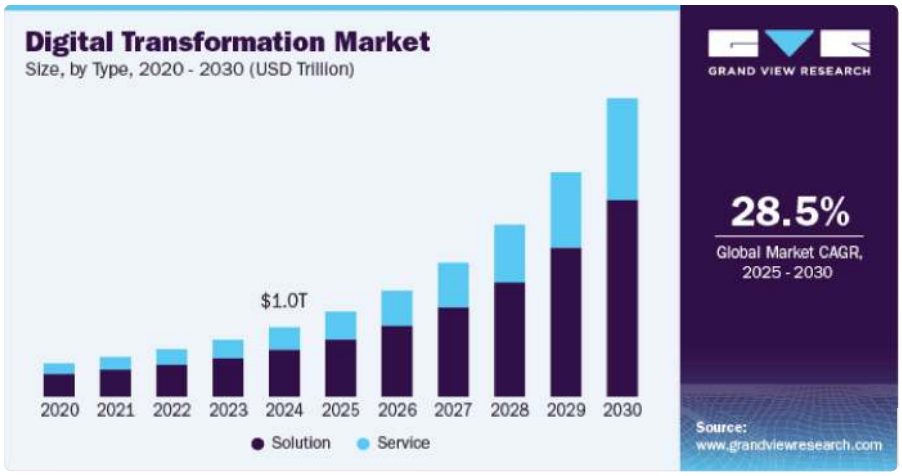
2030 Projected Market Size: USD 4,617.78 Billion

CAGR (2025-2030): 28.5%

North America: Largest market in 2024

Enterprises are moving away from legacy systems to embrace cloud-native applications, Software-as-a-Type (SaaS) platforms, and hybrid cloud models. Cloud computing facilitates seamless data access, real-time collaboration, and remote work capabilities, which became even more critical following the COVID-19 pandemic. Major cloud service providers such as Amazon Web Types (AWS), Microsoft Azure, and Google Cloud are fueling digital transformation by offering AI-powered analytics, cybersecurity solutions, and automation tools to businesses worldwide.

The integration of artificial intelligence (https://www.grandviewresearch.com/industry-analysis/artificial-intelligence-ai-market) (AI) and machine learning (ML) is another significant driver of digital transformation. AI is revolutionizing industries such as healthcare, finance, manufacturing, and retail by enabling intelligent automation, predictive analytics, and real-time decision-making. Businesses are using AI-powered tools for fraud detection, supply chain optimization, robotic process automation (RPA), and customer service automation. AI-driven digital transformation is not only improving efficiency but also reducing operational costs and enhancing innovation capabilities.



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The rise of the Internet of Things (IoT) and edge computing (https://www.grandviewresearch.com/industry-analysis/edge-computing-market) is also accelerating digital transformation. IoT devices are generating vast amounts of data that businesses can analyze to improve operations, enhance productivity, and optimize asset management. Industries such as smart manufacturing, healthcare, transportation, and energy are leveraging IoT-enabled sensors, real-time monitoring, and automation to streamline processes. Additionally, edge computing solutions enable faster data processing by reducing latency and improving real-time analytics, making digital transformation more effective in mission-critical applications. According to a survey by Toptal, a technology services provider, 85% of organizations undergoing digital transformation reported enhanced operational efficiency. Additionally, 76% experienced higher customer satisfaction, while 68% saw revenue growth.

The increasing need for cybersecurity (https://www.grandviewresearch.com/industry-analysis/cyber-security-market) and data protection is another crucial driver. As businesses adopt digital technologies, they also face growing cyber threats and data breaches. Companies are investing heavily in cybersecurity solutions, data encryption, and compliance frameworks to protect sensitive information and maintain customer trust. Governments are implementing strict regulations such as GDPR (General Data Protection Regulation) and CCPA (California Consumer Privacy Act), compelling businesses to adopt secure digital transformation strategies.

Additionally, the expansion of 5G networks is enabling faster and more reliable digital connectivity, further accelerating digital transformation efforts. 5G technology supports high-speed internet, low-latency applications, and seamless IoT connectivity, making it a crucial enabler for industries such as autonomous vehicles, smart cities (https://www.grandviewresearch.com/industry-analysis/smart-cities-market), and telemedicine. With faster connectivity, businesses can deploy advanced automation, cloud-based applications, and immersive digital experiences, further driving market growth.

Type Insights

Based on type, the industry is segmented into solution and service. The solution segment accounted for the highest revenue share of over 67.0% in 2024. The rapid digitalization of the financial sector drives the demand for digital transformation solutions. Banks, insurance firms, and financial institutions are undergoing massive transformations to meet the evolving needs of digitally savvy customers. The adoption of fintech solutions, blockchain technology (https://www.grandviewresearch.com/industry-analysis/blockchain-technology-market), and AI-powered fraud detection systems is revolutionizing the way financial services are delivered. Digital transformation solutions enable financial institutions to offer seamless online banking experiences, automate compliance processes, and enhance risk management capabilities. With growing concerns over cybersecurity and regulatory compliance, organizations are integrating secure payment solutions, AI-based authentication, and cloud-based financial management systems to enhance transparency and efficiency.

The service segment is expected to register a significant CAGR during the forecast period. The rising adoption of cloud-based services is driving the segment growth. Businesses are rapidly transitioning from on-premise systems to cloud platforms, such as Infrastructure-as-a-Service (IaaS), Platform-as-a-Service (PaaS), and Software-as-a-Service (https://www.grandviewresearch.com/industry-analysis/saas-market-report) (SaaS). However, migrating to the cloud involves strategic planning, risk assessment, and ongoing management. Service providers offer cloud consulting, deployment, and optimization services to help businesses maximize the benefits of cloud computing while minimizing disruptions. Additionally, managed cloud service providers help organizations monitor cloud environments, enhance security, and optimize costs, further fueling demand for cloud-focused digital transformation services.

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Deployment Insights

Based on deployment, the hosted segment led the market with the largest revenue share of 51.6% in 2024. This growth can be attributed to the increasing use of mobile devices and advancements in information-sharing technologies. Cloud-based digital transformation solutions allow End-use industries effective and efficient ways to adapt to evolving markets. Simultaneously, increasing private and public investments in cloud-based technology are anticipated to create a lucrative environment for segment growth in the forecast period.

On-premise deployment is expected to register a CAGR of 24.6% during the forecast period. On-premises solutions offer high-level data security, which makes end users companies easily adopt with various government regulations. Similarly, various on-premises digital transformation solutions offer businesses better control over their sensitive data. However, end use companies are focusing on implementing cloud-based digital transformation solutions owing to their diverse subscription plans and low operating costs. This is expected to restrict the market growth in the forecast period.

Enterprise Size Insights

Based on the enterprise size, the large organization segment dominated the market and accounted for a revenue share of over 57.0% in 2024. Large enterprises are focusing on digital transformation since it provides cost-effectiveness and seamless business process execution. Large businesses require data safety, enhanced adaptability, and straightforward framework coordination. Due to their greater ability to allocate financial resources, large businesses are better able to implement new strategies throughout the entire organization and increase profitability.

The small & medium enterprise (SME) segment is expected to grow at the highest CAGR over the forecast period. Digitization at a rapid pace, increased company scalability, and improved customer experience are driving the adoption of digital transformation solutions in SMEs. Additionally, there is a growing need for cloud-based solutions due to their greater accessibility and cheaper prices. These factors will drive market growth in the coming years.

End-use Insights

Based on end use, the BFSI segment led the market with the largest revenue share of over 28.0% in 2024 as banks and financial institutions are focusing on offering enhanced consumer experiences to improve their brand identity and improve their overall customer base. The rising focus of financial institutions on providing support to improve the overall customer retention rate and provide seamless technical support is driving segment growth. The growing popularity of remote work has fueled the market growth in the BFSI industry.

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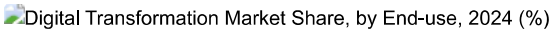

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The healthcare segment is anticipated to grow at a significant CAGR over the forecast period. The healthcare segment is expected to witness significant growth over the forecast period. Digital transformation in healthcare can produce beneficial results in marketing and sales while providing a holistic view of each patient. Hence, the key market players are concentrating on modernizing their solutions by integrating advanced technologies, such as ML (https://www.grandviewresearch.com/industry-analysis/machine-learning-market), AI, and big data, across their business portfolios. Further, digitalization in healthcare enables organizations to deliver contextual and predictive offerings to their customers.

Regional Insights

North America digital transformation market dominated the global industry with a revenue share of over 43.0% in 2024, owing to the high adoption of different types of online payment modes and the rapid adoption of cloud computing technologies. Further, the growing consumer preference for digital media to post reviews and share experiences is prompting brands and enterprises to adopt digital transformation solutions and develop a customer-centric business model. Enterprises in the U.S. and Canada are spending aggressively and allocating a dedicated budget for marketing and digital channels, supporting the industry trend.

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U.S. Digital Transformation Market Trends

The digital transformation industry in U.S. dominated the regional market in 2024. The country has a well-developed IT infrastructure, including robust data centers and high-speed networks, which are essential for efficient container deployment and management. A thriving venture capital landscape in the U.S. has fueled innovations in the container technology space, with substantial investments in startups developing cutting-edge container solutions. Moreover, the presence of mature players such as Google, Amazon Web Types (AWS), and others is driving the country's market growth.

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Europe Digital Transformation Market Trends

The digital transformation market in Europe is anticipated to grow at a notable CAGR from 2025 to 2030. Various factors, such as growing social media penetration, expanding 5G network coverage, rising penetration of smartphones, and development of advanced payment methods, are some of the major factors driving the adoption of these solutions in Europe.

The **UK digital transformation market** held a major revenue share in the European market. Aggressive investments to implement digital transformation initiatives, such as Industry 4.0, coupled with the growing use of process automation tools powered by the latest technologies, such as artificial intelligence (AI) and machine learning (ML), are expected to drive the need for solutions to automate processes, minimize variations, and improve customer experience across the UK.

The **digital transformation market in Germany** is expected to witness a high growth rate during the forecast period. In Germany, several industries, including financial services, manufacturing, and information technology, are focusing on digitizing their business operations, thereby creating growth opportunities for digital marketing software in the country.

France digital transformation market is expected to grow at a CAGR of 29.0% during the forecast period. Increasing the adoption of digital technologies by various end use industries to enhance efficiency and improve the overall customer experience will help in the market growth.

Asia Pacific Digital Transformation Market Trends

The digital transformation market in Asia Pacific is anticipated to register significant growth with a CAGR of 31.2% due to the rising adoption of digital transformation solutions in SMEs. The growing adoption of advanced AI-driven analytics tools to offer personalized services for both B2B and B2C consumers is one of the major factors impacting the growth of the regional market. A large proportion of smartphone users in the Asia Pacific region are accessing social media through their mobile phones. Therefore, the region offers enormous opportunities for digital transformation solutions.

China digital transformation market held a major market share in the Asia Pacific region. In China, organizations are increasingly adopting big data for various business processes. At the same time, the government supports digitization of the workplace, thereby encouraging enterprises to adopt EDM solutions.

The **digital transformation market in India** is anticipated to witness a high growth rate during the forecast period. In countries such as India, the number of Small & Medium Enterprises (SMEs) is rising rapidly, and these SMEs are putting a strong emphasis on implementing digital transformation solutions as part of the efforts to drive their regional and global businesses.

Japan digital transformation market is expected to grow at a significant CAGR during the forecast period. In Japan, the advanced information technology infrastructure has enabled high-speed digital connectivity, which is allowing vendors to provide both on-premise and hosted digital transformation solutions. The high rate of adoption of mobile phones and other connected devices is also making it easier for organizations in Japan to draft innovative marketing strategies and boost sales.

Middle East & Africa (MEA) Digital Transformation Market Trends

The digital transformation market in the Middle East & Africa is expected to grow at a significant CAGR from 2025 to 2030. Initiatives undertaken by governments and corporations to promote advanced technologies, such as machine learning, business analytics, and AI, coupled with continuous adoption of cloud-based technologies, are anticipated to fuel the demand for implementing digital transformation across business processes in Middle Eastern countries.

Saudi Arabia digital transformation market is anticipated to grow significantly during the forecast period. Infrastructure developments in Saudi Arabia are likely to produce a large volume of data, particularly across the BFSI, retail & consumer goods, healthcare, and utility sectors, which will increase the demand for digital transformation solutions over the forecast period.

Key Digital Transformation Company Insights

The market has a consolidated competitive landscape featuring several global and regional players. Industry players are undertaking strategies such as new developments related to product launches, product updates, partnerships, mergers & acquisitions, and collaborations to survive the highly competitive environment and expand their business footprints.

Some of the key players operating in the market include Adobe Systems Inc., Accenture, and Broadcom, Inc., among others.

- Adobe Systems Inc. has developed a diverse portfolio of products, including applications like Photoshop, Illustrator, and Acrobat, serving industries such as graphic design, photography, video editing, and digital marketing. The company introduced Adobe Sensei, an AI and machine learning framework, to power intelligent features across its software suite, streamlining workflows and enabling users to achieve more efficient and innovative results.

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- Accenture is a global professional services company specializing in consulting, technology, and outsourcing services. The company offers a wide range of services across various industries, including strategy and consulting, interactive technology, and operations, helping clients improve their performance and create sustainable value. Accenture's commitment to digital transformation is further exemplified by its partnership with Nvidia to promote corporate adoption of AI technologies. This collaboration includes training 30,000 Accenture employees using Nvidia's AI software and establishing a dedicated Nvidia business division. The initiative, Accenture AI Refinery, aims to reimagine business processes and scale AI solutions across enterprises, highlighting the potential of generative AI agents in transforming various business functions.

Happiest Minds and Kellton Tech Solutions Ltd.are some of the emerging market participants in the target market.

- Perforce Software, Inc. is a U.S. company specializing in the development of software solutions that support application development and management. The company's flagship product, Perforce Helix Core, is a version control system that efficiently handles large codebases, supporting both centralized and distributed workflows. Perforce offers a comprehensive suite of tools encompassing web-based repository management, developer collaboration, application lifecycle management, web application servers, debugging tools, platform automation, and agile planning software. These integrated solutions cater to diverse industries, including gaming, automotive, financial services, and healthcare, facilitating streamlined development processes and enhanced operational efficiency.

Key Digital Transformation Companies:

The following are the leading companies in the **digital transformation market**. These companies collectively hold the largest market share and dictate industry trends.

Accenture plc

Adobe Systems Inc.

Broadcom, Inc.

Cisco Systems, Inc.

Dell EMC

Dempton Consulting Group

Google Inc.

Happiest Minds

Hewlett Packard Enterprise Co.

IBM

Kellton Tech Solutions Ltd.

Microsoft Corporation

Salesforce, Inc.

SAP SE

TIBCO Software

Recent Developments

- In April 2024, Happiest Minds acquired PureSoftware Technologies Private Limited, enhancing its expertise in the Banking, Financial Services, and Insurance (BFSI) sector, as well as Healthcare and Life Sciences. This acquisition strengthens its domain capabilities and expands its geographic footprint. Along with increasing its presence in the U.S. and UK, Happiest Minds will gain a near-shore presence in Mexico and establish offices in Singapore, Malaysia, and Africa.

- In January 2024, Google LLC partnered with Worldline in order to boost its digital transformation initiatives and streamline its operations. Worldline will use Google's cloud-based technologies to enhance its digital payment for customers across Europe.

- In January 2024, Microsoft signed a 10-year partnership agreement with Vodafone to enhance their customer experience services using generative AI technologies from Microsoft. The companies will develop financial and digital services for SMEs across Africa and Europe.

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Digital Transformation Market Report Scope

Report Attribute	Details

Market size in 2025	**USD 1,316.62 billion**
Revenue forecast in 2030	**USD 4,617.78 billion**
Growth rate	**CAGR of 28.5% from 2025 to 2030**
Actual data	**2018 - 2024**
Forecast period	2025 - 2030
Quantitative units	Revenue in USD million/billion/trillion, and CAGR from 2025 to 2030
Report coverage	Revenue forecast, company ranking, competitive landscape, growth factors, and trends
Segments covered	Type, deployment, enterprise size, end-use, region
Regional scope	North America; Europe; Asia Pacific; Latin America; MEA
Country scope	U.S., Canada, Mexico, U.K., Germany, France, China, India, Japan, Australia, South Korea, Brazil, UAE, Saudi Arabia, South Africa
Key companies profiled	IBM; Amazon Web Types Inc.; Microsoft; Google LLC; Broadcom; Joyent; Rancher; SUSE; Sysdig Inc.; Perforce Software Inc.
Customization scope	Free report customization (equivalent to 8 analysts working days) with purchase. Addition or alteration to country, regional, and segment scope.
Pricing and purchase options	Avail customized purchase options to meet your exact research needs. Explore purchase options (https://www.grandviewresearch.com/checkout/select-license/digital-transformation-market)

Global Digital Transformation Market Report Segmentation

This report forecasts revenue growth at the global, regional, and country levels and provides an analysis of the latest industry trends in each of the sub-segments from 2018 to 2030. For this study, Grand View Research has segmented the global digital transformation market report based on type, deployment, enterprise size, end-use, and region:

- **Type Outlook (Revenue, USD Billion, 2018 - 2030)**
  - Solution
    - Analytics
    - Cloud Computing
    - Mobility
    - Social media
    - Others
  - Service
    - Professional Services
    - Implementation & Integration
- **Deployment Outlook (Revenue, USD Billion, 2018 - 2030)**
  - Hosted

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- On-Premise

- **Enterprise Size Outlook (Revenue, USD Billion, 2018 - 2030)**
  - Large Enterprises
  - SMEs
- **End-use Outlook (Revenue, USD Billion, 2018 - 2030)**
  - BFSI
  - IT & Telecommunication
  - Government
  - Healthcare
  - Retail
  - Manufacturing
  - Others
- **Regional Outlook (Revenue, USD Billion, 2018 - 2030)**
  - North America
    - U.S.
    - Canada
    - Mexico
  - Europe
    - U.K.
    - Germany
    - France
  - Asia Pacific
    - China
    - India
    - Japan
    - Australia
    - South Korea
  - Latin America
    - Brazil
  - Middle East & Africa
    - UAE
    - Saudi Arabia
    - South Africa

Frequently Asked Questions About This Report

How big is the digital transformation market?

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What is the digital transformation market growth?

Which solution type led the digital transformation market?

Which deployment segment dominated the digital transformation market?

Which type of enterprise accounted for the highest share in the digital transformation market?

Which are the key players in the digital transformation market?

Key questions answered by the report

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Updated employment multipliers for the U.S. economy

Report • By Josh Bivens • January 23, 2019

Summary

When it comes to the ripple effects that spread to the rest of the labor market, one lost dollar of economic output or one lost job is not the same as another.

Each industry has *backward linkages* to economic sectors that provide the materials needed for the industry's output, and each industry has *forward linkages* to the economic sectors where the industry's workers spend their income. Therefore, in addition to the jobs directly supported by an industry, a large number of indirect jobs may also be supported by that industry. The subtraction (or addition) of jobs and output in industries with strong backward and forward linkages to other economic sectors can cause large ripple effects.

This brief calculates *employment multipliers* by industry to illustrate the importance of these linkages, updating earlier work by Bivens (2003) and Baker and Lee (1993). Employment multipliers measure how the creation or destruction of output or employment in a particular industry translates into wider employment changes throughout the economy.

Background and findings

Production in a given economic sector involves *linkages* with other sectors—that is, production in one industry depends on suppliers in other industries (*backward linkages*), while wages earned in the production and supplier sectors are spent in other economic sectors (*forward linkages*). In the case of automobile production, there are backward linkages to industries that produce tires, glass for windshields, and steel for automobile frames (among many others). Forward linkages occur when automobile workers (and suppliers' employees) spend their income in restaurants and retail stores and at the doctor (to name just a few).

Industries that are heavy users of materials are vital to their suppliers. If an automobile factory were to close, its suppliers in the glass, steel, and rubber industries would have a big hole to fill in demand for their own output. Industries that pay higher wages are vital to their forward-linked industries. If a steel factory closed, surrounding restaurants and retail malls would also have a big hole to fill in demand for their output.

There are two obvious ways to measure how intensive an industry's backward and forward linkages are to the rest of the economy. The first estimates the ripple effects of a given *number of jobs* being lost directly in an industry. In this case, the *direct* job loss is assumed to be, say, 100, and then the

resulting backward and forward ripple effects can be estimated. The second takes a given *dollar value* of final demand for an industry's output and calculates how much of this final demand spills over into backward- and forward-linked industries. An example would be assessing the impact of a fall of $1 million in final demand for autos (that is, $1 million less being spent on cars by consumers). This fall in final demand would cost jobs directly in the auto production industry, but would also cause demand to fall in supplier industries and in forward-linked industries that rely on automobile workers (and on workers in the supplier industries) to purchase their output. With the right data, researchers can empirically estimate the number of jobs lost in each link of these chains.

There are virtues and drawbacks to both the output and the employment measures as the bases of employment multipliers (as discussed in the methodology appendix); this paper presents estimates using both measures.

Examples: Employment multipliers by jobs lost or by output lost

Would the closing of a factory that manufactures durable goods and employs 1,000 people have a greater impact on the overall economy than the closing of a retail shopping mall that employs 1,000 people? The direct impacts (1,000 jobs lost) are the same; employment multipliers can show us what the total indirect effects will be. As seen in **Table 1**, the number of indirect jobs lost for every 100 direct jobs lost are 744.1 for durable manufacturing and 122.1 for retail trade. Therefore, the estimated total number of indirect jobs lost if the auto factory closed would be 7,441; the estimated indirect job loss if the shopping mall closed would be 1,221.

We use a similar example to look at the question from a different angle: What are the effects on jobs when the demand for output drops by a certain amount? Specifically, would the disappearance of $1 million in final demand for output from factories producing durable goods have the same aggregate jobs impact as the disappearance of $1 million in retail? In this case, the direct jobs lost in durable manufacturing stemming from a $1 million reduction in final demand would be smaller—about two jobs in durable goods manufacturing compared with about 10 jobs in retail. (See **Table 2**, "durable manufacturing" and "retail trade" rows.) This is because durable goods production is far more productive than retail and hence fewer direct jobs are needed per dollar of output. However, the backward and forward linkages for durable goods cause this direct output loss to ripple far more widely throughout the job market. The employment multipliers in Table 1 show a total of 16.5 indirect jobs lost per $1 million drop in demand for durable manufacturing, compared with 10.6 indirect jobs lost for the same demand drop in retail. This means that, while direct job loss is much lower in durable manufacturing, total job loss (including both indirect and direct jobs) for a $1 million drop in demand is similar in durable manufacturing and retail (18.3 and 20.5, respectively).

The summary findings for major industry groups are provided in Tables 1 and 2. The appendix describes our methodology in detail, and **Appendix Tables A1** and **A2** provide the employment multipliers for all 179 industries tracked by the data sources we use in this paper. Finally, an

accompanying **spreadsheet** providing the raw data is being released with this paper for those interested in exploring the multipliers.[2]

TABLE 1

Employment multipliers per 100 direct jobs, by major private-sector industry group

Major industry group	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
Agriculture, forest, fishing, and hunting	100	93.6	134.8	228.5
Mining	100	224.0	166.0	390.0
Utilities	100	515.4	442.2	957.7
Construction	100	88.0	138.1	226.1
Durable manufacturing	100	289.1	454.9	744.1
Nondurable manufacturing	100	184.8	329.5	514.3
Wholesale trade	100	107.3	128.0	235.3
Retail trade	100	46.7	75.4	122.1
Transportation and warehousing	100	112.8	163.3	276.0
Information	100	252.0	321.1	573.1
Finance and insurance	100	149.7	214.7	364.4
Real estate and rental leasing	100	396.6	483.1	879.7
Professional, scientific, and technical services	100	142.1	276.2	418.3
Management of companies	100	144.4	255.4	399.9
Administrative and support services and waste management	100	45.5	89.1	134.5
Educational services	100	63.8	129.9	193.7
Health care and social assistance	100	69.4	136.2	205.6
Arts, entertainment, and recreation	100	123.3	255.2	378.5
Accommodation and food services	100	53.8	107.4	161.2
Other services (except public administration)	100	70.7	139.6	210.3

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* Includes materials and capital services supplier jobs

** Includes jobs supported by respending of income from direct jobs and supplier jobs, as well as public-sector jobs supported by tax revenue

Notes: See methods appendix for derivation. The industry-specific multipliers from Appendix Table A1 are weighted and summed across industries within major industry groups to get the multipliers in this table. For the per-100-jobs multipliers, the weight used is hours of work (weights are included in the Bureau of Labor Statistics Employment Requirements Matrices data).

Source: EPI analysis of data from the Bureau of Labor Statistics (BLS) Employment Requirements Matrices, the BLS Current Employment Statistics program, and the Bureau of Economic Analysis GDP-by-industry accounts

TABLE 2

Employment multipliers per $1 million in final demand, by major private-sector industry group

Major industry group	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
Agriculture, forest, fishing, and hunting	5.9	5.4	4.8	10.1
Mining	1.3	3.4	2.5	5.9
Utilities	1.0	4.5	5.9	10.4
Construction	5.5	4.8	6.1	10.9
Durable manufacturing	1.8	4.9	11.6	16.5
Nondurable manufacturing	2.6	4.3	10.4	14.7
Wholesale trade	3.8	4.1	4.3	8.4
Retail trade	9.9	4.6	6.1	10.6
Transportation and warehousing	4.7	5.4	6.0	11.3
Information	2.0	4.5	6.4	10.9
Finance and insurance	3.1	4.7	6.2	10.8
Real estate and rental leasing	1.4	5.4	17.2	22.6
Professional, scientific, and technical services	4.3	4.8	10.4	15.3
Management of companies	3.6	5.2	7.2	12.4
Administrative and support services and waste management	10.6	5.0	8.1	13.1
Educational services	9.1	5.4	9.2	14.6
Health care and social assistance	7.8	5.3	8.2	13.5
Arts, entertainment, and recreation	6.5	6.5	16.0	22.5
Accommodation and food services	11.5	6.3	7.0	13.2
Other services (except public administration)	8.7	5.3	8.7	14.0

Economic Policy Institute

* Includes materials and capital services supplier jobs

** Includes jobs supported by respending of income from direct jobs and supplier jobs, as well as public-sector jobs supported by tax revenue

Notes: See methods appendix for derivation. The industry-specific multipliers from Appendix Table A2 are weighted and summed across industries within major industry groups to get the multipliers in this table. For the per-$1-million multipliers, the weight used is an output weight (weights are included in the Bureau of Labor Statistics Employment Requirements Matrices data).

Source: EPI analysis of data from the Bureau of Labor Statistics (BLS) Employment Requirements Matrices, the BLS Current Employment Statistics program, and the Bureau of Economic Analysis GDP-by-industry accounts

Conclusion

An understanding of employment multipliers—the degree of backward and forward linkages that exists between industries—may often be useful to policymakers and analysts. As an example, the three largest U.S. automobile firms (General Motors, Ford, and Chrysler) directly employ substantially less than 200,000 workers in the United States. Yet it was widely (and correctly) considered imperative among policymakers to not let these firms fail and become casualties of the financial crisis of late 2008. This belief from policymakers was driven by the fully rational fear that the substantial backward and forward linkages from auto assembly jobs would be large enough to cause mammoth ripple effects throughout the economy. Without understanding the scope of these effects, this decision would be harder to understand.

This report makes these linkages concrete and measurable by calculating employment multipliers two ways and provides estimates for 179 private-sector industries. It also provides a methodology and accompanying **spreadsheet** to allow others to experiment with calculations.

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Appendix: Data methods for calculating employment multipliers, per dollar and per job

In this report, I estimate two broad categories of indirect job impacts that are spurred by direct employment changes in a given industry: supplier jobs and induced (or respending) jobs (including public-sector jobs). The first category (supplier jobs) defines the backward linkages of an industry. Induced jobs define forward linkages. The total of these influences make up the "employment multiplier."

I calculate the employment multipliers on two different bases: per each 100 jobs in an industry and per each $1 million of final demand for an industry's output.

Supplier jobs

Supplier jobs are generally the most intuitive category of indirect employment changes. Put simply, when jobs are lost in one industry, the industries that provide inputs and materials also suffer losses. Take a concrete example: When coal-mining activity shrinks, it leads to a reduction in demand for industries that provide inputs to coal mining, such as those that provide safety equipment, industrial equipment, and/or transportation equipment and services.

Supplier job estimates can be calculated directly from the employment requirements matrices (ERM) provided by the Bureau of Labor Statistics (BLS). The BLS ERM shows how many jobs are supported by $1 million in final demand in a given industry, jobs both in the industry directly satisfying the final demand as well as ones supplying inputs. For example, each $1 million in final demand for

construction services supports jobs in the construction industry, but also supports jobs in concrete production, bulldozer manufacturing, and accounting services. The ERM tracks how many jobs in these supplier industries are supported by each $1 million in construction services purchased.

Materials supplier jobs

To obtain materials supply jobs per each $1 million in final demand, I sum up all rows in the column vector from the ERM, and then subtract out the direct jobs. For construction, I simply sum all nonconstruction entries in the column vector from the ERM.

Because the ERM is set up in terms of dollar flows rather than job flows, translating a given direct employment impact into an effect on supplier jobs requires a small manipulation. Specifically, I take the ratio of jobs supported by a given amount of spending in an industry that are supplier jobs to direct jobs, and then multiply this ratio by the number of direct jobs identified in the ERM. The estimate for supplier jobs supported by each 100 direct jobs in a given industry is calculated using the following equation (with the subscript "total" representing the sum of direct and material supplies jobs):

$$((ER_{total} - ER_{direct})/ER_{direct}) * 100$$

Even these most basic statistics, derived directly with very little manipulation from the BLS ERM, indicate why using two separate bases for the employment multiplier (per 100 jobs or per $1 million of final demand) might be helpful. Take, for instance, the comparison of *per-job* estimates in two industries—one in which each $1 million in final demand is associated with just one direct job in the industry, but 10 jobs in the materials supplier industries, and another where this split is five direct jobs to six materials supplier jobs. In this case, the sum of direct and material supply jobs in these industries is identical per each $1 million (11 jobs). But comparing them on a *per-job* basis is comparing two very different flows of final demand. In the industry with only one direct job per $1 million of final demand, it takes $100 million in final demand to support 100 direct jobs. But in the industry with five direct jobs per $1 million it takes only $20 million to support 100 direct jobs.

This example might make it seem as if the per-job measure is less useful generally. But that's not necessarily the case. Media reports of plant closings, for example, often report the number of jobs, not the economic output, that will be lost to a local community. Rather than having to guess at the output loss, the per-job multipliers in this report can be used by industry analysts to get an estimate of the economic ripple effects of these losses.

Capital services supplier jobs

One weakness of the BLS ERM is that it does not account for the depreciation of capital goods (plant, equipment, and structures) that is caused by production. This could have nontrivial impacts on jobs supported in capital-intensive industries. Further, because capital-intensive industries often have quite small numbers of direct jobs associated with a dollar of output, not accounting for the capital services supplies to these industries could greatly underestimate their overall effect on the economy.

To correct this failure to account for capital services supplies, I estimate the number of jobs associated with producing the capital goods that would be needed to replace the amount of depreciation associated with each $1 million in final demand and for each 100 direct jobs in an industry.

I first estimate the value of capital services used in each industry's production. To do this, I use data from the Bureau of Economic Analysis (BEA) on gross domestic product by industry. The KLEMS measures from this data (capital, labor, energy, materials, and suppliers) provide an estimate of the capital share of industry output (that is, the share of income generated by each industry that goes to pay owners of capital goods rather than workers or suppliers). Combining industry output (obtained from the BLS ERM data) with the capital share of output provides an estimate of the amount of new capital goods that must be produced each period to replace this capital service flow. Essentially, capital-intensive industries will have to spend more money to replace capital services that are used up during production. Based on ratios that approximately reflect the economywide division of aggregate capital investment to structures versus equipment, I assume that 40 percent of this total spending flows into construction to replace new structures and that 60 percent flows into equipment manufacturing to replace machinery. I then use the ERM to calculate how many jobs are associated with the production of this structure and equipment investment. This provides my estimate of the number of capital supplier jobs associated with each $1 million in final demand for an industry.

To get a number on capital supplier jobs associated with each direct job in an industry, I make a small manipulation of the data. The first expression, in parentheses, shows how output (measured in dollars) per each 100 workers in a given industry can be calculated. This output measure is then multiplied by the capital share to give the expression for depreciation (or capital service inputs) associated with each 100 jobs in an industry.

$$\left(\frac{\$1{,}000{,}000}{ER_{direct}}\right) * 100 * Capital\ share\ of\ output = Depreciation$$

This measure of depreciation is then used to estimate industry capital demand. From here, the formula for supplier jobs to replace the depreciation involved with every 100 direct jobs in a given industry is:

$$ER_{total_equipment} * \left(\frac{Depreciation}{\$1{,}000{,}000}\right) * 0.6 + ER_{structures} * \left(\frac{Depreciation}{\$1{,}000{,}000}\right) * 0.4$$

Induced jobs

Another category of indirect jobs concerns those that are supported by the demand that relies on the wage and salary income of both direct jobs and supplier jobs. These jobs define the forward linkages from an industry's output. For example, a job at a construction site also supports jobs in restaurants and diners where construction workers eat, grocery stores where they shop for food, and doctors' offices where they pay for medical services. Public-sector jobs, supported by workers' taxes, also fall into this category.

Jobs supported by respending of income from direct jobs and supplier jobs

The scale of induced jobs supported by each $1 million in final demand or 100 direct jobs in a given industry depends on the overall "respending multiplier," or how much of a worker's earnings are spent on consumption goods. Bivens (2003) reviews evidence on this multiplier and takes 0.5 as a conservative estimate of this effect.[1] Induced jobs also depend on the relative wages of both direct and supplier industries. As an example, if automobile assembly jobs have wages that are 50 percent higher than the economywide average wage, this would lead to spending induced by each 100 jobs in that industry that is 50 percent higher than the economywide average, making the induced spending

multiplier this much higher. Further, if the supplier jobs supported by automobile assembly (steel, iron, glass, etc.) pay higher-than-average wages, then this will also increase the induced spending multiplier for the automobile assembly industry.

In this paper, I index hourly wages by industry to establish an economywide average (weighted by hours worked, obtained from the BLS ERM data) equal to 1.0. From here, one can express the induced jobs supported by each $1 million in final demand or 100 direct jobs in an industry as simply 100 times the index of average hourly wages in the industry times 0.5 (our respending multiplier).

For supplier jobs, I multiply the (179 industries) vector of supplier jobs associated with a given $1 million in final demand or 100 direct jobs in the industry by each industry's average hourly wage index, multiply by 0.5 (the respending multiplier), and then sum to estimate the induced spending from *supplier* jobs associated with final demand or direct employment in a given industry.

Public-sector jobs supported by tax revenue

Finally, we can estimate another forward linkage—the number of public-sector jobs (federal, state, and local) associated with each $1 million in final demand or 100 direct jobs in an industry. This measure differs across industries based on the relative wage of the industry. To generate the inputs for this calculation, I multiply each industry's hourly wage by 2,000 to express it as a full-time, full-year salary. For federal taxes, I multiply this figure by 0.2, and for state and local taxes, by 0.1. These provide rough measures of the federal tax revenue and the state and local tax revenue supported by each job in an industry.

I then use BEA data on tax receipts from federal, state, and local governments and BLS CES data on employment counts in these governments to measure how much tax revenue is required to support a public-sector employee in federal employment and how much tax revenue is required to support a public-sector employee in state and local government employment. For each of these two categories of public-sector employment (federal; state and local), I divide the tax revenue generated by each $1 million in final demand or 100 direct jobs in a given industry by this per-employee wage bill, and then sum the two totals, to get a measure of total public-sector employment generated.

APPENDIX TABLE A1

Employment multipliers per 100 direct jobs, all private-sector industries

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
Agriculture, forest, fishing, and hunting					
1	Crop production	100.0	74.4	55.2	129.6
2	Animal production and aquaculture	100.0	112.4	68.0	180.4
3	Forestry	100.0	285.7	124.3	410.0
4	Logging	100.0	150.1	88.1	238.2
5	Fishing, hunting, and trapping	100.0	116.5	59.2	175.7
6	Support activities for agriculture and forestry	100.0	79.7	51.2	130.9
Mining					
7	Oil and gas extraction	100.0	376.0	161.3	537.3
8	Coal mining	100.0	330.8	169.6	500.4
9	Metal ore mining	100.0	318.2	154.7	472.9
10	Nonmetallic mineral mining and quarrying	100.0	138.4	96.6	235.0
11	Support activities for mining	100.0	121.4	105.4	226.9
Utilities					
12	Electric power generation, transmission, and distribution	100.0	399.1	165.2	564.3
13	Natural gas distribution	100.0	456.5	182.3	638.8
14	Water, sewage, and other systems	100.0	1,561.7	301.8	1,863.5
Construction					
15	Construction	100.0	88.0	89.6	177.6
Nondurable manufacturing					
16	Animal food manufacturing	100.0	688.1	290.6	978.7
17	Grain and oilseed milling	100.0	1,064.1	424.8	1,488.9
18	Sugar and confectionery product manufacturing	100.0	212.9	118.4	331.3
19	Fruit and vegetable preserving and specialty food manufacturing	100.0	269.4	143.4	412.8
20	Dairy product manufacturing	100.0	559.4	255.4	814.9
21	Animal slaughtering and processing	100.0	254.7	126.3	380.9
22	Seafood product preparation and packaging	100.0	134.3	84.6	218.9
23	Bakeries and tortilla manufacturing	100.0	170.5	100.1	270.6
24	Other food manufacturing	100.0	335.9	158.3	494.2
25	Beverage manufacturing	100.0	314.7	159.1	473.8
26	Tobacco manufacturing	100.0	3,394.0	646.2	4,040.2
27	Textile mills and textile product mills	100.0	109.9	94.2	204.1

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
28	Apparel, leather, and allied product manufacturing	100.0	168.4	122.8	291.2
29	Sawmills and wood preservation	100.0	177.8	112.1	289.9
30	Veneer, plywood, and engineered wood product manufacturing	100.0	137.0	103.2	240.2
31	Other wood product manufacturing	100.0	97.3	86.2	183.5
32	Pulp, paper, and paperboard mills	100.0	468.3	218.3	686.6
33	Converted paper product manufacturing	100.0	186.3	132.7	319.0
34	Printing and related support activities	100.0	92.1	91.3	183.4
35	Petroleum and coal products manufacturing	100.0	945.9	504.7	1,450.7
36	Basic chemical manufacturing	100.0	822.0	329.1	1,151.1
37	Resin, synthetic rubber, and artificial synthetic fibers and filaments manufacturing	100.0	635.7	321.9	957.6
38	Pesticide, fertilizer, and other agricultural chemical manufacturing	100.0	510.0	220.0	730.0
39	Pharmaceutical and medicine manufacturing	100.0	394.4	180.4	574.8
40	Paint, coating, and adhesive manufacturing	100.0	294.7	175.8	470.5
41	Soap, cleaning compound, and toilet preparation manufacturing	100.0	360.1	134.9	495.1
42	Other chemical product and preparation manufacturing	100.0	262.6	174.1	436.6
43	Plastics product manufacturing	100.0	167.3	111.0	278.3
44	Rubber product manufacturing	100.0	143.5	102.4	245.9
Durable manufacturing					
45	Clay product and refractory manufacturing	100.0	78.6	80.7	159.3
46	Glass and glass product manufacturing	100.0	126.0	96.0	222.0
47	Cement and concrete product manufacturing	100.0	105.5	90.4	195.9
48	Lime, gypsum, and other nonmetallic mineral product manufacturing	100.0	173.7	106.6	280.3
49	Iron and steel mills and ferroalloy manufacturing	100.0	618.2	305.6	923.7
50	Steel product manufacturing from purchased steel	100.0	849.4	439.7	1,289.1
51	Alumina and aluminum production and processing	100.0	214.3	145.0	359.2
52	Nonferrous metal (except aluminum) production and processing	100.0	306.5	169.8	476.2
53	Foundries	100.0	106.6	91.6	198.2
54	Forging and stamping	100.0	186.9	129.3	316.2
55	Cutlery and handtool manufacturing	100.0	166.9	118.1	285.1

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
56	Architectural and structural metals manufacturing	100.0	115.7	100.3	216.0
57	Boiler, tank, and shipping container manufacturing	100.0	172.6	124.8	297.4
58	Hardware manufacturing	100.0	161.6	118.9	280.5
59	Spring and wire product manufacturing	100.0	132.7	111.5	244.2
60	Machine shops; turned product; and screw, nut, and bolt manufacturing	100.0	85.5	87.8	173.4
61	Coating, engraving, heat treating, and allied activities	100.0	91.5	80.5	172.0
62	Other fabricated metal product manufacturing	100.0	139.1	107.9	247.0
63	Agriculture, construction, and mining machinery manufacturing	100.0	248.3	166.7	415.0
64	Industrial machinery manufacturing	100.0	155.1	149.2	304.4
65	Commercial and service industry machinery manufacturing	100.0	215.1	154.0	369.1
66	HVAC equipment manufacturing	100.0	157.8	111.1	268.9
67	Metalworking machinery manufacturing	100.0	107.9	105.2	213.1
68	Engine, turbine, and power transmission equipment manufacturing	100.0	275.3	186.9	462.2
69	Other general purpose machinery manufacturing	100.0	200.3	142.4	342.7
70	Computer and peripheral equipment manufacturing	100.0	56.3	102.5	158.8
71	Communications equipment manufacturing	100.0	128.4	128.5	256.9
72	Audio and video equipment manufacturing	100.0	155.4	117.1	272.5
73	Semiconductor and other electronic component manufacturing	100.0	92.9	99.3	192.2
74	Navigational, measuring, electromedical, and control instruments manufacturing	100.0	158.7	129.7	288.4
75	Manufacturing and reproducing magnetic and optical media	100.0	123.7	137.7	261.4
76	Electric lighting equipment manufacturing	100.0	124.2	120.7	244.9
77	Household appliance manufacturing	100.0	141.8	124.5	266.3
78	Electrical equipment manufacturing	100.0	117.8	104.8	222.6
79	Other electrical equipment and component manufacturing	100.0	166.8	114.5	281.3
80	Motor vehicle manufacturing	100.0	935.8	492.1	1,428.0
81	Motor vehicle body and trailer manufacturing	100.0	251.1	180.6	431.7
82	Motor vehicle parts manufacturing	100.0	209.8	161.2	371.0
83	Aerospace product and parts manufacturing	100.0	180.2	156.0	336.2

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
84	Railroad rolling stock manufacturing	100.0	229.6	186.3	415.9
85	Ship and boat building	100.0	113.9	114.9	228.8
86	Other transportation equipment manufacturing	100.0	342.1	206.7	548.8
87	Household and institutional furniture and kitchen cabinet manufacturing	100.0	74.7	75.3	150.0
88	Office furniture (including fixtures) manufacturing	100.0	124.9	92.0	217.0
89	Other furniture-related product manufacturing	100.0	163.0	107.5	270.6
90	Medical equipment and supplies manufacturing	100.0	153.2	108.3	261.4
91	Other miscellaneous manufacturing	100.0	160.4	116.8	277.2
Wholesale trade					
92	Wholesale trade	100.0	107.3	95.1	202.5
Retail trade					
93	Motor vehicle and parts dealers	100.0	52.2	64.6	116.8
94	Food and beverage stores	100.0	30.6	40.6	71.2
95	General merchandise stores	100.0	30.7	42.6	73.4
96	Other retail	100.0	57.9	57.6	115.5
Transportation and warehousing					
97	Air transportation	100.0	161.3	116.5	277.8
98	Rail transportation	100.0	161.6	100.1	261.7
99	Water transportation	100.0	545.5	228.4	773.9
100	Truck transportation	100.0	108.2	83.1	191.3
101	Transit and ground passenger transportation	100.0	109.9	61.3	171.3
102	Pipeline transportation	100.0	218.5	99.3	317.8
103	Scenic and sightseeing transportation and support activities for transportation	100.0	134.5	87.9	222.4
104	Couriers and messengers	100.0	84.5	72.6	157.1
105	Warehousing and storage	100.0	53.2	58.5	111.7
Information					
106	Newspaper, periodical, book, and directory publishers	100.0	154.7	113.6	268.3
107	Software publishers	100.0	193.6	180.3	373.8
108	Motion picture, video, and sound recording industries	100.0	96.5	96.4	192.9
109	Radio and television broadcasting	100.0	195.3	141.2	336.5
110	Cable and other subscription programming	100.0	711.8	314.1	1,025.9
111	Wired telecommunications carriers	100.0	284.0	161.7	445.7
112	Wireless telecommunications carriers (except satellite)	100.0	936.9	374.2	1,311.1

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
113	Satellite, telecommunications resellers, and all other telecommunications	100.0	266.7	171.9	438.6
114	Data processing, hosting, and related services	100.0	337.3	233.0	570.3
115	Other information services	100.0	218.0	164.5	382.5
Finance and insurance					
116	Monetary authorities, credit intermediation, and related activities	100.0	112.7	100.4	213.1
117	Securities, commodity contracts, funds, trusts, and related activities	100.0	293.6	216.4	510.0
118	Insurance carriers	100.0	189.4	146.4	335.8
119	Agencies, brokerages, and other insurance related activities	100.0	63.2	88.8	152.0
Real estate and rental leasing					
120	Real estate	100.0	382.0	165.9	547.9
121	Automotive equipment rental and leasing	100.0	376.3	194.3	570.6
122	Consumer goods rental and general rental centers	100.0	150.1	96.0	246.1
123	Commercial and industrial machinery and equipment rental and leasing	100.0	344.9	178.9	523.8
124	Lessors of nonfinancial intangible assets (except copyrighted works)	100.0	4,374.7	1,625.0	5,999.7
Professional, scientific, and technical services					
125	Legal services	100.0	89.2	111.3	200.5
126	Accounting, tax preparation, bookkeeping, and payroll services	100.0	52.0	81.3	133.4
127	Architectural, engineering, and related services	100.0	90.0	114.1	204.1
128	Specialized design services	100.0	67.5	97.4	164.9
129	Computer systems design and related services	100.0	134.1	149.3	283.4
130	Management, scientific, and technical consulting services	100.0	91.1	116.5	207.6
131	Scientific research and development services	100.0	519.3	323.7	842.9
132	Advertising, public relations, and related services	100.0	460.9	270.7	731.6
133	Other professional, scientific, and technical services	100.0	70.8	83.6	154.3
Management of companies					
134	Management of companies and enterprises	100.0	144.4	138.6	283.1
Administrative and support services and waste management					
135	Office administrative services	100.0	51.9	88.4	140.3
136	Facilities support services	100.0	140.2	96.5	236.7

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
137	Employment services	100.0	31.3	50.1	81.4
138	Business support services	100.0	54.6	62.2	116.7
139	Travel arrangement and reservation services	100.0	133.7	106.3	240.0
140	Investigation and security services	100.0	30.8	47.0	77.9
141	Services to buildings and dwellings	100.0	29.8	46.3	76.1
142	Other support services	100.0	119.9	95.8	215.7
143	Waste management and remediation services	100.0	131.4	99.7	231.1
Educational services					
144	Elementary and secondary schools (private)	100.0	24.3	65.2	89.5
145	Junior colleges, colleges, universities, and professional schools (private)	100.0	93.9	88.1	182.0
146	Other educational services (private)	100.0	47.7	73.7	121.4
Health care and social assistance					
147	Offices of physicians	100.0	87.5	115.3	202.8
148	Offices of dentists	100.0	56.9	86.0	142.9
149	Offices of other health practitioners	100.0	43.1	68.3	111.4
150	Outpatient care centers	100.0	72.1	88.0	160.1
151	Medical and diagnostic laboratories	100.0	84.6	92.0	176.6
152	Home health care services	100.0	41.6	56.5	98.1
153	Other ambulatory health care services	100.0	81.9	78.1	160.0
154	Hospitals (private)	100.0	123.7	112.7	236.5
155	Nursing and residential care facilities	100.0	44.6	52.1	96.7
156	Individual and family services	100.0	22.9	43.7	66.6
157	Community and vocational rehabilitation services	100.0	60.5	59.8	120.3
158	Child day care services	100.0	23.8	38.8	62.7
Arts, entertainment, and recreation					
159	Performing arts companies	100.0	208.9	151.6	360.5
160	Spectator sports	100.0	132.5	114.4	246.9
161	Promoters of events, and agents and managers	100.0	265.6	181.4	447.0
162	Independent artists, writers, and performers	100.0	73.7	99.7	173.5
163	Museums, historical sites, and similar institutions	100.0	75.7	76.5	152.2
164	Amusement parks and arcades	100.0	59.7	49.0	108.7
165	Gambling industries (except casino hotels)	100.0	817.9	228.6	1,046.5
166	Other amusement and recreation industries	100.0	52.5	55.2	107.6
Accommodation and food services					
167	Accommodation	100.0	78.2	62.8	141.0

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
168	Food services and drinking places	100.0	49.6	46.8	96.4
Other services (except public administration)					
169	Automotive repair and maintenance	100.0	125.5	88.8	214.3
170	Electronic and precision equipment repair and maintenance	100.0	281.2	166.5	447.7
171	Commercial and industrial machinery and equipment repair and maintenance	100.0	171.1	119.5	290.6
172	Personal and household goods repair and maintenance	100.0	200.7	115.1	315.8
173	Personal care services	100.0	30.6	47.4	77.9
174	Death care services	100.0	38.7	57.1	95.8
175	Drycleaning and laundry services	100.0	66.6	53.0	119.6
176	Other personal services	100.0	130.2	74.6	204.8
177	Religious organizations	100.0	32.7	55.6	88.2
178	Grantmaking and giving services and social advocacy organizations	100.0	56.7	87.6	144.3
179	Civic, social, professional, and similar organizations	100.0	31.0	67.2	98.2

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* Includes materials and capital services supplier jobs

** Includes jobs supported by respending of income from direct jobs and supplier jobs, as well as public-sector jobs supported by tax revenue

Note: See methods appendix for derivation.

Source: EPI analysis of data from the Bureau of Labor Statistics (BLS) Employment Requirements Matrices, the BLS Current Employment Statistics program, and the Bureau of Economic Analysis GDP-by-industry accounts

APPENDIX TABLE A2

Employment multipliers per $1 million in final demand, all private-sector industries

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
Agriculture, forestry, fishing, and hunting					
1	Crop production	6.96	5.18	3.84	9.02
2	Animal production and aquaculture	5.13	5.77	3.49	9.26
3	Forestry	2.62	7.49	3.26	10.74
4	Logging	5.45	8.18	4.80	12.98
5	Fishing, hunting, and trapping	3.03	3.53	1.79	5.32
6	Support activities for agriculture and forestry	5.09	4.06	2.61	6.66
Mining					
7	Oil and gas extraction	0.72	2.72	1.17	3.89
8	Coal mining	1.27	4.19	2.15	6.34
9	Metal ore mining	1.17	3.73	1.81	5.54
10	Nonmetallic mineral mining and quarrying	2.69	3.72	2.60	6.31
11	Support activities for mining	3.55	4.31	3.74	8.06
Utilities					
12	Electric power generation, transmission, and distribution	1.06	4.23	1.75	5.98
13	Natural gas distribution	0.99	4.52	1.80	6.32
14	Water, sewage, and other systems	0.67	10.46	2.02	12.48
Construction					
15	Construction	5.45	4.80	4.88	9.68
Nondurable manufacturing					
16	Animal food manufacturing	0.98	6.72	2.84	9.55
17	Grain and oilseed milling	0.69	7.38	2.95	10.33
18	Sugar and confectionery product manufacturing	2.59	5.52	3.07	8.58
19	Fruit and vegetable preserving and specialty food manufacturing	2.50	6.75	3.59	10.34
20	Dairy product manufacturing	1.39	7.80	3.56	11.36
21	Animal slaughtering and processing	2.80	7.13	3.54	10.67
22	Seafood product preparation and packaging	3.44	4.62	2.91	7.53
23	Bakeries and tortilla manufacturing	4.40	7.50	4.40	11.90
24	Other food manufacturing	1.87	6.29	2.96	9.25
25	Beverage manufacturing	1.95	6.13	3.10	9.23
26	Tobacco manufacturing	0.22	7.52	1.43	8.96
27	Textile mills and textile product mills	3.81	4.19	3.59	7.78

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
28	Apparel, leather, and allied product manufacturing	3.50	5.89	4.30	10.19
29	Sawmills and wood preservation	3.42	6.08	3.83	9.91
30	Veneer, plywood, and engineered wood product manufacturing	3.93	5.38	4.05	9.43
31	Other wood product manufacturing	4.88	4.75	4.20	8.95
32	Pulp, paper, and paperboard mills	1.24	5.79	2.70	8.50
33	Converted paper product manufacturing	2.47	4.60	3.27	7.87
34	Printing and related support activities	4.88	4.49	4.46	8.95
35	Petroleum and coal products manufacturing	0.22	2.08	1.11	3.20
36	Basic chemical manufacturing	0.69	5.63	2.25	7.89
37	Resin, synthetic rubber, and artificial synthetic fibers and filaments manufacturing	0.73	4.67	2.36	7.03
38	Pesticide, fertilizer, and other agricultural chemical manufacturing	0.89	4.54	1.96	6.49
39	Pharmaceutical and medicine manufacturing	1.14	4.49	2.06	6.55
40	Paint, coating, and adhesive manufacturing	1.50	4.43	2.64	7.08
41	Soap, cleaning compound, and toilet preparation manufacturing	1.39	5.01	1.88	6.89
42	Other chemical product and preparation manufacturing	1.60	4.20	2.79	6.99
43	Plastics product manufacturing	2.93	4.90	3.25	8.15
44	Rubber product manufacturing	3.15	4.53	3.23	7.76
Durable manufacturing					
45	Clay product and refractory manufacturing	5.31	4.17	4.28	8.46
46	Glass and glass product manufacturing	3.71	4.68	3.56	8.24
47	Cement and concrete product manufacturing	4.32	4.56	3.91	8.47
48	Lime, gypsum, and other nonmetallic mineral product manufacturing	2.85	4.95	3.04	7.99
49	Iron and steel mills and ferroalloy manufacturing	0.81	5.01	2.47	7.48
50	Steel product manufacturing from purchased steel	0.80	6.79	3.51	10.30
51	Alumina and aluminum production and processing	2.03	4.35	2.94	7.29
52	Nonferrous metal (except aluminum) production and processing	1.40	4.29	2.38	6.67
53	Foundries	4.01	4.28	3.67	7.95
54	Forging and stamping	2.47	4.62	3.20	7.81
55	Cutlery and handtool manufacturing	2.87	4.79	3.39	8.18

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
56	Architectural and structural metals manufacturing	4.00	4.63	4.01	8.63
57	Boiler, tank, and shipping container manufacturing	2.51	4.34	3.13	7.47
58	Hardware manufacturing	2.83	4.57	3.36	7.93
59	Spring and wire product manufacturing	3.62	4.81	4.04	8.85
60	Machine shops; turned product; and screw, nut, and bolt manufacturing	5.03	4.30	4.41	8.71
61	Coating, engraving, heat treating, and allied activities	4.63	4.23	3.73	7.96
62	Other fabricated metal product manufacturing	3.29	4.58	3.55	8.12
63	Agriculture, construction, and mining machinery manufacturing	1.87	4.64	3.11	7.75
64	Industrial machinery manufacturing	2.83	4.38	4.22	8.60
65	Commercial and service industry machinery manufacturing	2.26	4.85	3.47	8.33
66	HVAC equipment manufacturing	2.89	4.56	3.21	7.76
67	Metalworking machinery manufacturing	4.36	4.70	4.59	9.29
68	Engine, turbine, and power transmission equipment manufacturing	1.75	4.83	3.28	8.10
69	Other general purpose machinery manufacturing	2.28	4.57	3.25	7.82
70	Computer and peripheral equipment manufacturing	4.37	2.46	4.48	6.95
71	Communications equipment manufacturing	1.65	2.12	2.12	4.24
72	Audio and video equipment manufacturing	3.05	4.74	3.58	8.32
73	Semiconductor and other electronic component manufacturing	2.96	2.75	2.93	5.68
74	Navigational, measuring, electromedical, and control instruments manufacturing	2.13	3.38	2.76	6.14
75	Manufacturing and reproducing magnetic and optical media	2.76	3.42	3.80	7.22
76	Electric lighting equipment manufacturing	3.67	4.56	4.43	9.00
77	Household appliance manufacturing	3.23	4.58	4.02	8.60
78	Electrical equipment manufacturing	3.35	3.94	3.51	7.45
79	Other electrical equipment and component manufacturing	2.45	4.09	2.81	6.90
80	Motor vehicle manufacturing	0.50	4.71	2.48	7.19
81	Motor vehicle body and trailer manufacturing	2.02	5.08	3.65	8.73
82	Motor vehicle parts manufacturing	2.03	4.26	3.27	7.53
83	Aerospace product and parts manufacturing	2.13	3.85	3.33	7.17

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
84	Railroad rolling stock manufacturing	1.91	4.39	3.56	7.96
85	Ship and boat building	3.93	4.47	4.51	8.98
86	Other transportation equipment manufacturing	1.38	4.72	2.85	7.57
87	Household and institutional furniture and kitchen cabinet manufacturing	6.59	4.93	4.97	9.89
88	Office furniture (including fixtures) manufacturing	4.02	5.03	3.70	8.73
89	Other furniture-related product manufacturing	3.51	5.71	3.77	9.48
90	Medical equipment and supplies manufacturing	3.03	4.63	3.28	7.91
91	Other miscellaneous manufacturing	3.35	5.38	3.92	9.30
Wholesale trade					
92	Wholesale trade	3.79	4.07	3.61	7.68
Retail trade					
93	Motor vehicle and parts dealers	7.37	3.85	4.76	8.61
94	Food and beverage stores	13.62	4.17	5.53	9.70
95	General merchandise stores	13.77	4.23	5.87	10.10
96	Other retail	8.57	4.96	4.93	9.89
Transportation and warehousing					
97	Air transportation	2.50	4.03	2.91	6.93
98	Rail transportation	2.64	4.27	2.64	6.91
99	Water transportation	1.06	5.80	2.43	8.22
100	Truck transportation	5.01	5.42	4.16	9.58
101	Transit and ground passenger transportation	8.04	8.84	4.93	13.77
102	Pipeline transportation	1.46	3.18	1.45	4.63
103	Scenic and sightseeing transportation and support activities for transportation	4.99	6.71	4.39	11.11
104	Couriers and messengers	6.90	5.83	5.01	10.83
105	Warehousing and storage	9.18	4.88	5.37	10.25
Information					
106	Newspaper, periodical, book, and directory publishers	3.44	5.33	3.91	9.24
107	Software publishers	1.96	3.80	3.54	7.34
108	Motion picture, video, and sound recording industries	3.42	3.30	3.29	6.59
109	Radio and television broadcasting	2.24	4.38	3.17	7.55
110	Cable and other subscription programming	0.62	4.38	1.93	6.32
111	Wired telecommunications carriers	1.49	4.24	2.41	6.65
112	Wireless telecommunications carriers (except satellite)	0.50	4.71	1.88	6.58

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
113	Satellite, telecommunications resellers, and all other telecommunications	1.65	4.41	2.84	7.25
114	Data processing, hosting, and related services	1.92	6.46	4.47	10.93
115	Other information services	2.37	5.17	3.90	9.07
Finance and insurance					
116	Monetary authorities, credit intermediation, and related activities	3.73	4.20	3.74	7.94
117	Securities, commodity contracts, funds, trusts, and related activities	1.78	5.23	3.85	9.08
118	Insurance carriers	2.55	4.83	3.73	8.56
119	Agencies, brokerages, and other insurance related activities	6.44	4.07	5.72	9.79
Real estate and rental leasing					
120	Real estate	1.40	5.34	2.32	7.66
121	Automotive equipment rental and leasing	1.61	6.05	3.12	9.17
122	Consumer goods rental and general rental centers	4.55	6.82	4.36	11.19
123	Commercial and industrial machinery and equipment rental and leasing	1.41	4.87	2.53	7.39
124	Lessors of nonfinancial intangible assets (except copyrighted works)	0.13	5.77	2.14	7.91
Professional, scientific, and technical services					
125	Legal services	4.07	3.63	4.53	8.16
126	Accounting, tax preparation, bookkeeping, and payroll services	6.42	3.34	5.22	8.56
127	Architectural, engineering, and related services	5.41	4.87	6.17	11.04
128	Specialized design services	7.48	5.05	7.29	12.34
129	Computer systems design and related services	4.03	5.41	6.02	11.43
130	Management, scientific, and technical consulting services	5.12	4.66	5.96	10.63
131	Scientific research and development services	1.29	6.68	4.17	10.85
132	Advertising, public relations, and related services	1.43	6.58	3.87	10.45
133	Other professional, scientific, and technical services	6.10	4.32	5.10	9.41
Management of companies					
134	Management of companies and enterprises	3.59	5.18	4.97	10.16
Administrative and support services and waste management					
135	Office administrative services	7.71	4.00	6.81	10.81
136	Facilities support services	4.44	6.23	4.29	10.52

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
137	Employment services	12.79	4.01	6.41	10.41
138	Business support services	10.99	6.00	6.83	12.83
139	Travel arrangement and reservation services	4.59	6.13	4.88	11.00
140	Investigation and security services	14.74	4.54	6.93	11.47
141	Services to buildings and dwellings	15.18	4.52	7.03	11.55
142	Other support services	5.77	6.92	5.53	12.45
143	Waste management and remediation services	4.30	5.66	4.29	9.95
Educational services					
144	Elementary and secondary schools (private)	19.35	4.71	12.61	17.32
145	Junior colleges, colleges, universities, and professional schools (private)	6.15	5.77	5.41	11.19
146	Other educational services (private)	10.29	4.91	7.58	12.49
Health care and social assistance					
147	Offices of physicians	5.10	4.47	5.88	10.35
148	Offices of dentists	7.15	4.06	6.15	10.21
149	Offices of other health practitioners	9.40	4.05	6.42	10.48
150	Outpatient care centers	6.93	5.00	6.10	11.10
151	Medical and diagnostic laboratories	5.38	4.55	4.94	9.49
152	Home health care services	13.32	5.54	7.53	13.07
153	Other ambulatory health care services	6.06	4.97	4.73	9.70
154	Hospitals (private)	4.86	6.01	5.48	11.49
155	Nursing and residential care facilities	13.25	5.91	6.91	12.82
156	Individual and family services	22.36	5.12	9.77	14.89
157	Community and vocational rehabilitation services	9.73	5.89	5.82	11.70
158	Child day care services	21.17	5.04	8.23	13.27
Arts, entertainment, and recreation					
159	Performing arts companies	3.55	7.41	5.38	12.78
160	Spectator sports	3.43	4.55	3.93	8.47
161	Promoters of events, and agents and managers	2.98	7.92	5.41	13.33
162	Independent artists, writers, and performers	6.90	5.09	6.88	11.97
163	Museums, historical sites, and similar institutions	8.25	6.24	6.31	12.55
164	Amusement parks and arcades	7.37	4.40	3.61	8.01
165	Gambling industries (except casino hotels)	1.20	9.83	2.75	12.57
166	Other amusement and recreation industries	12.31	6.46	6.79	13.25
Accommodation and food services					
167	Accommodation	7.05	5.51	4.43	9.94

	Industry	Direct jobs	Supplier jobs*	Induced jobs**	Total indirect jobs
168	Food services and drinking places	13.15	6.53	6.15	12.67
Other services (except public administration)					
169	Automotive repair and maintenance	5.41	6.79	4.80	11.59
170	Electronic and precision equipment repair and maintenance	2.37	6.65	3.94	10.59
171	Commercial and industrial machinery and equipment repair and maintenance	3.18	5.44	3.80	9.24
172	Personal and household goods repair and maintenance	3.50	7.03	4.03	11.06
173	Personal care services	12.78	3.90	6.05	9.95
174	Death care services	6.20	2.40	3.54	5.94
175	Drycleaning and laundry services	9.06	6.03	4.80	10.83
176	Other personal services	4.39	5.72	3.28	9.00
177	Religious organizations	18.85	6.16	10.47	16.63
178	Grantmaking and giving services and social advocacy organizations	6.89	3.90	6.03	9.93
179	Civic, social, professional, and similar organizations	10.67	3.31	7.17	10.48

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* Includes materials and capital services supplier jobs

** Includes jobs supported by respending of income from direct jobs and supplier jobs, as well as public-sector jobs supported by tax revenue

Note: Methods described in appendix.

Source: EPI analysis of data from the Bureau of Labor Statistics (BLS) Employment Requirements Matrices, the BLS Current Employment Statistics program, and the Bureau of Economic Analysis GDP-by-industry accounts

Endnotes

1. This might seem too conservative at first glance, as most workers aren't able to save half of their earnings. But this respending multiplier also includes the effect of taxes on earnings (which reduces the share of gross earnings available to be spent by workers on consumption goods) as well as the effect of imports—spending by workers that does not support demand in other domestic sectors of the economy. Even accounting for these effects, 0.5 might be too small. However, changing this parameter does not change the ranking of industries' importance in generating induced jobs, just the raw numbers.

2. The spreadsheet is downloadable at **go.epi.org/jobmultiplierdata**.

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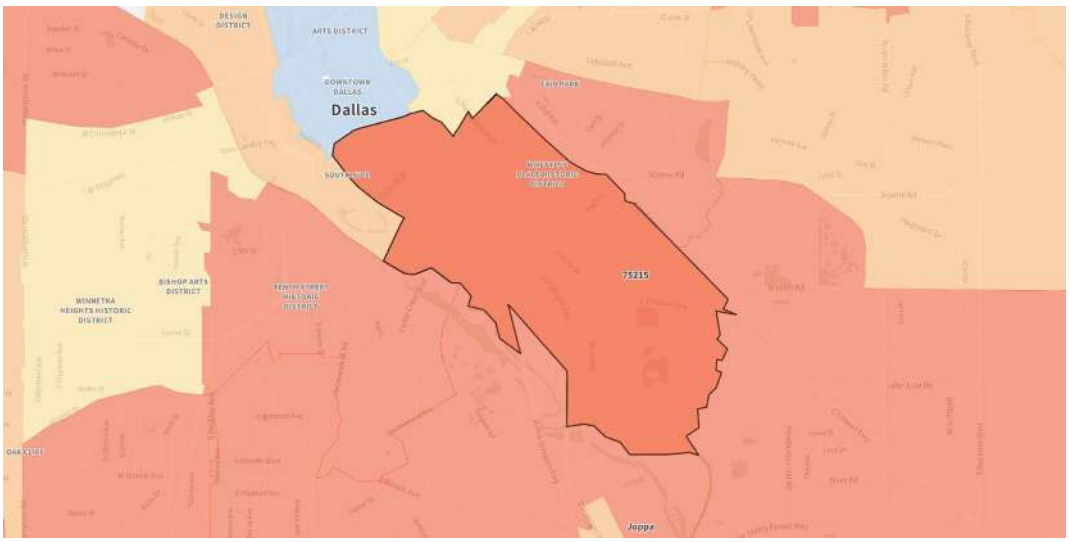
ECONOMIC INNOVATION GROUP

www.eig.org/dci

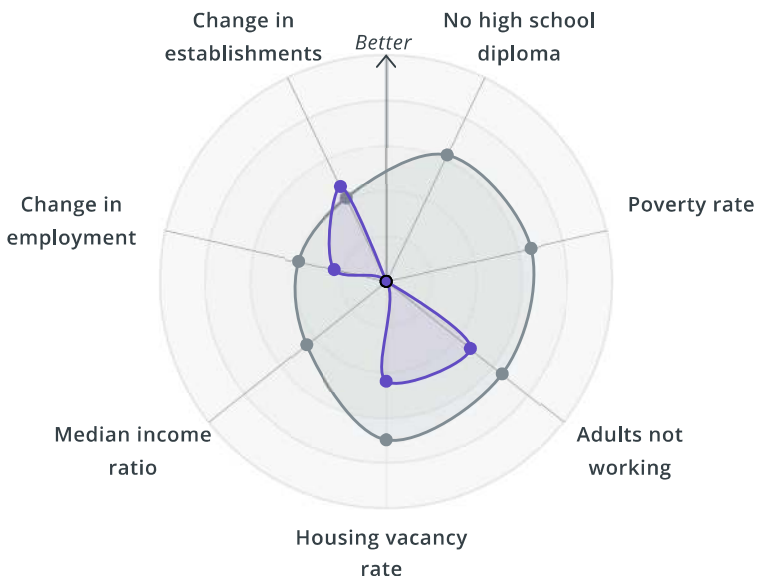
75215 (Dallas city, TX)

DCI Tier Distressed **DCI Score** 94.1 **DCI Rank** 1449/1579 zip codes in Texas



DCI Breakdown

National 75215



	75215	NATIONAL
Distress Score	94.1	
No high school diploma	27.1%	10.6%
Poverty rate	27.8%	11.1%
Adults not working	26.6%	20.6%
Housing vacancy rate	11.9%	7.0%
Median income ratio	47.5%	100.0%
Change in employment	−7.8%	5.1%
Change in establishments	7.8%	5.0%

Demographics

National 75215

Race or Ethnicity

NON-HISPANIC WHITE: 58.2% / 10.8%

HISPANIC OR LATINO: 19.0% / 25.2%

BLACK OR AFRICAN-AMERICAN: 12.0% / 59.0%

AMERICAN INDIAN OR ALASKA NATIVE: 0.5% / 0.2%

ASIAN OR PACIFIC ISLANDER: 5.9% / 0.1%

OTHER RACE OR TWO OR MORE RACES: 4.4% / 4.6%

Nationality

FOREIGN-BORN: 13.9% / 15.7%

Education

HIGH SCHOOL DIPLOMA: 26.2% / 33.4%

SOME COLLEGE: 28.2% / 22.8%

BACHELORS DEGREE OR HIGHER: 35.0% / 16.7%

Appendix

DCI Component	Description
No high school diploma	Share of the 25 and older population without a high school diploma or equivalent
Poverty rate	Share of the population below the poverty line
Adults not working	Share of the prime-age (25-54) population that is not currently employed
Housing vacancy rate	Share of habitable housing that is unoccupied, excluding properties that are for seasonal, recreational, or occasional use
Median income ratio	Median household income as a share of metro area median household income (or state, for non-metro areas and for all congressional districts)
Change in establishments	Percent change in the number of business establishments
Change in employment	Percent change in the number of jobs

PRESIDENTIAL ACTIONS

ESTABLISHING AND IMPLEMENTING THE PRESIDENT'S "DEPARTMENT OF GOVERNMENT EFFICIENCY"

The White House

January 20, 2025

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. This Executive Order establishes the Department of Government Efficiency to implement the President's DOGE Agenda, by modernizing Federal technology and software to maximize governmental efficiency and productivity.

Sec. 2. Definitions. As used in this order:

(a) "Agency" has the meaning given to it in section 551 of title 5, United States Code, except that such term does not include the Executive Office of the President or any components thereof.

(b) "Agency Head" means the highest-ranking official of an agency, such as the Secretary, Administrator, Chairman, or Director, unless otherwise specified in this order.

Sec. 3. DOGE Structure. (a) *Reorganization and Renaming of the United States Digital Service.* The United States Digital Service is hereby publicly renamed as the United States DOGE Service (USDS) and shall be established in the Executive Office of the President.

(b) *Establishment of a Temporary Organization*. There shall be a USDS Administrator established in the Executive Office of the President who shall report to the White House Chief of Staff. There is further established within USDS, in accordance with section 3161 of title 5, United States Code, a temporary organization known as "the U.S. DOGE Service Temporary Organization". The U.S. DOGE Service Temporary Organization shall be headed by the USDS Administrator and shall be dedicated to advancing the President's 18-month DOGE agenda. The U.S. DOGE Service Temporary Organization shall terminate on July 4, 2026. The termination of the U.S. DOGE Service Temporary Organization shall not be interpreted to imply the termination, attenuation, or amendment of any other authority or provision of this order.

(c) *DOGE Teams*. In consultation with USDS, each Agency Head shall establish within their respective Agencies a DOGE Team of at least four employees, which may include Special Government Employees, hired or assigned within thirty days of the date of this Order. Agency Heads shall select the DOGE Team members in consultation with the USDS Administrator. Each DOGE Team will typically include one DOGE Team Lead, one engineer, one human resources specialist, and one attorney. Agency Heads shall ensure that DOGE Team Leads coordinate their work with USDS and advise their respective Agency Heads on implementing the President ‘s DOGE Agenda.

Sec. 4. *Modernizing Federal Technology and Software to Maximize Efficiency and Productivity*.

(a) The USDS Administrator shall commence a Software Modernization Initiative to improve the quality and efficiency of government-wide software, network infrastructure, and information technology (IT) systems. Among other things, the USDS Administrator shall work with Agency Heads to promote inter-operability between agency networks and systems, ensure data integrity, and facilitate responsible data collection and synchronization.

(b) Agency Heads shall take all necessary steps, in coordination with the USDS Administrator and to the maximum extent consistent with law, to ensure USDS has full and prompt access to all unclassified agency records, software systems, and IT systems. USDS shall adhere to rigorous data protection standards.

(c) This Executive Order displaces all prior executive orders and regulations, insofar as they are subject to direct presidential amendment, that might serve as a barrier to providing USDS access to agency records and systems as described above.

Sec. 5. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

THE WHITE HOUSE,

January 20, 2025.

Related

Implementing The President's "Department of Government Efficiency" Workforce Optimization Initiative

Presidential Actions | February 11, 2025

Implementing the President's "Department of Government Efficiency" Cost Efficiency Initiative

Presidential Actions | February 26, 2025

Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Regulatory Initiative

Presidential Actions | February 19, 2025

Reforming The Federal Hiring Process And Restoring Merit To Government Service

Presidential Actions | January 20, 2025

Hiring Freeze

Presidential Actions | January 20, 2025

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PRESIDENTIAL ACTIONS

REDUCING ANTI-COMPETITIVE REGULATORY BARRIERS

Executive Orders

April 9, 2025

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. Federal regulations should not predetermine economic winners and losers. Yet some regulations operate to exclude new market entrants. Regulations that reduce competition, entrepreneurship, and innovation — as well as the benefits they create for American consumers — should be eliminated. This order commences the process for eliminating anti-competitive regulations to revitalize the American economy.

Sec. 2. Definitions. (a) "Agency" has the meaning given to it in section 3502 of title 44, United States Code, except that it does not include the Executive Office of the President or any components thereof.

(b) "Agency head" means the highest-ranking official of an agency, such as the Secretary, Administrator, Chairman, or Director, unless otherwise specified in this order.

Sec. 3. Rescinding Anti-Competitive Regulations. (a) Agency heads shall, in consultation with the Chairman of the Federal Trade Commission (Chairman) and the Attorney General, complete a review of all regulations subject to their rulemaking authority and identify those that:

(i) create, or facilitate the creation of, de facto or de jure monopolies;

(ii) create unnecessary barriers to entry for new market participants;

(iii) limit competition between competing entities or have the effect of limiting competition between competing entities;

(iv) create or facilitate licensure or accreditation requirements that unduly limit competition;

(v) unnecessarily burden the agency's procurement processes, thereby limiting companies' ability to compete for procurements; or

(vi) otherwise impose anti-competitive restraints or distortions on the operation of the free market.

(b) Within 70 days of the date of this order, agency heads shall each provide to the Chairman and the Attorney General a list of regulations identified by the categories specified in subsection (a) of this section. Agency heads shall also include a recommendation as to whether each of the listed regulations warrants rescission or modification in light of its anti-competitive effects. For recommended modifications, agency heads shall briefly specify what modification is appropriate. For regulations that are anti-competitive by design, agency heads shall provide a justification for their anti-competitive effects if the agency head is not proposing rescission or modification.

(c) In conducting the review required by subsection (a) of this section, agency heads shall prioritize review of those rules that satisfy the definition of "significant regulatory action" in Executive Order 12866 of September 30, 1993 (Regulatory Planning and Review), as amended.

(d) Within 10 days of the date of this order, the Chairman shall issue a request for information (RFI) that seeks public input on the identification of regulations that fall within the categories specified in subsection (a) of this section, as well as comments explaining the proposed classifications. The request shall remain open for 40 days. Upon the close of the RFI period, the Chairman shall convey any relevant responses to the agency with rulemaking authority over the identified regulation.

(e) Within 90 days of receipt of the agency lists specified in subsection (b) of this section, the Chairman, in consultation with the Attorney General, the Assistant to the President for Economic Policy, and the relevant agency heads, shall provide to the Director of the Office of Management and Budget (OMB Director) a consolidated list of regulations that warrant rescission or modification in light of their anti-competitive effects, along with recommended modifications. The Chairman may include on the consolidated list regulations not originally included on an agency list if such regulations fall within at least one of the categories outlined in subsections (a)(i)-(vi) of this section.

(f) Upon receipt of the consolidated list described in subsection (e) of this section, the OMB Director, through the Administrator of the Office of Information and Regulatory Affairs, shall consult with the Chairman, the Attorney General, the Assistant to the President for Economic Policy, and the relevant agency heads to decide whether to incorporate the proposed rescissions or modifications into the Unified Regulatory Agenda developed pursuant to Executive Order 14219 of February 19, 2025 (Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative).

Sec. 4. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

THE WHITE HOUSE,

April 9, 2025.

Related

Fact Sheet: President Donald J. Trump Tackles Regulations That Stifle Competition

Fact Sheets | April 9, 2025

Addressing Security Risks from Price Fixing and Anti-Competitive Behavior in the Food Supply Chain

Presidential Actions, Executive Orders | December 6, 2025

Stopping Waste, Fraud, and Abuse by Eliminating Information Silos

Presidential Actions, Executive Orders | March 20, 2025

Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Regulatory Initiative

Presidential Actions | February 19, 2025

Removing Regulatory Barriers to Affordable Home Construction

Presidential Actions, Executive Orders | March 13, 2026

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BANCO CENTRAL DO BRASIL

Currency Converter

Quotation date 04/14/2026

Value

115.206,27

Convert from

Real (BRL)

To

United States Dollar (USD)

Conversion result

Conversion from: Real/BRL (790)
Amount to convert: 115,206.27

To: United States Dollar/USD (220)
Conversion result: 23,131.0023

Exchange rate used: 14/04/2026
Rate:
1 Real/BRL (790) = 0.200779 US Dollar/USD (220)
1 US Dollar/USD (220) = 4.9806 Real/BRL (790)

- The calculation performed is for informational purposes only and does not replace the provisions of Brazilian exchange regulations for specific conversion cases.
- Conversions are available for dates entered from 01/02/1999 onwards.
- For non-working days, the exchange rate of the immediately preceding working day is assumed.
- The Central Bank assumes no responsibility for the non-simultaneous or lack of information provided, as well as for any errors in currency parities, or any other error, except for the parity relative to the United States dollar in relation to the Real. Likewise, it is not responsible for delays or unavailability of telecommunications services, interruptions, failures, or inaccuracies in the provision of services or information. It also assumes no responsibility for any loss or damage arising from such interruptions, delays, failures, or imperfections, as well as for the improper use of the information contained in the transaction.

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Acesso à informação

Exhibit C.II - Second Prong - Well Positioned to Advance the Proposed Endeavor

Please refer to all documents at exhibit B

Diploma

SENAC/ARRJ – Niterói,

maintained by SENAC/ARRJ – Regional Administration in the State of Rio de Janeiro,

located at Rua Almirante Teffé, 680, Centro – Niterói – RJ – ZIP Code 24030-085,

established by Decree-Law No. 8.621 of 01/10/1946, and pursuant to Law No. 9.394/96, Decree No. 5.154/04, CNE/CEB Opinion No. 16/99, CNE/CEB Resolution No. 4/99, and CR Resolution No. 07/2011 of December 12, 2011, hereby confers upon

BRENO DE CASTRO NOGUEIRA

BRAZILIAN nationality, born in RIO DE JANEIRO – RJ,

on October 25, 1988, ID No. 208947960 – DETRAN/RJ, for having completed in 2015

the Secondary-Level Technical Qualification Program, in the Information and Communication Technological axis, the certification

INFORMATION TECHNOLOGY TECHNICIAN

Niterói, July 16, 2015.

Director	Secretary	Graduate
Marcia Salles de Melo	*Fernanda Costa de Souza*	
SENAC Registry No. 135/15	*SENAC Registry No. 131/14*	

Technological Axis: **Information and Communication**
Secondary-Level Technical Qualification Program: **IT TECHNICIAN**

Module	Duration
OPERATION AND MAINTENANCE OF COMPUTERS	200
NETWORK ADMINISTRATION	200
SYSTEMS DEVELOPMENT	200
PHP PROGRAMMING	200
JAVA PROGRAMMING	200
TOTAL DURATION	**1000**

PREVIOUS EDUCATION

INSTITUTION
EXTERNATO SANTA IGNEZ

PROGRAM / YEAR OF COMPLETION
HIGH SCHOOL / 2006

CITY AND STATE
NOVA FRIBURGO – RJ

This document has been registered under No. 29721 at this institution.
Exemption from signature by the School Inspection, due to the administrative, systemic and legal link between Senac Rio and the MEC (Ministry of Education), established by article 20 of Law 12.513 of 10/26/2011.

Niterói, July 16, 2015

Educational Records Coordinator
André Attanasio Badaue de Almeida
Registration: 8555

Graduate Profile

The IT Technician is a professional who possesses general knowledge of the field and is qualified to perform activities involving all stages, from conception to implementation of projects related to computer assembly and maintenance, network support, internet services, systems, and database management, integrating logical systems through physical network structures.

Competencies of the Profile:

- Act safely and professionally, maintaining ethical relationships with clients, suppliers, and partners.
- Operate Windows and Linux operating systems and Microsoft Office applications independently; conduct research and navigate the internet proficiently.
- Assemble, install, and configure equipment, software, and networks, and perform basic hardware and software maintenance.
- Develop computer programs for desktop or internet applications using the PHP and Java programming languages.

NOTES

PROFESSIONAL REGULATORY BODY

SERIES C No. 045438

I, Marina Viana Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that I have performed the professional translation of this document from Portuguese to English, as a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Marina Viana

Date: November 27, 2025.

Diploma

O SENAC / ARRJ - Niterói,

mantido pelo SENAC/ARRJ – Administração Regional no Estado do Rio de Janeiro, situado na Rua Almirante Teffé, 680, Centro - Niterói - RJ - CEP 24030-085 , criado pelo Decreto Lei nº. 8621, de 10/01/1946, nos termos da Lei nº. 9394/96, do Decreto 5154/04, do Parecer CNE/CEB nº. 16/99 e Resolução CNE/CEB nº 4/99 e do Res.CR Nº07/2011 de 12/12/2011, confere a

BRENO DE CASTRO NOGUEIRA

de nacionalidade BRASILEIRA, natural do RIO DE JANEIRO - RJ, nascido em 25 de Outubro de 1988, RG nº. 208947960 - DETRAN - RJ, por haver concluído no ano de 2015, curso de Habilitação Técnica de Nível Médio, do eixo tecnológico Informação e Comunicação, o título de

TÉCNICO EM INFORMÁTICA.

Niterói, 16 de julho de 2015.

Diretor	Secretário	Concluinte
Marcia Salles de Melo	Fernanda Costa de Souza	
Cad. SENAC nº 135/15	Cad. SENAC nº 131/14	

Eixo Tecnológico: **Informação e Comunicação**
Curso de Habilitação Técnica de Nível Médio: **TÉCNICO EM INFORMÁTICA**

Módulo	Duração
OPERAÇÃO E MANUTENÇÃO DE COMPUTADORES	200
ADMINISTRAÇÃO DE REDES	200
DESENVOLVIMENTO DE SISTEMAS	200
PROGRAMAÇÃO PHP	200
PROGRAMAÇÃO JAVA	200
DURAÇÃO TOTAL	**1000**

ESCOLARIDADE ANTERIOR

ESTABELECIMENTO
EXTERNATO SANTA IGNEZ

CURSO/ANO DE CONCLUSÃO
ENSINO MÉDIO/2006

LOCALIDADE E UNIDADE DA FEDERAÇÃO
NOVA FRIBURGO RJ

O presente documento foi registrado sob o nº 29721 deste estabelecimento.
Dispensa de assinatura da Inspeção Escolar, devido à vinculação administrativa, sistêmica e legal do Senac Rio ao MEC, estabelecida pelo artigo 20 da Lei 12.513 de 26/10/2011.

Niterói, 16 de julho de 2015

Coordenador Registros Educacionais
André Attanasio Badaue de Almeida
Matrícula: 8555

PERFIL PROFISSIONAL DE CONCLUSÃO

O Técnico em Informática é um profissional que possui conhecimento geral da área, estando apto a desenvolver ações que envolvam, desde a concepção até a implementação de projetos referentes à montagem e manutenção de computadores, suporte a redes, Internet, sistemas e gerenciamento de banco de dados, integrando sistemas lógicos por meio de estruturas físicas de redes.
Competências do Perfil:
- Atuar com segurança e profissionalismo, relacionando-se de forma ética com clientes, fornecedores e parceiros.
- Operar com autonomia os sistemas operacionais Windows e Linux e os aplicativos do Microsoft Office, realizar pesquisas e navegar com desenvoltura na internet.
- Montar, instalar e configurar equipamentos, software e rede, e realizar manutenção básica de hardware e software.
- Desenvolver programas de computador para aplicações em desktop ou na internet, utilizando as linguagens de programação PHP e Java.

OBSERVAÇÕES

ÓRGÃO DE FISCALIZAÇÃO PROFISSIONAL

SÉRIE C Nº 045438

Federative Republic of Brazil
State of Rio de Janeiro
SENAC – National Commercial Learning Service
Created by Decree-Law No. 8,621 of January 10, 1946
SENAC/ARRJ – Niterói

ACADEMIC TRANSCRIPT

Technological Axis: **Information and Communication**
Secondary-Level Technical Qualification: INFORMATION TECHNOLOGY TECHNICIAN
Regulation: **Resolution CR No. 07/2011 of 12/12/2011**
Period of Attendance: **02/10/2014 to 04/16/2015**

Name: **BRENO DE CASTRO NOGUEIRA**		Date of Birth: 10/25/1988
Nationality: BRAZILIAN	Place of Birth: RIO DE JANEIRO – RJ	ID: 208947960 DETRAN/RJ
Previous Education: HIGH SCHOOL		
Institution: EXTERNATO SANTA IGNEZ		
City: NOVA FRIBURGO	State: RJ	Year of Completion: 2006

Curriculum Organization: Modules and Educational Activities	Duration	Attendance %	Grade (*)	Status
OPERATION AND MAINTENANCE OF COMPUTERS	200	80		PASS
WORK ORIENTATION UNIT (UOT)	20		B	
BASIC COMPUTING	40		O	
TECHNICAL ENGLISH	72		O	
IT ESSENTIALS	20		S	
PRACTICAL ASSEMBLY, MAINTENANCE, AND INTEGRATIVE PROJECT: PROJECT FOR ASSEMBLY, CONFIGURATION, AND INSTALLATION OF SYSTEMS	48		B	
NETWORK ADMINISTRATION	200	82		PASS
FUNDAMENTALS OF NETWORKS – CCNA (MODULE I)	72		O	
OPERATING SYSTEMS	64		O	
WIRELESS NETWORKS	24		O	
SERVER VIRTUALIZATION	20		O	
INTEGRATIVE PROJECT: NETWORK INSTALLATION AND CONFIGURATION PROJECT	20		O	
SYSTEMS DEVELOPMENT	200	86		PASS
WEB PAGE DEVELOPMENT I	32		O	
JAVASCRIPT	24		S	
LOGIC AND ALGORITHMS	64		O	
DATABASE PROJECT	60		O	
INTEGRATIVE PROJECT: PROGRAM DEVELOPMENT PROJECT	20		O	
PHP PROGRAMMING	200	85		PASS
PROJECT MANAGEMENT WITH MS PROJECT	40		O	
INTERFACE DESIGN	40		B	
WEB PAGE DEVELOPMENT II	40		B	
PHP WITH MYSQL	60		B	
INTEGRATIVE PROJECT: INFORMATIONAL WEBSITE CREATION PROJECT	20		O	
JAVA PROGRAMMING	200	86		PASS
UML	20		B	
JAVA	80		S	
JAVA WEB APPLICATIONS	60		O	
INTEGRATIVE PROJECT: WEBSITE DEVELOPMENT PROJECT – CREATION OF AN ONLINE STORE	40		O	
Total Duration: **1,000 hours**				

Notes:

Final result: after the evaluation process of the required Professional Competencies, the student was deemed APPROVED.

(*) O – Excellent - B – Good - S – Satisfactory - I – Insufficient - SA – No Achievement

Niterói, July 16, 2015

Secretary
Fernanda Costa de Souza
SENAC Registration No. 131/14

Director
Marcia Salles de Melo
SENAC Registration No. 135/15

Competencies Defined in the Professional Profile for Completion of the INFORMATION TECHNOLOGY TECHNICIAN Program

The Information Technology Technician is a professional who possesses broad knowledge of the field and is qualified to carry out activities ranging from the design to the implementation of projects related to the assembly and maintenance of computers, network support, Internet, systems, and database management, integrating logical systems through physical network structures.

Profile Competencies:

- Act with safety and professionalism, maintaining ethical relationships with clients, suppliers, and partners.
- Operate autonomously the Windows and Linux operating systems and Microsoft Office applications, conduct research, and navigate the Internet proficiently.
- Assemble, install, and configure equipment, software, and networks, and perform basic hardware and software maintenance.
- Develop computer programs for desktop or Internet applications using the PHP and Java programming languages.

Secretary
Fernanda Costa de Souza
SENAC Registration No. 131/14

Director
Marcia Salles de Melo
SENAC Registration No. 135/15

SERIE G No. 024565

I, Marina Viana Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that I have performed the professional translation of this document from Portuguese to English, as a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Marina Viana

Date: November 28, 2025.

República Federativa do Brasil
Estado do Rio de Janeiro
SENAC - Serviço Nacional de Aprendizagem Comercial
Criado pelo Decreto Lei nº 8621 de 10 de janeiro de 1946
SENAC / ARRJ - Niterói

HISTÓRICO ESCOLAR

Eixo Tecnológico: **Informação e Comunicação**
Habilitação Técnica de Nível Médio: TÉCNICO EM INFORMÁTICA
Regulamentação: **Res.CR Nº07/2011 de 12/12/2011**
Período de realização: **10/02/2014 a 16/04/2015**

Nome: **BRENO DE CASTRO NOGUEIRA**		Data de Nascimento: 25/10/1988
Nacionalidade: BRASILEIRA	Naturalidade: RIO DE JANEIRO RJ	RG: 208947960 DETRAN/RJ
Curso Anterior: ENSINO MÉDIO		
Estabelecimento: EXTERNATO SANTA IGNEZ		
Localidade : NOVA FRIBURGO	Unidade da Federação: RJ	Ano de conclusão: 2006

Organização Curricular: Módulos e Ações Educativas	Duração	Freq %	Conceito (*)	Resultado
OPERAÇÃO E MANUTENÇÃO DE COMPUTADORES	200	80		APTO
UOT (UNIDADE DE ORIENTAÇÃO PARA O TRABALHO)	20		B	
INFORMÁTICA BÁSICA	40		O	
IT ESSENTIALS	72		O	
INGLÊS TÉCNICO	20		S	
PRÁTICA DE MONTAGEM E MANUTENÇÃO E PROJETO INTEGRADOR: PROJETO DE MONTAGEM, CONFIGURAÇÃO E INSTALAÇÃO DE SISTEMAS	48		B	
ADMINISTRAÇÃO DE REDES	200	82		APTO
FUNDAMENTOS DE REDES - CCNA (MÓDULO I)	72		O	
SISTEMAS OPERACIONAIS	64		O	
REDES WIRELESS	24		O	
VIRTUALIZAÇÃO DE SERVIDORES	20		O	
PROJETO INTEGRADOR: PROJETO DE INSTALAÇÃO E CONFIGURAÇÃO DE UMA REDE	20		O	
DESENVOLVIMENTO DE SISTEMAS	200	86		APTO
CONSTRUÇÃO DE PÁGINAS WEB I	32		O	
JAVASCRIPT	24		S	
LÓGICA E ALGORITMO	64		O	
PROJETO DE BANCO DE DADOS	60		O	
PROJETO INTEGRADOR: PROJETO DE DESENVOLVIMENTO DE UM PROGRAMA	20		O	
PROGRAMAÇÃO PHP	200	85		APTO
GERENCIAMENTO DE PROJETOS COM MS PROJECT	40		O	
DESIGN DE INTERFACES	40		B	
CONSTRUÇÃO DE PÁGINAS WEB II	40		B	
PHP COM MYSQL	60		B	
PROJETO INTEGRADOR: PROJETO DE CRIAÇÃO DE UM SITE INFORMATIVO	20		O	
PROGRAMAÇÃO JAVA	200	86		APTO
UML	20		B	
JAVA	80		S	
JAVA WEB APLICATIONS	60		O	
PROJETO INTEGRADOR: PROJETO DE DESENVOLVIMENTO DE UM SITE - CRIAÇÃO DE UMA LOJA VIRTUAL	40		O	

Duração Total: **1000 horas**

Observações:

Resultado final: após o processo de avaliação das Competências Profissionais requeridas foi considerado APROVADO.

(*) O – Ótimo B – Bom S – Suficiente I – Insuficiente SA – Sem Aproveitamento

Niterói, 16 de julho de 2015

Secretário
Fernanda Costa de Souza
Cad. SENAC nº 131/14

Diretor
Marcia Salles de Melo
Cad. SENAC nº 135/15

Competências definidas no perfil profissional de conclusão de TÉCNICO EM INFORMÁTICA

O Técnico em Informática é um profissional que possui conhecimento geral da área, estando apto a desenvolver ações que envolvam, desde a concepção até a implementação de projetos referentes à montagem e manutenção de computadores, suporte a redes, Internet, sistemas e gerenciamento de banco de dados, integrando sistemas lógicos por meio de estruturas físicas de redes.

Competências do Perfil:

- Atuar com segurança e profissionalismo, relacionando-se de forma ética com clientes, fornecedores e parceiros.
- Operar com autonomia os sistemas operacionais Windows e Linux e os aplicativos do Microsoft Office, realizar pesquisas e navegar com desenvoltura na internet.
- Montar, instalar e configurar equipamentos, software e rede, e realizar manutenção básica de hardware e software.
- Desenvolver programas de computador para aplicações em desktop ou na internet, utilizando as linguagens de programação PHP e Java.

Secretário
Fernanda Costa de Souza
Cad. SENAC nº 131/14

Diretor
Marcia Salles de Melo
Cad. SENAC nº 135/15

SÉRIE G Nº 024565

Anhanguera Pitágoras University Center Unopar of Niterói

Reaccredited by Ministerial Ordinance No. 480 of 02/27/2019 - published in the Federal Official Gazette on 02/28/2019.
Accredited by Ministerial Ordinance No. 226 of 02/07/2020 - published in the Federal Official Gazette on 02/10/2020.
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ENROLLMENT DECLARATION

We declare for the appropriate purposes that Breno de Castro Nogueira is a student enrolled in the Lato Sensu Graduate Studies Program in Software Engineering in Applied AI - Field of Knowledge: Computing and Information and Communication Technologies (ICT), under registration number 14064272, in the distance learning modality (EAD).

We declare that the program began on 02/19/2026, with an expected completion date of 02/18/2027, and a total workload of 480 hours.

We declare that Lato Sensu Graduate Studies programs are offered by duly accredited Higher Education Institutions and do not depend on authorization, recognition, or renewal of recognition.

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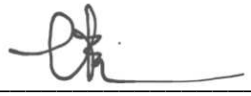
We declare that the above-mentioned program met the requirements and standards of the National Council of Education/Higher Education Chamber (CNE/CES) Resolution No. 1, of April 6, 2018.

Niterói/Rio de Janeiro, March 3, 2026.

Rafael Leme
Graduate Studies Program Secretariat

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.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DECLARAÇÃO DE MATRÍCULA

Declaramos para os devidos fins que, Breno de Castro Nogueira, é aluno(a) matriculado(a) no curso de Pós-Graduação Lato Sensu Engenharia de Software em IA Aplicada - Área de conhecimento - Computação e Tecnologias da Informação e Comunicação (TIC), sob nº 14064272, modalidade EAD (EAD).

Declaramos que, o curso teve início em 19/02/2026 com previsão de término em 18/02/2027, com carga horária de 480 h/a.

Declaramos que, os cursos de Pós-Graduação Lato Sensu são oferecidos por Instituições de Educação Superior devidamente credenciadas independem de autorização, reconhecimento e renovação de reconhecimento.

Declaramos que, os Cursos de Pós-Graduação Lato Sensu atendem as normas da Lei 9.394 de 20/12/1996 - Lei de Diretrizes e Bases da Educação Nacional.

Declaramos que, o curso acima atendeu as exigências e normas da Resolução CNE/CES Nº 1, de 06 de abril de 2018.

Niterói/RJ, 03 de março de 2026.

Rafael Leme
Secretaria de Pós-graduação

Análise de Desempenho de Aplicações Móveis Nativas, Cross-Compiladas, Híbridas e Interpretadas

Perfomance analysis of native, cross-compiled, hybrid and interpreted mobile applications

Breno de Castro Nogueira *

Resumo

O desenvolvimento de aplicações móveis está se tornando cada vez mais importante devido a popularidade dos dispostivos móveis. As abordagens de desenvolAnálise de Desempenho de Aplicações Móveis Nativas, Cross-Compiladas, Híbridas e Interpretadavimento de aplicativos móveis são nativa, híbrida, interpretada e cross-compilada. Nesse trabalho, nós selecionamos as ferramentas de desenvolvimento mais populares para cada abordagem (Java, Ionic, React Native e Flutter, respectivamente) e as utilizamos para desenvolver um grupo de aplicativos. Nós medimos o desempenho dos aplicativos em relação ao consumo de CPU e RAM, tempo de execução e tamanho do aplicativo. Nossos resultados indicam que, nem sempre, o desenvilvimento nativo tem o melhor desempenho. Em muitos casos, outras abordagens podem chegar perto do desempenho nativo.

Palavras-chave: desenvolvimento móvel, ferramentas cross-platform, análise de desempenho.

Abstract

Mobile application development is becoming increasingly important due to the popularity of mobile devices. The most common mobile application development approaches are native, hybrid, interpreted and cross-compiled. In this work, we select the most popular development tool for each approach (namely Java, Ionic, React Native and Flutter, respectively) and use them to develop a group of applications. We measure applications performance with respect to CPU and RAM consumption, execution time and application size. Our results indicate that native development does not always perform best. In many cases, other approaches may come close to native performance.

Keywords: mobile development, cross-platform tools, performance analysis.

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Graduando do Curso de Sistemas de Informação-UFF; bcnogueira@id.uff.br

1 INTRODUCTION

Nowadays the number of mobile device users has exceeded the number of computer users. As reported by Google (GOOGLE, 2016), 67% of its users access their account from computers, and more than 80% of its users access their account from mobile devices (smartphones and tablets), of which 27% use only smartphones. Android and iOS (NALDI, 2016) are the main operating systems of these devices, with Android having around 80% of market share, while iOS has almost 20% of market share.

With this growing number of mobile device users, the demand for mobile applications is constantly increasing. Each mobile device operating system offers different native development tools that vary in code base. For example, Android uses Java or Kotlin, while iOS uses Objective-C or Swift. Developing native applications for different operating systems with different programming languages brings many problems from a business point of view, like increased cost and time to develop new applications (HEITKÖTTER; HANSCHKE; MAJCHRZAK, 2013; FERREIRA et al., 2018).

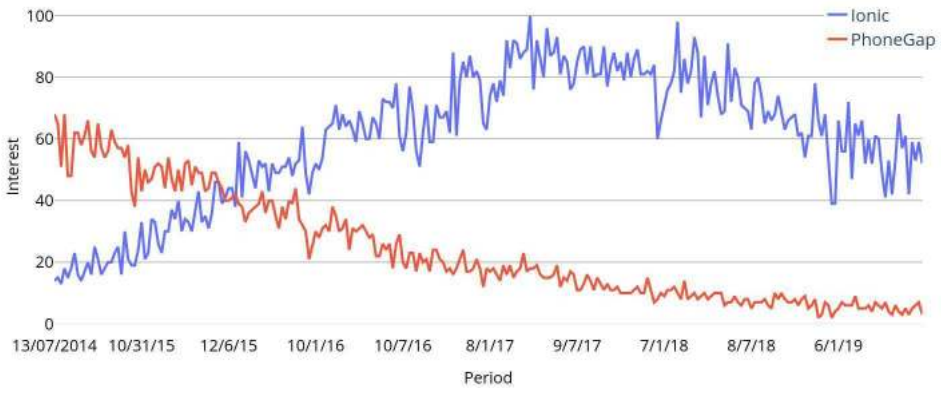
A recent trend is cross-platform development, which allows developers to develop only one application that runs on different operating systems, hence reducing time and cost. Cross-platform development tools must provide native-like user interface, good performance, security, low power consumption and access to built-in device features(HEITKÖTTER; HANSCHKE; MAJCHRZAK, 2013; Dalmasso et al., 2013). There are many available options for cross-platform development tools with different approaches (IONIC, 2019a; NATIVE, 2019; FLUTTER, 2019; PHONEGAP, 2019; XAMARIN, 2019; TITANIUM, 2019)

Cross-platform development approaches have been categorized in many ways. In this work, we consider a four category approach (THAKARE et al., 2014; HEITKÖTTER; HANSCHKE; MAJCHRZAK, 2013): (i) *Web approach* — web applications are remote web pages displayed on mobile device browsers with native-like UI Components; (ii) *Hybrid approach* — hybrid applications combine the advantages of web and native applications, with all web code locally stored and API support to access low-level

hardware resources; (iii) *Interpreted approach* — interpreted applications have a built-in virtual machine; and (iv) *Cross-compiled approach* — cross-compiled applications consists of pure native code, just like a native application. For further explanation, please refer to Section 4.1.

Figures 1, 2 and 3 depicts the popularity of cross-platform development frameworks on Google Trends for each category. As can be seen, Ionic, React Native and Flutter are the most popular frameworks that generate hybrid, interpreted and cross-compiled applications, respectively. We ignore web applications in this comparison because the application is simply a web browser that fetches a web page from a remote server and displays the content. This fits more into web development for mobile devices than into mobile application development, as there is no mobile application development tool is this category.

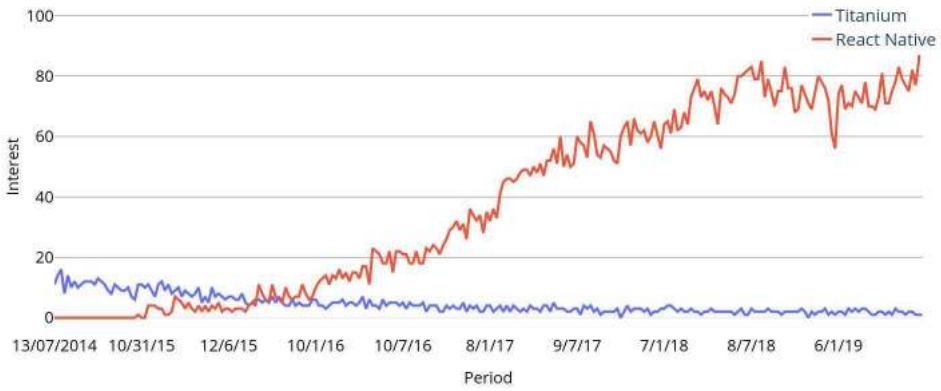
Figure 1: Popularity of hybrid frameworks on Google Trends.



Source: Google Trends, 2019.

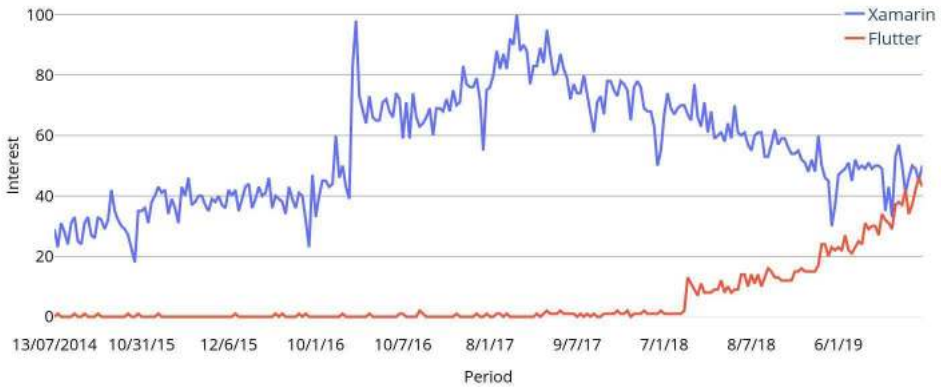
So many options of development tools bring concern about performance, an important aspect in mobile application development projects when deciding upon a development tool. Intuitively, native applications should outperform other approaches. However, this is not necessarily true due to the maturity of each development tool, particularly in such a competitive market. Besides, application performance analysis is a difficult multivariate problem that depends on application features, evaluation metrics and development tools and approaches.

Figure 2: Popularity of interpreted frameworks on Google Trends.



Source: Google Trends, 2019.

Figure 3: Popularity of cross-compiled frameworks on Google Trends.



Source: Google Trends, 2019.

Performance analysis of mobile applications has been extensively studied in the literature (GUERRA, 2018; FERREIRA et al., 2018; GRZMIL et al., 2017; AHTI; HYRYNSALMI; NEVALAINEN, 2016; JIANG, 2016; Willocx; Vossaert; Naessens, 2015), mainly comparing between native development tools with cross-platform development tools (Willocx; Vossaert; Naessens, 2015; AHTI; HYRYNSALMI; NEVALAINEN, 2016; GRZMIL et al., 2017). However, cross-platform development is a heterogeneous category, and to the best of our knowledge, all performance studies so far assumed outdated taxonomies that do not distinguish between interpreted and hybrid approaches (JIANG, 2016). This leads to an incomplete set of comparisons that sometimes include tools within the same category (FERREIRA et al., 2018; GUERRA,

2018). These related work are discussed in more detail in Section 2.

In this paper, we evaluate the performance of native, cross-compiled, interpreted and hybrid mobile applications for the most popular development tools in the market. For that, we develop a group of four applications using Java, Flutter, React Native and Ionic. To develop these applications we had little or virtually no knowledge depending on the tool. These applications take into account important commonly used features: file reading, file writing, file download and CPU intensive algorithm. We use CPU and RAM usage and time to completion as comparison metrics. Our target platform is Android due to its biggest market share and ease of obtaining and preparing development and testing environments. Other operating systems have obstacles, such as iOS and its need for specific Apple hardware.

This performance evaluation is relevant for many reasons. Our results show that the common intuition that native applications always perform better in all aspects is false. Mobile application performance has many facets and depends on development approach and tool, evaluation metric and application features. This study provides, thus, for wiser development tool choice in mobile application development projects from a performance point of view.

The rest of this document is structured as follows. Section 2 presents the related works. Section 3 contains explanation about each mobile application development approach. Section 4 describes the evaluation methodology used in this paper. Section 5 shows the results of the experiments and contains a discussion about it. Section 6 gathers the conclusions.

2 RELATED WORK

There are many work addressing cross-platform theme. Some approach development tools taxonomy (THAKARE et al., 2014; EL-KASSAS et al., 2017). Others evaluate development aspects of each tool (MAZARICO; CARRERA, 2015; ANGULO; FERRE, 2014; HEITKÖTTER; HANSCHKE; MAJCHRZAK, 2013). And finally, others eval-

uate applications performance (GUERRA, 2018; FERREIRA et al., 2018; GRZMIL et al., 2017; AHTI; HYRYNSALMI; NEVALAINEN, 2016). We discuss them through the rest of this section with particular focus on application performance, main subject of this work.

2.1 Taxonomy

Thakare (THAKARE et al., 2014) categorize cross-platform development frameworks into web, hybrid, interpreted and cross-compiled. El-Kassas, Abdullah, Yousef and Wahba (EL-KASSAS et al., 2017) go further and separate into six categories based on framework model and architecture.

2.2 Development Aspect

Mazarico and Carrera(MAZARICO; CARRERA, 2015) developed an application with PhoneGap and Xamarin evaluating the implementation process and conducted a research with a test group to compare the resulting applications. Angulo and Ferre(ANGULO; FERRE, 2014) describe a study where two independent teams develop two different versions of a mobile application, one using native development and that other using with Titanium, focusing on user experience analysis. They concluded that a good level of user experience can be achieved if the cross-platform framework is chosen carefully. Heitkötter, Hanschke and Majchrzak in (HEITKÖTTER; HANSCHKE; MAJCHRZAK, 2013) compiled a set of criteria to compare cross-platform development approaches from a development perspective, concluding that cross-platform is a good option due to its low entry barriers.

2.3 Application Performance

Grzmil, Skublewska-Paszkowska, Łukasik and Smołka(GRZMIL et al., 2017) analyzed the performance of an application developed with Xamarin and Java/Swift. They analyzed the time each application took to execute selected tasks. Those tasks were computing performance, file access, image downloading and geolocation. Applications

developed with native tools achieved better performance. However, in some cases Xamarin allows for significant development time reduction without deterioration in user experience.

Ahti, Hyrynsalmi and Nevalainen(AHTI; HYRYNSALMI; NEVALAINEN, 2016) presented an evaluation framework to compare different cross-platform development frameworks. This evaluation framework is validated comparing PhoneGap with native development tools for Android and Windows Phone. The results revealed that the evaluation framework was able to capture differences between the various development tools. They concluded that PhoneGap has weak user experience and interface.

Jiang (JIANG, 2016) evaluated the performance of native, cross-compiled and hybrid applications developed by a junior programmer for iOS and Android using Swift/Java, Xamarin and Cordova. From an implementation process point of view, he considered usability, accuracy, expandability, integration, power consumption and RAM usage (regarding the device in which the development occurred). Runtime metrics are performance (start up time and execution time for each functionality), security, maintainability and battery consumption. Jiang concluded that there is not a big difference in terms of development processes and products between native, cross-platform and hybrid approaches. As expected, native approach development time is doubled comparing to cross-compiled and hybrid approaches, but in terms of performance native had a better result, consistent with what Grzmil, Skublewska-Paszkowska, Łukasik and Smołka also concluded.

Willocx, Vossaert and Naessens (Willocx; Vossaert; Naessens, 2015) present a quantitative performance analysis of an application developed with both native Android and iOS and two cross-platform development tools, Ionic and Xamarin. Their goal was to compare cross-platform development tools against native development. They measured launch time, pause and resume time, time to open another page of the application, RAM consumption, CPU usage and disk space. All tests were conducted on low-end and high-end devices. They concluded that both cross-platforms introduce a performance penalty. However, the additional overhead can be acceptable from the

user's perspective, especially when using high-end devices. Like Guerra, they also point out that the decision of which framework to use can be driven by behavioural aspects, for example, one tool may be suitable for CPU intensive application but not a good choice when advanced graphical user interface design is required.

Guerra (GUERRA, 2018) compares different cross-platform development tools used for mobile development, namely React Native, Ionic, Weex and Flutter. For each development tool, he measured code quality and execution times, concluding that there is not one tool that excels in every aspect. Moreover, some cross-platform development tools require knowledge of native programming in order to achieve full performance.

Ferreira, Peixoto, Duarte, Torres, Júnior, Rocha and Viana (FERREIRA et al., 2018) developed an application with camera usage, image processing, access to accelerometer and GPS and communication with Web services. He developed one version for each of the following development tools: Java, Swift/Objective-C, PhoneGap, Sencha Touch and Titanium. He concluded that some resources and functionalities could not be implemented in all versions, Titanium being the framework that presented more difficulties in the development of complex resources. GPS, accelerometer and camera features were developed in all versions. Applications developed with cross-platform frameworks consumed almost as much RAM as those developed with native tools, but lost in execution time.

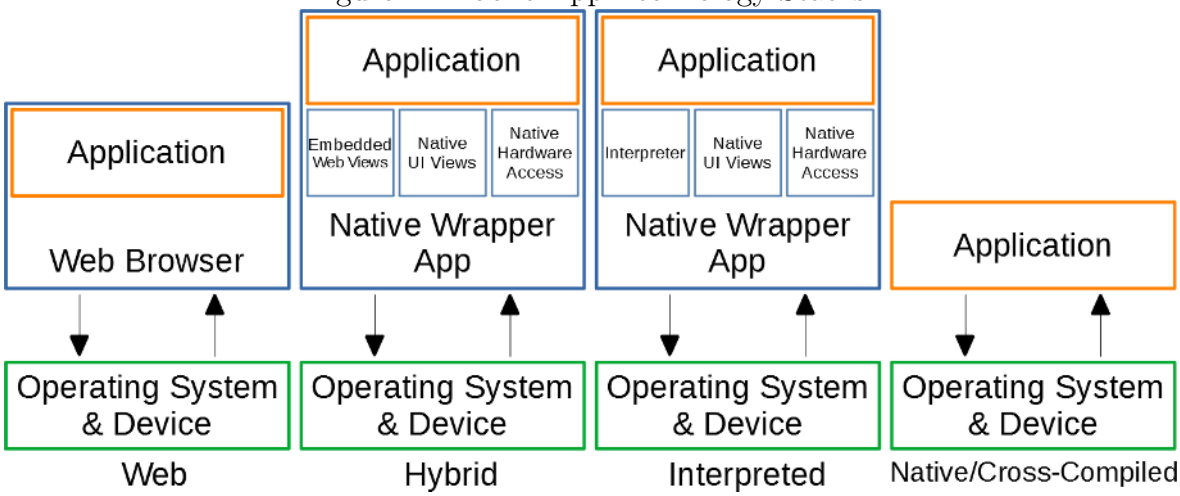
Except for Ferreira (FERREIRA et al., 2018) and Guerra (GUERRA, 2018), all other work on performance evaluation ignored interpreted applications in their analyses. However, Ferreira ignored cross-compiled applications, and Guerra ignored native applications. Moreover, Ferreira focuses mainly on development tools capability to access low-level device resources, not exploring different application features such as intensive CPU algorithms and file operations. In this work, we distinguish among native, cross-compiled, hybrid and native applications and conduct an extensive performance evaluation that covers many application features.

3 MOBILE APPLICATION DEVELOPMENT APPROACHES

There are different approaches in mobile development. Among them there are 5 that are more common. Native development and four cross-platform approaches: Web, Hybrid, Interpreted and Cross-Compiled approach. Figure 4 illustrates the type of application generated by the different development tools.

This section contains further explanation about each of those approaches.

Figure 4: Mobile App Technology Stacks.



Source: Prepared by the author, 2019.

3.1 Web App

Web application approach is developed using web technologies like HTML, CSS and Javascript. It is not installed in the device and is accessed via browser. Web application differs from websites because typically offers less information than a website and is developed with a interface that is closer to application's appearance.

3.2 Native App

In native approach the application is built for a specific platform. Each platform accepts different programming languages. Android offers the possible to use Java or Kotlin and iOS offers Objective-C or Swift. The developer uses compilers which is a program that transforms the source code written in the source language (high-level

programming language) into the target language (lower-level language like the assembly language or machine code). Native applications take full advantage of the software and the operating systems' features. These applications can also directly access hardware devices such as GPS, camera and microphone.

3.3 Cross-Compiled App

In cross-compiled approach the same application is compiled just like a native application and a platform-specific version of the application is created for each target platform. The advantage of this approach is that the generated applications achieve high overall performance because of the generated native code and provides all the features of native application including its native interface components. The major drawback of this approach is that the user interface cannot be reused. Also, many of the features cannot be reused as the method to access those features for example camera access; geolocation etc is different for each platform.

3.4 Hybrid App

Hybrid approach combines web approach with native development. It is primarily developed using web technologies such as HTML and Javascript. Hybrid applications run in a full-screen and full-powered browser, known as webview, that is invisible to the user. Modern Web Views offer many built-in HTML5 APIs for hardware functionality such as cameras, sensors, GPS, speakers, and Bluetooth, but sometimes it may also be necessary to access platform-specific hardware APIs(IONIC, 2019b).

In hybrid approach, instead of your entire UI depending on the native platform, only certain native device features, like the Camera, are platform-dependent. This allows your application to run anywhere the web runs. This also means that your UI layer can be shared between all platforms. So with hybrid approach you have one codebase running anywhere. The disadvantage of this approach is that hybrid applications also suffer from platform specific behaviour of JavaScript and threading model incompatibilities with JavaScript(THAKARE et al., 2014).

3.5 Interpreted App

In interpreted approach the developer can use several technologies and languages to implement application logic. The interpreter translates the developed source code to executable instructions in runtime with a dedicated engine. The end users interact with platform-specific native user interface components. Interpreted application provides the look and feel of native application.

4 EVALUATION METHODOLOGY

In this paper we evaluate different development approaches. We compare CPU and RAM consumption, execution time and application size. For each development approach a framework was chosen based on its popularity. For hybrid development we use Ionic, for interpreted development we use React Native, for cross-compiled development Flutter and, finally, for native development we use Java. Java was the only tool that we had previous knowledge. We had a short contact with Ionic before working with it in this paper. And with React Native and Flutter we had our first experience in this work.

For each framework we develop four different applications: Sort Application, Read File Application, Write File Application and Download File Application. For each application the CPU and RAM consumption, execution time and size of the application were measured.

Section 4.1 describes the development tools used in this paper. Section 4.2 details the developed applications. Section 4.3 explains what measurements were taken and how they were taken.

4.1 Development Tools

4.1.1 Java

Java is one of the most popular programming language today(TIOBE, 2019). Java is the base for practically all types of networked applications and is the global standard

for developing and distributing applications, games, Web content, and enterprise software(JAVA, 2019). To work with Java for Android it is necessary to have the Android Software Development Kit (SDK). SDK provides a selection of tools required to build Android applications. It is possible to use an emulator to test applications, monitor your device, and do a host of other things. While it is possible to use the SDK tools by command line, the most common method is to use an integrated development environment (IDE). Android SDK also provides an IDE, Android Studio, where the work gets done and many of the tools are now best accessed or managed. In summary, the Android SDK can be broken down into several components: Platform-tools, Build-tools, SDK-tools, The Android Debug Bridge (ADB), Android Emulator.

4.1.2 Ionic

Ionic(IONIC, 2019a) is an open-source cross-platform development tool. Ionic framework is a library of UI Components, which are reusable elements that serve as the building blocks for an application. Ionic components are built with web standards using HTML, CSS, and JavaScript. Ionic framework allows developers to use the same code base for multiple platforms. Every Ionic component adapts its look to the platform on which the app is running on. By making subtle design changes between the platforms, users are provided with a familiar app experience. Additionally, deciding which platform to use in certain scenarios is entirely configurable.

Ionic applications are rendered using Web Views, which are a full screen and full-powered web browser. Modern Web Views offer many built-in HTML5 APIs for hardware functionality such as cameras, speakers and GPS, but sometimes it may also be needed to access platform-specific hardware APIs. In Ionic applications, hardware APIs can be accessed through a bridge layer, typically by using native plugins which expose JavaScript APIs.

4.1.3 React Native

React Native (NATIVE, 2019) is an open-source cross-platform development tool developed by Facebook, first released in 2015. It uses Javascript and is based on React, Facebook's Javascript library for building user interfaces, but instead of targeting the browser, it targets mobile platforms. React Native uses a Javascript Virtual Machine to run all Javascript code. In case of Android, React Native bundles the JavaScriptCore along with the application, which increases the application size. React Native apps have direct access to all Native APIs and views provided by the platform OS.

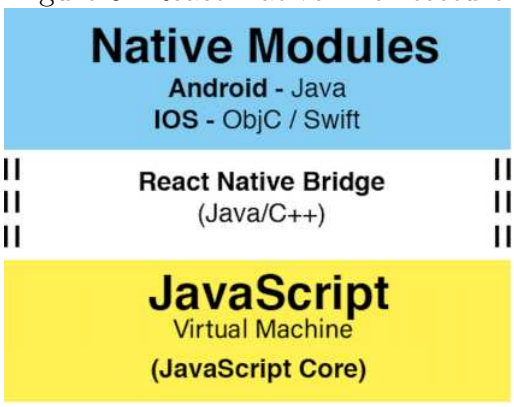
With React Native it is possible to use either Javascript and native implementation. If a functionality does not exist in React Native, native code can be used to give the best user experience. React Native offers multiplatform development following the idea that large parts of the application code can be shared across platforms, although some platform-specific code is needed. (HANSSON; VIDHALL, 2016). Because of that its objective is not to be a *"write once, run anywhere"* framework, instead it's aiming to be *"learn once, write anywhere"*.

When the application is run for the first time, React Native CLI spawn a node packager/bundler that bundle the JS code into a single main.bundle.js file. Now, whenever the React Native application is launched, the first item to be loaded is the native entry point. The Native thread spawns the JS VM thread which runs the bundled JS code. The JS code has all the business logic of the application. The Native thread now sends messages via the RN Bridge to start the JS application. Now, the spawned Javascript thread starts issuing instructions to the native thread via the RN Bridge (Figure 5). The instructions include what views to load, what information is to be retrieved from the hardware, etc.

4.1.4 Flutter

Flutter (FLUTTER, 2019) is a mobile app SDK for building apps for iOS and Android from a single codebase. Flutter includes a modern react-style framework, a 2D

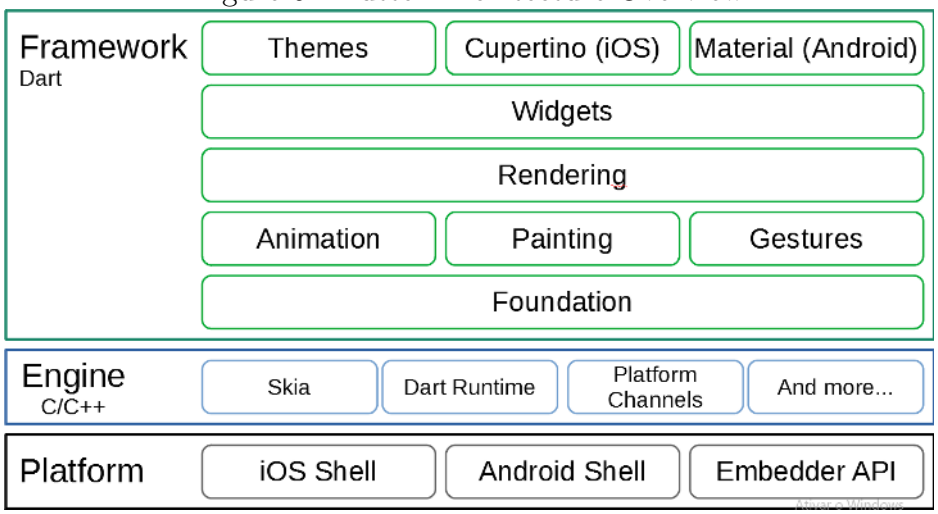
Figure 5: React Native Architecture



Source: Cross-platform development frameworks for the development of hybrid mobile applications: Implementations and comparative analysis, 2018.

rendering engine, ready-made widgets, and development tools. The Flutter framework is organized into a series of layers, with each layer building upon the previous layer (Figure 6). The upper layers of the framework are used more frequently than the lower layers.

Figure 6: Flutter Architecture Overview



Source: Prepared by the author, 2019.

The engine's C and C++ code are compiled with Android's NDK. The Dart code (both the SDK's and yours) are ahead-of-time (AOT) compiled into a native, ARM and x86 libraries. Those libraries are included in a "runner" Android project, and the whole thing is built into an APK. When launched, the app loads the Flutter library. Any rendering, input or event handling, and so on, is delegated to the compiled Flutter and app code. This is similar to the way many game engines work.

4.2 Applications

We have decided to develop applications that consume important device resources such as CPU and RAM. We also developed applications that execute common tasks between application, such as file handling. In this section we explain about each application and its operation.

Sort application sorts an array using bubble sort algorithm. This array is read from a file so every loop of each approach sorts the same array. When the application is initialized the array is read from the file and save into a variable that stays unchanged. To start sorting it is necessary to push a button on the screen. For every loop the original array variable is cloned to a new variable and this new variable is sorted. These steps of cloning and sorting are repeated for a certain number of times.

Read file application reads the content of a text file located in the device storage. The same file is used for every approach. The reading starts only after pushing a button in the view. This reading is made without flush and in a synchronous way so for each loop the application can only continue after finishing reading the file. It reads the entire content at once and the result is not stored in any variable and is not shown on the view. After reading the file content it repeats reading procedure for a determined number of times.

Write file application is a simple application that writes on a text file that is saved in the device storage. To start writing it is necessary to push a button on the screen. After starting the execution the entire content is written at once to a new file. This writing is made in a synchronous way so for each loop the application can only continue after finishing writing the file. After finishing writing the new file the application repeats this process creating a different file for each loop for a certain number of times.

Download application is a simple application that downloads a PDF file from the

internet. To start the download the user has to push a button in the initial screen. After pressing the button the application downloads the file in a synchronous way. The file is saved directly to the device storage without reading or editing it. After finishing these steps the application repeats them for a certain number of times. For each repetition the file is saved with a different name, resulting in a different file but with the same content.

4.3 Measurement

To measure the consumption of CPU and RAM a separate application (REDONDO, 2017) is used to not influence the tasks to be executed by each application. This application monitors and records the CPU and memory usage on Android devices. It is possible to monitor specific applications and save its data to a csv file. This application only works until Android 6.0.

Time measurement was made inside each application. Simple methods were used to get starting time and finishing time of each execution loop and place inside an array. After all task loops were executed the application saved the time array in a csv file.

We also compare the size of the installer that is generated and installed application and compare them between approaches.

5 EXPERIMENTS

5.1 Setup

To run the experiments we use an Android emulator. The emulator used is Genymotion (GENYMOTION, 2019) Personal Edition 3.0.2. The tests were executed on a high-end device, a Samsung Galaxy S7 with Android 6.0 - API 23, 4096 MB of memory and 4 CPU, provided by Genymotion.

Java applications were developed using Android SDK 23. All Flutter applications were developed using Flutter version 1.5.4-hotfix.2. React Native sort application was developed using version 0.57.5 and the others with version 0.59.9. Ionic sort application

was developed using version 3.9.2 and the others with version 3.9.5. The difference in the versions is due to the moment in which the applications were developed.

5.2 CPU, RAM and Execution Time Comparison

For these experiments the confidence interval was 99.9% and the significance level was 0.1%.

It is important to note that CPU and RAM consumption was measured during the whole time the application was running, that is, during all the repetitions. On the other hand, execution time was measured for each step.

5.2.1 Sort Application

This application sorts an array with 2500 elements using bubble sort. Sorting steps were repeated 900 times. The same array was used for all repetitions and all approaches. Figure 7 depicts the results.

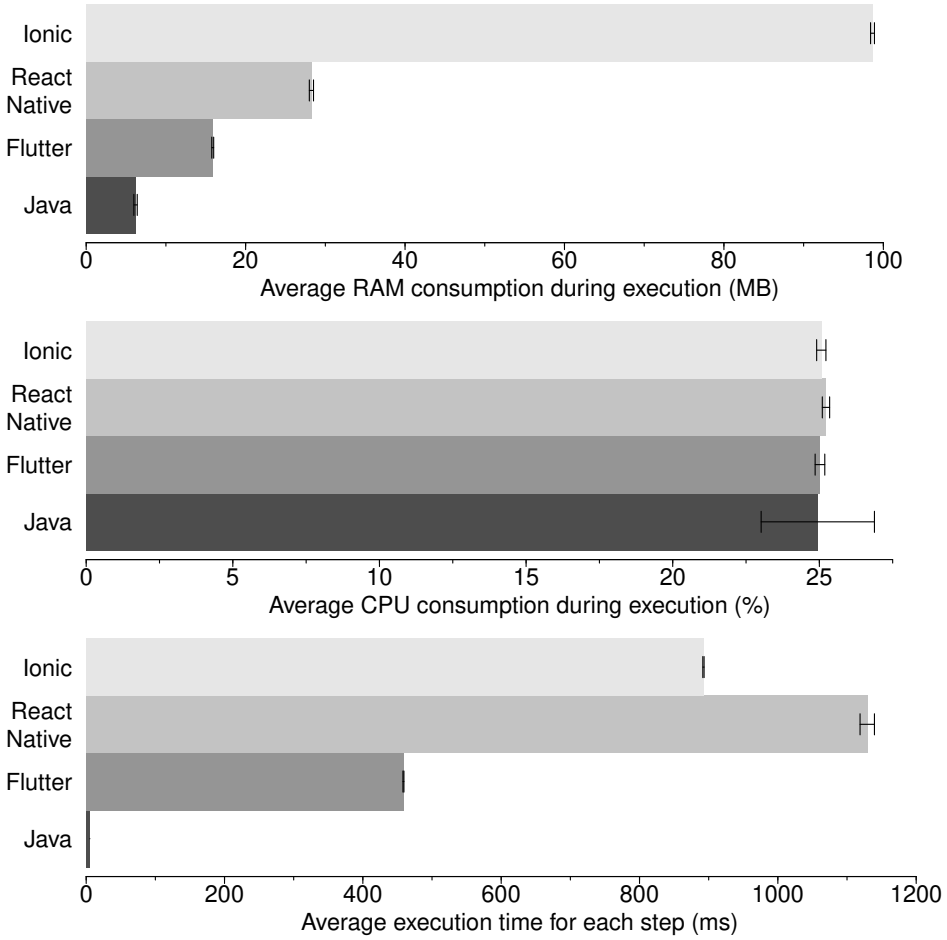
Java was the approach that gained by far the best performance in RAM consumption, reaching an average of just over 5 MB. Flutter spent a little over 15 MB and React Native spent on average 30 MB. Ionic achieved the worst performance by spending at least 20 times more than Java and a little more than 3 times React Native.

In terms of CPU consumption, all approaches performed similarly, with results hovering around 25 %. Java achieved the best performance, followed by Flutter and Ionic, and finally React Native. Considering the margin error this result is a technical draw.

In time measurement Java has achieved a much better result than any of the other approaches. Its average time was less than 10 ms. Flutter came in second with an average between 400 ms and 500 ms. Next comes Ionic with average around 900 ms, followed by React Native with average over 1100 ms.

In this application the clear victory was of Java because the average consumption of RAM and the execution time was much better than its rivals. In second place was Flutter, due to its average consumption of RAM and run time. In the last two

Figure 7: Sort Results



Source: Prepared by the author, 2019.

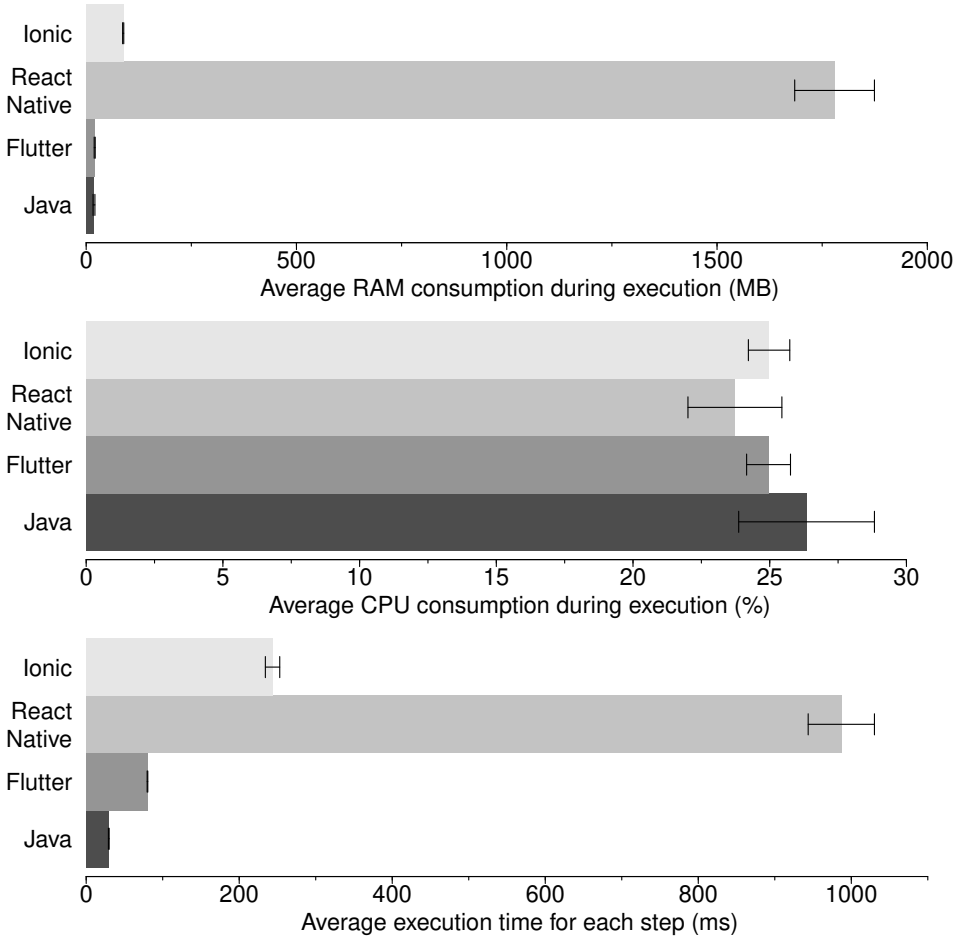
places were React Native and Ionic respectively. Although Ionic has a slightly smaller execution time than React Native, its RAM consumption was much higher, which led to it being ranked last.

5.2.2 Read File Application

In this experiment we used a 5 MB text file that contains 5 million 'a' characters. Reading was made synchronously. The reading was repeated 900 times for Java, Flutter and Ionic. With React we had a RAM memory problem. RAM continued to scale reading after reading until the application crashed. Because of this, it was only possible to repeat reading file 90 times. Figure 8 shows the results.

As previously mentioned, in RAM perspective React Native scaled continuously

Figure 8: Read File Results



Source: Prepared by the author, 2019.

and the Garbage Collector did not seem to work. You can see this by comparing the amount of RAM spent by React Native with the other approaches and the fact that React Native executed only 90 loops against 900 from the others. Java had a slight advantage compared to Flutter and so had the best performance. But the result can be considered a technical draw. And third place was Ionic.

React Native was ranked first in CPU consumption comparison consuming less than 25% of CPU. Flutter had a small advantage compared to Ionic. Both consumed around 25 % of CPU. Here Java had the worst performance, consuming on average between 25 % and 27.5 %. Considering the margin of error the result can be considered a technical draw.

Due to the memory problem, React Native application had a running time well

above the others. Java had the best performance, taking on average less than 50 ms to perform each repetition. Flutter comes next with execution time just under 100 ms. Ionic is in third having taken on average between 200 ms to 300 ms.

Java and Flutter took turns in the positions of the different metrics. Flutter consumed less CPU and Java had a faster execution and both tied in memory consumption. So both can be considered as good options for this scenario. Ionic performed better than Java in CPU consumption but was well behind both RAM consumption and runtime and so appears as third place. React Native was last because it could not finish the task completely and and RAM consumption grew uncontrolled.

5.2.3 Write File Application

This experiment writes 5 MB text file and saves it to device storage. It writes 5 million 'a' characters at once, without any loop. Writing was made synchronously. The writing was repeated 900 times for all approaches. Figure 9 ilustrates the results.

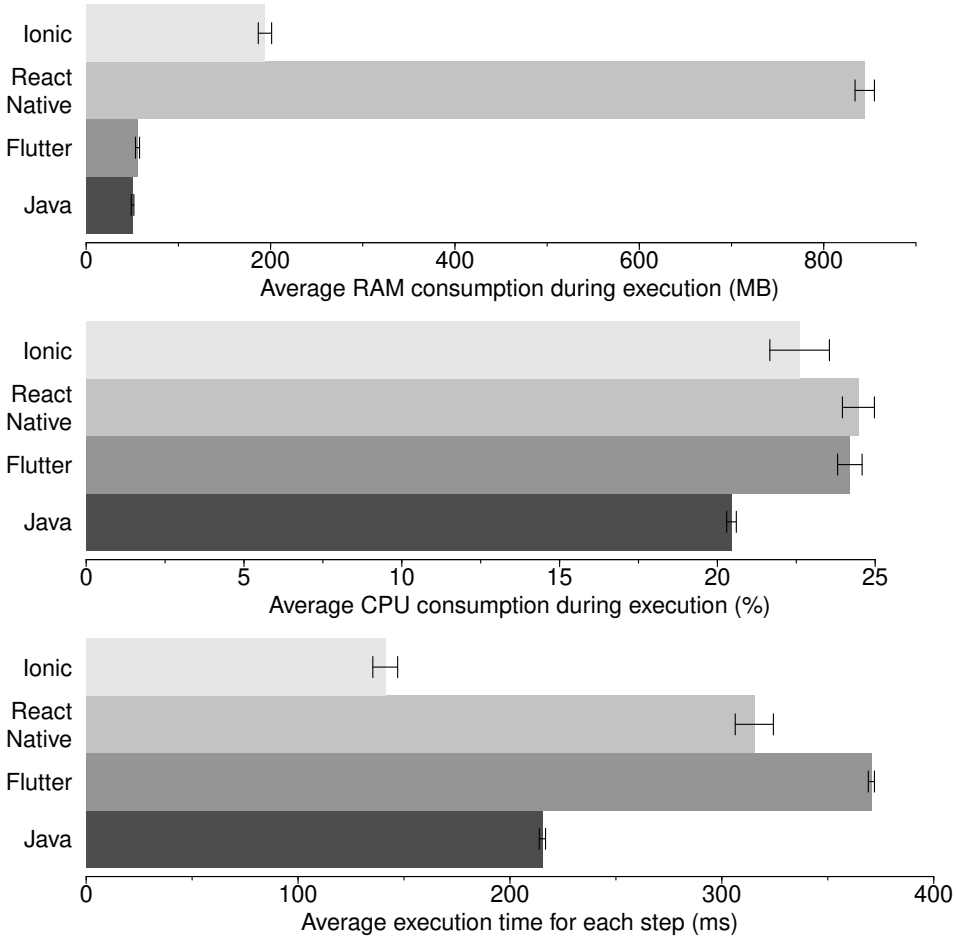
In RAM consumption measurement, Java obtained a better result, followed by the Flutter behind by a small difference, both consuming less than 100MB. Ionic consumed almost double, averaging 200 MB. React Native exceeded 800 MB of consumption. Despite the high RAM consumption of React Native, it was possible to perform the same amount of repetitions in all approaches.

In CPU consumption, Java obtained the best result, consuming on average a little more than 20 %. Ionic appears in second consuming around 22.5 %. Flutter and React Native had a technical draw considering the margin of error. Both consumed around 25

Ionic got the best execution time getting an average slightly below 150 ms. Java came next with just over 200 ms. React Native ranged from 300 ms to 350 ms. And Flutter had the worst performance, having time averages over 350 ms.

In an overall analyses Java again has the best performance. Although it took longer than Ionic to run each loop, its performance in RAM and CPU consumption was better among all approaches. Ionic had the second best performance. It was the approach

Figure 9: Write File Results



Source: Prepared by the author, 2019.

with the best processing time, lost only to Java in CPU consumption and was third in RAM consumption. Flutter came in third because despite having one of the two best uses of RAM, it had the worst execution time and was one of the two worst in CPU consumption. Although React Native has been able to run all 900 repetitions, its result of RAM consumption was much worse than the other approaches, being 4 times greater than the third place, so it was in the last position.

5.2.4 Download Application

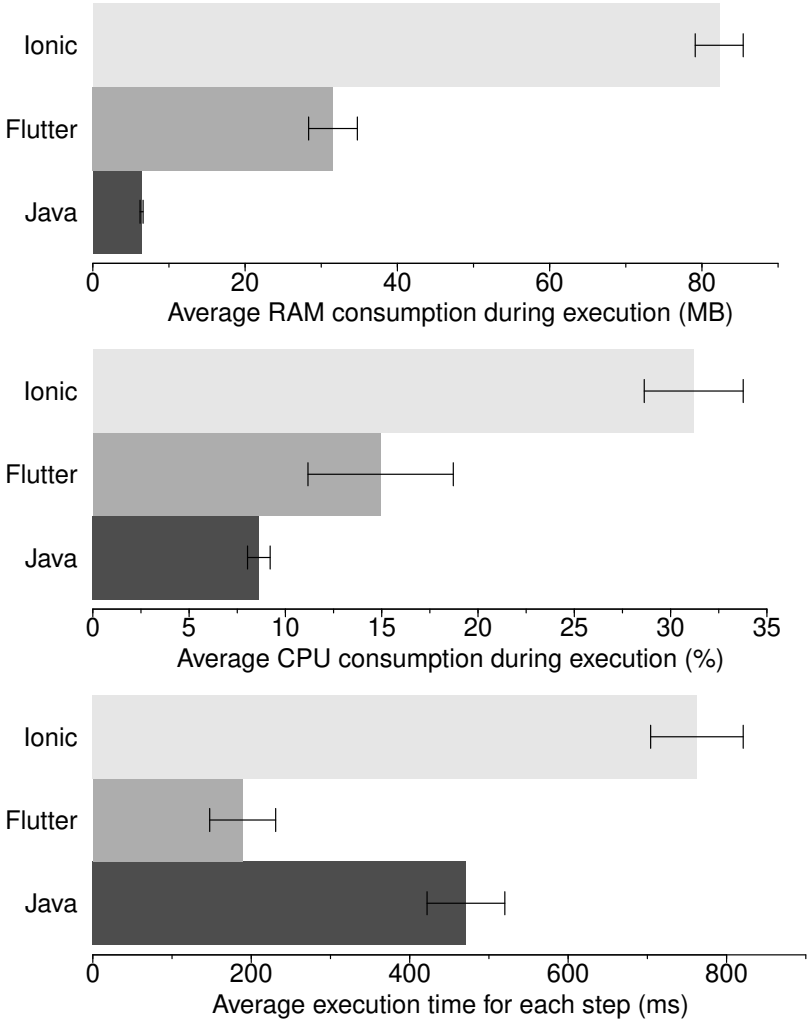
In this experiment the application downloads a file from local network and saves it to the device storage. The downloaded file has a size of 5 MB. The download was made in a synchronous way and is repeated 100 times.

We configured a Virtual Machine with Ubuntu and Apache with a PHP code to provide a local link for download. We executed this virtual machine alongside Genymotion Android emulator.

We were not able to make React Native application download the file synchronously. Because of this React Native did not participate in this experiment.

Figure 10 details the results.

Figure 10: Download File Results



Source: Prepared by the author, 2019.

In RAM consumption comparison Java had the best result, consuming less than 10MB. Flutter consumed 3 times more RAM, more than 30MB. Ionic consumption passed 80 MB, at least almost 3 times more than Flutter and 8 times more than Java.

Java had also the best result in CPU consumption, consuming less than 10%. Flut-

ter again in second with around 15% of CPU consumption. Ionic consumed more than 30%, more than 2 times the consumption of Ionic and 3 times more consumption than Java.

Flutter had the best average execution time for each step, less than 200 ms. Java took more than two times more, almost 500 ms. Ionic, again, had the worst result, taking almost 800 ms per step, 4 times more than Flutter.

Although Flutter download faster, the best end result was Java. Java had better CPU and RAM consumption and the second best execution time. Flutter came in second with good execution time but worst CPU and RAM consumption than Java. Ionic came in third in all graphics.

5.3 Application Size Comparison

Table 1: Installer size in MB

Application	**Java**	**Flutter**	**Ionic**	**React Native**
Sort	1.52	5.88	3.82	7.97
Read	1.52	5.88	4.04	28.79
Write	1.44	5.43	3.83	28.79
Download	1.44	6.15	3.85	N/A

Table 2: Installed application size in MB

Application	**Java**	**Flutter**	**Ionic**	**React Native**
Sort	1.47	15.99	4.04	16.25
Read	1.46	15.99	4.04	47.76
Write	1.40	15.56	3.84	47.76
Download	1.40	17.89	3.87	N/A

Java installer and installed application size is smaller than all other approaches and the difference between them is very small. Ionic have the second smallest installer and installed application size but is 2 times bigger than Java's. The difference between them are also very small. Flutter comes after Ionic, its installed application size is 3 times bigger than Java's. The difference between the installer and the installed

application size is big, after installed the application gets almost three times bigger than the installer. This might happens because of x86 and Dart Libraries included in a "runner" Android project. In last is React Native, which comparing to all other approaches has big installer and installed application size. This happens because React Native bundles JavaScriptCore along with the application. It is possible to notice that Sort application is not that big compared to Flutter. And is considerably smaller than Read and Write applications, this must happen because Sort application did not need any additional lib to run while Read and Write file need a lib to access file and storage.

5.4 Discussion

In our experiments, we observed that Java was almost always the best. Java lost to Flutter in one experiment, tied with other approaches in three, and won the others. We noticed that Flutter was the cross-platform approach that came closer to Java in most experiments.

React Native was expected to outperform Ionic, but from our experiment, we observed that Ionic had better results. React Native had the overall worst results.

6 CONCLUSIONS

With the growing popularity of mobile devices, mobile development is becoming more and more important. There are many different tools available in the market for developing an application. Each tool fits into a different approach category, the most common among those approaches are: native, hybrid, interpreted and cross-compiled. In this work we selected, for each approach, the most popular development tools: Java, Ionic, React Native and Flutter.

We developed four applications using each of those tools. Those applications focused in intensive CPU consumption, file operations and download. Our experiments consisted in executing those application and collection CPU and RAM consumption, execution time and application size. From the results we were capable to evaluate

performance among different tools. The results shows that though Java is still better at performance other approaches are getting closer to it.

This result is important to show that cross-platform are evolving and are getting closer and closer to native performance. This paper aims to end some myths that some approaches are better than others. Myths that are often created by the developers themselves.

As future work, we intend to develop applications with other characteristics and use different development tools.

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Exhibit C.II - Second Prong - Specialized Certifications

Scrum.org
The Home of Scrum

PROFESSIONAL CERTIFICATION

PROFESSIONAL SCRUM MASTER I

Breno de Castro Nogueira

has demonstrated a fundamental level of Scrum mastery, including the concepts of applying Scrum, and proven an understanding of Scrum as described in the Scrum Guide. This individual has also demonstrated a consistent use of terminology and approach to Scrum.

In recognition of this achievement, Scrum.org is pleased to award this certification.

Ken Schwaber, founder Scrum.org

November 11, 2025
Certification Date

https://scrum.org/certificates/1266538

caelum
education and innovation

www.caelum.com.br

Certificate

Breno de Castro Nogueira

Participated in the training program

Mobile Development with Google Android

May 7 to June 4, 2016 — 40 hours

-----// signature //-----

Director
Carlos Felício

-----// signature //-----

Instructor
Leonardo Cordeiro

-----// signature //-----

Student

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura **Date: January 27, 2026.**

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Certificado

Breno de Castro Nogueira

Participou do treinamento

Desenvolvimento móvel com Google Android

07 de Maio a 04 de Junho de 2016 — 40 horas

Diretor
Carlos Felício

Instrutor
Leonardo Cordeiro

Aluno

caelum
education and innovation

Rio de Janeiro, March 4, 2017

CERTIFICATE OF TRAINING COMPLETION

We hereby certify, for all due verification purposes, that the employee **Breno de Castro Nogueira**, CPF: **124.679.397-52**, was duly enrolled in the following training programs: **Mobile Development with Google Android, held on 05/07, 05/14, 05/21, 05/28, and 06/04, on Saturdays, from 9:00 a.m. to 5:00 p.m., and Advanced Android Development Techniques, held on 06/18, 06/25, and 07/02, on Saturdays, from 9:00 a.m. to 5:00 p.m., both taught by instructor Leonardo Cordeiro**, whose program content is described below:

FJ-57 | Mobile Development with Google Android

[40 class hours]

Objective: The mobile market continues to grow, and the Android platform stands out. Its main advantage is being an open system increasingly adopted by multiple manufacturers. To master it, a solid course is essential.

Caelum's Android course covers development using the Android SDK, from basic concepts to advanced features. Throughout the course, a complete application is developed using forms, Google Maps, server communication, local persistence, GPS, camera, SMS, among others. Development is carried out for both smartphones and tablets, also addressing the latest Android version.

Prerequisites: Java and Object-Oriented Programming course and reasonable experience with the Java platform, or equivalent solid knowledge of object orientation, threads, java.lang, and java.util.

Syllabus – Detailed Course Content

Android and Hello, World!

1. Android devices
2. Android installation
3. Android emulators
4. Exercise: Running Hello, World!
5. Understanding what was generated
6. Exercise: Lifecycle
7. Screen components
8. TextView
9. EditText
10. Button and an introduction to listeners
11. Modal alert
12. XML attributes
13. Exercises

14. Further reading: Adding an action to a button without using listeners
15. Further reading: Layouts
16. LinearLayout
17. TableLayout
18. AbsoluteLayout
19. RelativeLayout
20. Further reading: Screen editors and other layouts
21. Gravity
22. Weight
23. Further reading: Lint

Student Registration

24. Exercise: Creating the project
25. Toast alerts
26. Exercise: Integrating Toast

Registration Screen

27. Exercise: Creating a screen to add students
28. Floating Button
29. Exercise: Creating a floating button and its behavior
30. Using more than one Activity
31. Exercise: Calling the student registration screen using an Intent
32. OptionsMenu
33. MenuInflater
34. ActionBar
35. Exercise: Starting a menu

Persistence with SQLite

36. Model: Student entity
37. Exercise: Creating the model class and extracting form data
38. DAO implementation
39. Introduction to SQL and database creation
40. Additional DAO methods
41. Insert method
42. Exercise: Using the DAO to save a new student
43. Student search
44. Exercise: Listing registered students

Completing Registration

45. Working with the selected student: deleting from the database
46. Context Menu
47. Exercise: Deleting selected student
48. Further reading: Contextual Action Bar
49. Exercise (Optional): Using the Contextual Action Bar
50. 50. Searching by ID

Completing the System: Intents

51. Sharing information between Activities
52. Exercise: Editing the selected student
53. AndroidManifest.xml and its editor
54. Implicit intents: calling a student
55. Sending an SMS to the student
56. Browsing the student's website
57. Viewing the student on the map
58. Sharing on social networks
59. Exercise: Working with different intents

Camera and Files

60. Introduction to the file system
61. Camera
62. Capturing the result of a called activity
63. Exercise: Taking photos using the camera
64. Changing the table structure: the onUpgrade method
65. Exercise: Modifying the table

LayoutInflater to Improve Presentation

66. Exercise: Customizing the student list layout

Handling Background Notifications

67. Receiving SMS
68. Playing MP3
69. Exercise: Playing sound upon receiving student SMS

Integration with Other Systems: Connectivity

70. Generating JSON
71. Exercise: Converting students to JSON
72. Sending data to the server
73. Exercise: Encapsulating the server request

Asynchronous Data Submission

74. Progress bar: ProgressDialog
75. Exercise: Running the integration

Improving Usability with Application Resources

76. Application Resources
77. Exercise: Displaying more information in the student list

Fragments and Compatibility Package

78. Fragments
79. Exam listing with Fragment
80. Exercise: Creating the exam list Fragment
81. Exercise: Displaying the exam list Fragment
82. Fragment with selected exam details
83. Exercise: Creating selected exam details
84. Improving screen presentation for tablets
85. Exercise: Adapting the layout for tablets
86. Passing data from one Fragment to another
87. Exercise: Sending the selected exam to another Fragment
88. Stacking fragments with addToBackStack
89. Exercise: Using addToBackStack
90. Further reading: ViewPager
91. Exercises (Optional): Using ViewPager

92. Further reading: ExpandableListAdapter
93. Exercises (Optional): Using ExpandableListView in the exam list

Google Maps and GPS

94. Exercise: Updating location on the map

Appendix – Working with User Preferences

95. SharedPreferences
96. Exercise: Saving application preferences

**** Appendices listed are additional content and are not part of the regular course.***

FJ-59 | Mobile Development with Google Android

[20 class hours]

Objective: Learn the new Android development IDE: Android Studio. Create a project with dependencies managed by Gradle, using the most widely adopted libraries in the market.

In this course, you learn to integrate an Android application with a web server, asynchronously retrieving images to maximize content display speed.

Use, in Android, a mechanism well known in web development: the endless list. Be able to notify users of your application about an event registered on the server at any time, without users needing to search for this information.

Learn how to deal with the complexity of creating an application that can be used on smartphones and tablets without ending up with an excessive number of if statements scattered throughout the code. By using Design Patterns and Android API resources, keep your code loosely coupled and easier to maintain.

Turn your application into a product that can be sold to multiple different clients who require distinct layouts, without rework. Organize your project in such a way that new versions of the application can be generated for all clients without necessarily having to modify multiple projects.

Prerequisites: Java and Object-Oriented Programming course and Mobile Development with Google Android course, or equivalent knowledge.

Syllabus – Detailed Course Content

Casa do Código Project

1. Lists with RecyclerView and the ViewHolder pattern

2. Exercises
3. Improving Code with ButterKnife
4. Exercises

Book Details

5. Decoupling code with the Delegate Pattern
6. Exercise: Using the Delegate Pattern

Real WebService Data

7. Fetching data from the server
8. Improving requests with Retrofit
9. Exercises
10. Optimizing requests with Broadcast Receiver
11. Simplifying code with EventBus
12. Exercises

Filtering Relevant Data

13. Teaching Retrofit to handle dynamic requests
14. Applying the EndlessList pattern
15. Exercises

System Cart

16. Decoupling objects with Dagger
17. Exercises

Automated Testing with Espresso

18. Automated testing with Espresso
19. Exercises

Using Firebase

20. Firebase Authentication
21. Exercises
22. Firebase Remote Config
23. Exercises
24. Firebase Notifications
25. Exercises
26. Handling in-app notifications
27. Exercises
28. Receiving notifications from the server
29. Exercises

*** Appendices listed are additional content and are not part of the regular cours**

_____

AOVS Sistemas de Informática Ltda
Nico Steppat
Director
(55) 21 2220-4156

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 27, 2026.**

Rio de Janeiro, 04 de Março de 2017

DECLARAÇÃO DE CONCLUSÃO DO TREINAMENTO

Declaramos para os devidos fins de comprovação, que o colaborador **Breno de Castro Nogueira**, CPF **124.679.937-52**, esteve regularmente matriculado nos treinamentos: **Desenvolvimento Móvel com Google Android nos dias 07/05, 14/05, 21/05, 28/05 e 04/06 no período de Sábado no horário de 9h ás 17h e Técnicas de Desenvolvimento Android Avançado nos dias 18/06, 25/06 e 02/07 no período de Sábado no horário de 9h ás 17h ministrados pelo instrutor Leonardo Cordeiro,** cujo o conteúdo programático segue abaixo:

FJ-57 | Desenvolvimento Móvel com Google Android

[40 horas aula]

Objetivo: O mercado mobile só cresce e a plataforma Android é o destaque. Sua grande vantagem é ser um sistema aberto e cada vez mais adotado por diversos fabricantes. Para dominá-lo,é essencial um bom curso.

O curso de Android da Caelum aborda o desenvolvimento com Android SDK desdeconceitos básicos até recursos avançados. Durante o curso, desenvolvemos uma aplicaçãocompleta que usa recursos de formulários, Google Maps, comunicação com servidor, persistência local, GPS,câmera, SMS, entre outros. Desenvolvemos tanto para celular quanto para tablets, abordando tambéma última versão do Android.

Pré-requisitos: Curso Java e Orientação a Objetos e razoável experiência com a plataforma Java. Ou equivalente com conhecimento sólido de orientação a objetos, threads, java.lang e java.util.

Ementa - Conteúdo detalhado do curso

Android e OlaMundo

1. Dispositivos Android
2. Instalação do Android
3. Emuladores de Android
4. Exercício: Executando o OlaMundo
5. Entendendo o que foi gerado
6. Exercício: Ciclo de vida
7. Componentes de tela
8. TextView
9. EditText
10. Button e um pouco de Listeners
11. Alerta modal
12. Atributos XML
13. Exercícios

14. Para saber mais: Colocando uma ação no botão sem o uso de Listeners
15. Para saber mais: Layouts
16. LinearLayout
17. TableLayout
18. AbsoluteLayout
19. RelativeLayout
20. Para saber mais: editores de tela e outros layouts
21. Gravity
22. Weight
23. Para saber mais: Lint

Cadastro de alunos

24. Exercícios: criando o projeto
25. Alertas com o Toast
26. Exercício: integrando o Toast

Tela de cadastro

27. Exercícios: Criando uma tela para adicionar alunos
28. Floating Button
29. Exercícios: criando um floating button e seu comportamento
30. Utilizando mais de uma Activity
31. Exercícios: Chamando a tela do cadastro de aluno usando uma Intent
32. OptionsMenu
33. MenuInflater
34. ActionBar
35. Exercício: Começando um menu

Persistência com SQLite

36. Modelo: a entidade Aluno
37. Exercício: Nossa classe de modelo e extraindo os dados do formulário
38. Nosso DAO
39. Um pouco de SQL e a criação do banco
40. Outros métodos para nosso DAO
41. Método de inserção
42. Exercícios: Utilizando o DAO para salvar um novo aluno
43. Busca de alunos
44. Exercícios: Listagem de alunos cadastrados

Completando o cadastro

45. Trabalhando com o Aluno selecionado: deletando do banco
46. Context Menu
47. Exercícios: deletando aluno escolhido
48. Para saber mais: Contextual Action Bar
49. Exercício (Opcional): Utilizando o Contextual Action Bar
50. Buscando por id

Completando nosso sistema: Intents

51. Compartilhando informações entre Activities
52. Exercícios: editando o aluno selecionado
53. AndroidManifest.xml e seu editor
54. Intents implícitas: ligando para um aluno
55. Enviando um SMS para o Aluno
56. Navegando no site do Aluno
57. Visualizando o aluno no mapa
58. Compartilhando com as Redes sociais
59. Exercícios: trabalhando com Intents diferentes

Câmera e arquivos

60. Um pouco do sistema de arquivos
61. Câmera
62. Capturando o resultado de uma activity chamada
63. Exercícios: tirando fotos usando a câmera
64. Alterando a estrutura da tabela: o método onUpgrade
65. Exercícios: alterando nossa tabela

LayoutInflater para melhorar nossa apresentação

66. Exercícios: Customizando o layout da listagem de alunos

Lidando com notificações em background

67. Recebendo SMS
68. Tocando MP3
69. Exercícios: Tocando som ao receber SMS do aluno

Integração com outros sistemas: conectividade

70. Gerando JSON
71. Exercícios: convertendo alunos para JSON
72. Enviando dados para o servidor
73. Exercícios: Encapsulando a requisição para o servidor

Fazendo o envio dos dados de forma assíncrona

74. Uma barra de progresso: ProgressDialog
75. Exercícios: Rodando a integração

Melhorando a usabilidade com Application Resources

76. Application Resources
77. Exercícios: Mostrando mais informações na lista de alunos

Fragments e o pacote de compatibilidade

78. Fragments
79. Listagem de Provas com Fragment
80. Exercícios: Criando o Fragment da listagem de provas
81. Exercícios: Exibindo o Fragment de listagem de provas
82. Fragment dos detalhes da prova selecionada
83. Exercícios: Criando os detalhes da prova selecionada
84. Adequando melhor a apresentação da tela para Tablet
85. Exercícios: Adequando melhor a apresentação da tela para tablet
86. Passando dados de um Fragment para outro
87. Exercícios: Enviando a prova selecionada para outro Fragment
88. Empilhando fragments com o addToBackStack
89. Exercício: usando o addToBackStack
90. Para saber mais: ViewPager
91. Exercícios (Opcionais): Usando o ViewPager

92. Para saber mais: ExpandableListAdapter
93. Exercícios (Opcionais): Usando ExpandableListView na lista de provas

Google Maps e GPS

94. Exercícios: Atualizando localização no mapa

Apêndice - Trabalhando com preferências do usuário

95. SharedPreferences
96. Exercícios - Gravando as preferências da aplicação

**** Os apêndices listados são conteúdos adicionais que não fazem parte do curso regular.***

FJ-59 | Desenvolvimento Móvel com Google Android

[20 horas aula]

Objetivo: Conheça a nova IDE de desenvolvimento para Android: o Android Studio. Crie um projeto com dependências gerenciadas pelo Gradle utilizando as bibliotecas mais utilizadas no mercado.

Nesse curso você será capaz de integrar uma aplicação Android com um servidor web fazendo a busca de imagens assincronamente para maximizar a velocidade de apresentação do conteúdo principal.

Utilize no Android um artifício muito conhecido no desenvolvimento web: o endlesslist. Seja capaz de notificar os usuários de sua aplicação de um evento cadastrado no servidor no momento que quiser, sem que os usuários precisem buscar por essa informação!

Aprenda a lidar com a complexidade de criar uma aplicação que possa ser usada em Smartphones e Tablets sem acabar com uma infinidade de ifs espalhados pelo código. Com uso de Design Patterns e recursos da API do Android deixe seu código pouco acoplado e com mais fácil manutenção.

Torne sua aplicação um produto que pode ser vendido para vários clientes diferentes que exijam layouts diferenciados sem retrabalho. Organize seu projeto de forma a poder gerar novas versões da aplicação para todos os clientes sem precisar necessariamente alterar vários projetos.

Pré-requisitos: Curso Java e Orientação a Objetos e Curso Desenvolvimento móvel com Google Android Ou conhecimento equivalente.

Ementa - Conteúdo detalhado do curso

Projeto Casa do Código

1. Listas com RecyclerView e o Padrão ViewHolder

2. Exercícios
3. Melhorando nosso código com ButterKnife
4. Exercícios

Detalhes do Livro

5. Desacoplando nosso código com o Pattern Delegate
6. Exercícios: Utilizando o Pattern Delegate

Dados Reais de um WebService

7. Fazendo a busca do Servidor
8. Melhorando nossas Requisições com Retrofit
9. Exercícios
10. Deixando a requisição otimizada com Broadcast Receiver
11. Facilitando o código com Eventbus
12. Exercícios

Trazendo apenas as informações que queremos

13. Ensinando o Retrofit a fazer Requisições Dinâmicas
14. Aplicando o Padrão EndlessList
15. Exercícios

Carrinho do Sistema

16. Desacoplando os objetos com Dagger
17. Exercícios

Testes Automatizados com Espresso

18. Testes Automatizados com Espresso
19. Exercícios

Utilizando Firebase

20. Firebase Authentication
21. Exercícios
22. Firebase Remote Config
23. Exercícios
24. Firebase Notification
25. Exercícios
26. Tratando notificações dentro da aplicação
27. Exercícios
28. Recebendo notificações do nosso servidor
29. Exercícios

- ***Os apêndices listados são conteúdos adicionais que não fazem parte do curso regular.***

AOVS Sistemas de Informática Ltda
Nico Steppat
Diretor
(55) 21 2220-4156

IT CONGRESS
ONLINE INFORMATION TECHNOLOGY CONGRESS

Certificate

We hereby certify that **BRENO DE CASTRO NOGUEIRA** participated, as an attendee, in the 1st Online Information Technology Congress (IT Congress), featuring 35 lectures streamed online over the course of one week, from October 1 to October 8, 2014, with a total workload of 30 hours. In addition, the participant purchased access to the lecture recordings in order to review the content multiple times, thereby supporting long-term retention and consolidation of learning.

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Rafael Libânio
Director of the IT Congress

IT Congress
CNPJ: 20.672.159/0001-60

GENERAL EVENT SCHEDULE

1st DAY (10/01/2014)	The Job Market for IT Professionals	Lúcia Mendes	10 a.m.	10:40 a.m.
	Microsoft Certification and the Future of IT Professionals with Microsoft Cloud OS	Daniel Donda	2 p.m.	3 p.m.
2nd DAY (10/02/2014)	Ethical Hacker — Profession or Scam?	Marcos Flávio	6 p.m.	6:40 p.m.
	From Apprentice to Master: My Journey as a Software Craftsman	Edson Yanaga	8 p.m.	8:40 p.m.
	How to Become a Successful Java Programmer	Thiago Farias and Normandes Junior	10 a.m.	10:50 a.m.
	10 simple steps to rethink the USABILITY of your project	Luis Fernandes	2 p.m.	2:40 p.m.
	Technology as a path to Success in academic fields and its applications and impacts at different educational levels: A proposal for growth and Success	Tadeu Marcos	4 p.m.	5 p.m.
	Code Quality: Become a Successful Developer	Adriano Patrick	6 p.m.	6:40 p.m.
	Boost Your Career with Linux	Pedro Delfino	8 p.m.	8:40 p.m.
3rd DAY (10/03/2014)	Digital Forensics — what is it and what does a professional in this field do?	Marcelo Lau	10 a.m.	10:30 a.m.
	Productivity: How to maximize your career by doing the right thing at the right time!	Fernando Rui	2 p.m.	2:40 p.m.
	Understanding SAN Storage — “iscsi and FC”	Ivanildo Galvão	4 p.m.	4:50 p.m.
	E-commerce and M-commerce: Past, Present, and Future	Anderson Fernandes	6 p.m.	7 p.m.
	Electronic Games in the Corporate World	William Trindade	8 p.m.	9 p.m.
4th DAY (10/04/2014)	Certifications in IT Service Management and Governance	Fernando Palma	10 a.m.	11:40 a.m.
	Windows Server 2012 R2 + Windows 8.1 — Better Together	Thiago Guirotto	2 p.m.	2:40 p.m.
	Green IT and Certifications — The Path to Building a Successful Career	Róger Marroni	4 p.m.	4:40 p.m.
	IT Trends for the Coming Years	Sérgio Sgobbi	6 p.m.	7 p.m.
	From Padawan to Jedi — Become a Differentiated Professional	Elton Minetto	8 p.m.	8:50 p.m.
5th DAY (10/05/2014)	Building a Successful Future	Marcia Luz	10 a.m.	11 a.m.
	20 questions you must answer about your project before launching it on a Crowdfunding Website	Victor Hugo	4 p.m.	4:40 p.m.
	Windows Management in Corporate Environments	Eduardo Sena	6 p.m.	7 p.m.
	How Project Management Certifications can give your career in Information Technology a boost	Andriele Ribeiro	8 p.m.	9 p.m.
6th DAY (10/06/2014)	Get ahead: learn Microsoft Azure in practice — Microsoft’s Cloud Platform	Erick Albuquerque	10 a.m.	10:50 a.m.
	My Journey Through Web Development	Reinaldo Ferraz	4 p.m.	4:30 p.m.
	What You Need to Know to Leverage Your Career as a DBA	Marcondes Alexandre	6 p.m.	7 p.m.
	New Profiles of Big Data Professionals	Celso Poderoso	8 p.m.	9 p.m.
7th DAY (10/07/2014)	The influence of certification on becoming a successful oracle professional	William Miranda	10 a.m.	11 a.m.
	Office 365 and Your Career	Jefferson Castilho	4 p.m.	4:40 p.m.
	The Importance of Information Security and Information Security Policy in the Corporate Environment	Gustavo de Castro	6 p.m.	7 p.m.
	Everything you always wanted to ask about cloud and never could	Kemel Zaidan	8 p.m.	9 p.m.
8th DAY (10/08/2014)	The influence of technical certifications on the Job Market (Focus on Networks and Telecommunications)	Luis Matos	10 a.m.	11:40 a.m.
	How to start a business while in college	João Paulo	4 p.m.	4:40 p.m.
	Pre-Sales: one more subject you don’t learn in college	Carolina Bozza	6 p.m.	7:40 p.m.
	Career Development of the Information Technology professional	Valeska Cabrera	8 p.m.	8:40 p.m.

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura **Date: January 27, 2026.**

CONGRESSO de TI
CONGRESSO ONLINE DE TECNOLOGIA DA INFORMAÇÃO

Certificado

Certificamos que **BRENO DE CASTRO NOGUEIRA** participou, na condição de ouvinte, do 1º Congresso Online de Tecnologia da Informação (Congresso de TI) com 35 palestras transmitidas online ao longo de uma semana do dia 01 de Outubro ao dia 08 de Outubro de 2014. Carga horária de 30 h. Além disso o aluno adquiriu as gravações das palestras para assistir mais vezes os conteúdos e assim obter uma fixação e manutenção do aprendizado a longo prazo.

Rafael L S Pereira

Rafael Libânio
Diretor do Congresso de TI

Congresso de TI
CNPJ: 20.672.159/0001-60

PROGRAMAÇÃO GERAL DO EVENTO

1º DIA (01/10/14)	O Mercado de Trabalho para Profissionais de TI	Lúcia Mendes	10:00	10:40
	Certificação Microsoft e o Futuro do Profissional de TI com os Recursos de Microsoft Cloud OS	Daniel Donda	14:00	15:00
	Hacker Ético - Profissão ou Enrolação?	Marcos Flávio	18:00	18:40
	De aprendiz a mestre: minha jornada como Artesão de Software	Edson Yanaga	20:00	20:40
2º DIA (02/10/14)	Como se Tornar um Programador Java Bem Sucedido	Thiago Farias e Normandes Junior	10:00	10:50
	10 passos simples para repensar a USABILIDADE do seu projeto	Luis Fernandes	14:00	14:40
	Tecnologia como caminho de Sucesso nas áreas Acadêmicas e Sua aplicações e impactos nos mais diversos níveis educacionais: Uma proposta de crescimento e Sucesso	Tadeu Marcos	16:00	17:00
	Qualidade de Código, Seja um Desenvolvedor de Sucesso	Adriano Patrick	18:00	18:40
	Impulsione sua Carreira com Linux	Pedro Delfino	20:00	20:40
3º DIA (03/10/14)	Perícia Digital - O que é e o que faz um profissional nessa área?	Marcelo Lau	10:00	10:30
	Produtividade: Como maximizar sua carreira fazendo o certo na hora certa!	Fernando Rui	14:00	14:40
	Conhecendo Storages SAN - "iSCSI e FC"	Ivanildo Galvão	16:00	16:50
	E-commerce e M-Commerce: Passado, Presente, Futuro	Anderson Fernandes	18:00	19:00
	Os Jogos Eletrônicos no Mundo Empresarial	William Trindade	20:00	21:00
4º DIA (04/10/14)	Certificações em Gerenciamento de Serviços de TI e Governança	Fernando Palma	10:00	11:40
	Windows Server 2012 r2 + Windows 8.1 - Melhores Juntos	Thiago Guirotto	14:00	14:40
	TI verde e as Certificações - O caminho para você construir uma Carreira de Sucesso	Róger Marroni	16:00	16:40
	Tendência da TI para os Próximos Anos	Sérgio Sgobbi	18:00	19:00
	De Padawan a Jedi - Seja um Profissional Diferenciado	Elton Minetto	20:00	20:50
5º DIA (05/10/14)	Construindo um Futuro de Sucesso	Marcia Luz	10:00	11:00
	20 perguntas que você deve responder sobre o seu Projeto antes de colocar em um site de Financiamento Coletivo	Victor Hugo	16:00	16:40
	Gerenciamento de Windows em Ambientes Corporativos	Eduardo Sena	18:00	19:00
	Como as Certificações em Gerenciamento de Projetos podem dar um upgrade em sua carreira na área de Tecnologia da Informação	Andriele Ribeiro	20:00	21:00
6º DIA (06/10/14)	Saia na frente, conheça na prática o Microsoft Azure - Plataforma em Nuvem da Microsoft	Erick Albuquerque	10:00	10:50
	Minha Jornada pelo Desenvolvimento Web	Reinaldo Ferraz	16:00	16:30
	O Que você Precisa Saber Para Alavancar a Sua Carreira Como DBA	Marcondes Alexandre	18:00	19:00
	Novos Perfis dos Profissionais de Big Data	Celso Poderoso	20:00	21:00
7º DIA (07/10/14)	A influência de uma certificação para se tornar um profissional Oracle de sucesso	William Miranda	10:00	11:00
	Office 365 e Sua Carreira	Jefferson Castilho	16:00	16:40
	Importância da Segurança da Informação e Polítia de Segurança da Informação no Ambiente Empresarial	Gustavo de Castro	18:00	19:00
	Tudo que você sempre quis perguntar sobre Cloud e nunca pôde perguntar	Kemel Zaidan	20:00	21:00
8º DIA (08/10/14)	A influência das certificações técnicas no Mercado de Trabalho (foco em Redes e Telecom)	Luis Matos	10:00	11:40
	Como começar empreender na faculdade	João Paulo	16:00	16:40
	Pré-Vendas, mais uma matéria que não se aprende na faculdade	Carolina Bozza	18:00	19:40
	O Desenvolvimento de Carreira do profissional de Tecnologia da Informação	Valeska Cabrera	20:00	20:40

ESR RIO/ Declaration No. 02/2017

Rio de Janeiro, April 7, 2017.

We hereby declare, for all due purposes, that Breno de Castro Nogueira, holder of CPF No. 124.679.937-52, completed, at the Superior School of Networks – RNP, the course listed below:

Course	Period		Certificate No.	Total hours
	Start	End		
Web Application Penetration Testing	11/07/2016	11/11/2016	CDC-RIO-0224-16	40 hours

The courses were conducted from 9:00 a.m. to 6:00 p.m., at the facilities of the Superior School of Networks – Rio de Janeiro, located at Rua Lauro Muller, 455, 3rd floor, CBPF Building, ZIP Code 22290-160, Rio de Janeiro - RJ.

The legal basis for the operation of the Institution is available in the Bylaws of the National Education and Research Network. This document is publicly available and can be accessed on the RNP website (www.rnp.br).

All authorities who signed the certificates were, and remain, in the exercise of their official duties.

Evellyn Fernandes Feitosa
Administrative Analyst
Superior School of Networks – Rio de Janeiro
National Education and Research Network
CNPJ: 03.508.097/0001-36

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

ESR RIO/ Declaração n.º 02/2017

Rio de Janeiro, 07 de Abril de 2017.

Declaramos para os devidos fins que o Breno de Castro Nogueira**,** portador do CPF nº 124.679.937-52, realizou na unidade da Escola Superior de Redes – RNP, o curso abaixo relacionado:

Curso	Período		Número do Certificado	Total horas/aulas
	Início	Término		
Teste de Invasão de Aplicações Web	07/11/2016	11/11/2016	CDC-RIO-0224-16	40h/a

Os cursos foram realizados no horário de 09:00 às 18:00h, nas instalações da ESR-Rio de Janeiro no endereço: Rua Lauro Muller 455, 3° andar- Edifício CBPF, CEP: 22290-160, Rio de Janeiro - RJ.

A fundamentação legal de funcionamento da Instituição está disponível no Estatuto da Rede Nacional de Ensino e Pesquisa. A divulgação deste documento é pública e encontra-se no site da RNP (www.rnp.br).

Todas as autoridades que assinaram os certificados estavam e permanecem nos exercícios de suas funções.

Evellyn Fernandes Feitosa
Analista de Administração
Escola Superior de Redes – Rio de Janeiro
Rede Nacional de Ensino e Pesquisa
CNPJ: 03.508.097/0001-36

Certificate

Superior School of Networks
RNP

We hereby certify that

Breno Nogueira

completed the training program **Web Application Penetration Testing**, with a total workload of 40 hours, held from November 7 to 11, 2016, in Rio de Janeiro (RJ).

Rio de Janeiro, November 11, 2016.

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Nelson Simões
RNP Executive Director

-----// signature //-----

Leandro Guimarães
ESR Deputy Director

RNP

CBPF

National Laboratory for Scientific Computing

Partners

Program Content

- Web application architecture and technologies;
- Cryptography: symmetric ciphers, asymmetric ciphers, cryptographic hash functions, MACs, digital signatures, digital certificates, and SSL/TLS;
- Types of penetration testing and intrusion testing methodology;
- SQL injection with access to the underlying platform, DBMS-specific characteristics, and blind SQL injection;
- Injection attacks in LDAP, XML, SMTP, and command injection;
- Transmission of credentials over insecure channels;
- User enumeration;
- Lack of enforcement of strong password policies by the application;
- Flaws in the implementation or design of the authentication mechanism;
- Vulnerable password recovery mechanisms;
- Race conditions in the authentication mechanism;
- Session management testing;
- Cross-Site Scripting (XSS) and CSRF;
- Authorization mechanism testing;
- Cryptographic mechanism testing;
- Full testing and reporting.

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura **Date: January 28, 2026.**

Certificado

Escola Superior de Redes RNP

Certificamos que

Breno Nogueira

concluiu a capacitação **Teste de Invasão de Aplicações Web** , com duração de 40 horas, no período de 07 a 11 de Novembro de 2016, realizada em Rio de Janeiro (RJ).

Rio de Janeiro, 11 de novembro de 2016.

Nelson Simões
Diretor Geral RNP

Leandro Guimarães
Diretor Adjunto ESR

RNP CBPF Laboratório Nacional de Computação Científica

Parceiros

esr.rnp.br/certificados/cdc-rio-0224-16 CDC-RIO-0224-16

Conteúdo programático

- Arquitetura e tecnologias de aplicações web;
- Criptografia: cifras simétricas, cifras assimétricas, funções de hash criptográficas, MACs, assinaturas digitais, certificados digitais e SSL/TLS;
- Tipos de pentest e metodologia para teste de invasão;
- Injeção de SQL com acesso à plataforma subjacente, especificidades dos SGBDs e injeção de SQL às cegas;
- Injeção em LDAP, XML, SMTP e injeção de comandos;
- Transporte de credenciais por canais inseguros;
- Enumeração de usuários;
- Política de senhas fortes não implementadas pela aplicação;
- Falhas na programação ou projeto do mecanismo de autenticação;
- Mecanismos de recuperação de senhas vulneráveis;
- Condições de corrida no mecanismo de autenticação;
- Testes sobre o gerenciamento de sessões;
- Cross-Site Scripting (XSS) e CSRF;
- Teste dos mecanismos de autorização;
- Testes dos mecanismos criptográficos;
- Teste completo e relatórios.

Certificate

Vocational Education

We hereby certify that

Breno de Castro Nogueira

Successfully completed the vocational education course, with the grades and course hours detailed below.

Enrollment No.: 5035	Class	Module	Grade	Hours	Completion Date
	1195	Assembly	10.0	30	05/18/2013
	1195	Maintenance	10.0	24	07/13/2013
	1195	Computer Networks	10.0	24	08/31/2013

Niterói, September 2, 2013.

-----// signature //-----

Paula Andrea Bastos da Mota
Niterói- Icaraí

CURSOS COM GARANTIA DE QUALIDADE SOS Educação Profissional

[Quality-assured courses]

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura **Date: January 28, 2026.**

Certificado

S.O.S Educação Profissional

Certificamos que

Breno de Castro Nogueira

Concluiu com aproveitamento o curso de educação profissional,
com as notas e cargas horárias discriminadas abaixo.

Matrícula:5035	Turma	Módulo	Nota	Horas	Conclusão
	1195	Montagem	10,0	30	18/05/2013
	1195	Manutenção	10,0	24	13/07/2013
	1195	Redes de Computadores	10,0	24	31/08/2013

Niterói,02 de Setembro de 2013.

Paula Andrea Bastos da Mota
Niterói - Icaraí

CURSOS COM GARANTIA DE QUALIDADE S.O.S Educação Profissional

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 8 hours.

Finished at February 25, 2016

Course_

MYSQL I: GETTING STARTED WITH QUERIES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “MySQL I: Getting Started with Queries”, with an estimated workload of 8 hours, completing 40 out of 40 activities, during the period from 02/19/2016 to 02/25/2016.

This course covered the following topics:

1. Querying data
2. Updating and deleting data
3. Modifying and constraining the structure of our tables
4. Grouping data and performing more advanced queries
5. Joining data from multiple tables

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/d99d7281e935c5d501a0c5e710910500

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 8 hours.

Finished at February 25, 2016

Course_
MYSQL I: INICIANDO SUAS CONSULTAS

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "MySQL I: Iniciando suas consultas" de carga horária estimada em 8 horas, realizando 40 de 40 atividades, no período de 19/02/2016 a 25/02/2016.

Este curso abordou os seguintes tópicos:

1. Consultando os dados
2. Atualizando e excluindo dados
3. Alterando e restringindo o formato das nossas tabelas
4. Agrupando dados e fazendo consultas mais inteligentes
5. Juntando dados de várias tabelas

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/d99d7281e935c5d501a0c5e710910500

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 16 hours.

Finished at November 24, 2016

Course_
RUBY ON RAILS 3 PART I

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Ruby on Rails 3 part I”, with an estimated workload of 16 hours, completing 49 out of 49 activities, during the period from 11/24/2016 to 11/24/2016.

This course covered the following topics:

1. Building a Job Board in Ruby on Rails
2. Customizing controllers, views, and routes
3. Accessing and extending jobs in the database
4. Customizing the MVC layers to display premium jobs
5. Adding comments to jobs through associations between models
6. Creating and removing comments through the web interface
7. Getting to know the ecosystem: pagination and production deployment

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/d64cf1fa-4fbc-4522-b5cd-6c736a864731

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 16 hours.

Finished at November 24, 2016

Course_
RUBY ON RAILS 3 PARTE I

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Ruby on Rails 3 parte I" de carga horária estimada em 16 horas, realizando 49 de 49 atividades, no período de 24/11/2016 a 24/11/2016.

Este curso abordou os seguintes tópicos:

1. Criando um job board em Ruby on Rails
2. Customizando controllers, views e rotas
3. Acessando e estendendo jobs no banco de dados
4. Customizando as camadas MVC para exibir jobs premium
5. Adicionando comentários aos jobs através de associações entre modelos
6. Criando e removendo comentários através da interface web
7. Conhecendo o ecossistema: paginação e deploy para produção

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/d64cf1fa-4fbc-4522-b5cd-6c736a864731

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 10 hours.

Finished at February 08, 2017

Course_

RESPONSIVE WEB DESIGN: PAGES THAT ADAPT FROM MOBILE TO DESKTOP

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Responsive Web Design: Pages That Adapt from Mobile to Desktop”, with an estimated workload of 10 hours, completing 45 out of 45 activities, during the period from 02/08/2017 to 02/08/2017.

This course covered the following topics:

1. Fluid Design
2. More Fluid Design
3. Media Queries
4. Workflow & Viewport
5. Responsive Menu
6. Responsive Images
7. Vector Images
8. UX Tips for Mobile

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/d070cdec-b3fc-4220-b1ff-5761459f52f5

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 10 hours.

Finished at February 08, 2017

Course_
WEB DESIGN RESPONSIVO: PÁGINAS QUE SE ADAPTAM DO MOBILE AO DESK

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Web Design Responsivo: Páginas que se adaptam do mobile ao desk" de carga horária estimada em 10 horas, realizando 45 de 45 atividades, no período de 08/02/2017 a 08/02/2017.

Este curso abordou os seguintes tópicos:

1. Design Fluído
2. Mais Design Fluído
3. Media Queries
4. Workflow & Viewport
5. Menu Responsivo
6. Imagens Responsivas
7. Imagens vetoriais
8. Dicas de UX para Mobile

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/d070cdec-b3fc-4220-b1ff-5761459f52f5

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 20 hours.

Finished at February 07, 2017

Course_
RUBY ON RAILS 3 PART II

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Ruby on Rails 3 part II”, with an estimated workload of 20 hours, completing 51 out of 51 activities, during the period from 11/25/2016 to 02/07/2017.

This course covered the following topics:

1. Extending the Job Board with Company Registration
2. Company Authentication with BCrypt
3. Restricting Access to Jobs Using Filters
4. Performance and Optimizations
5. Adding Comments via AJAX
6. Notifying Companies via Email
7. Translating the Application with I18n

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/21fc5a99-16a6-4a59-a219-1261c195ca79

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 20 hours.

Finished at February 07, 2017

Course_
RUBY ON RAILS 3 PARTE II

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Ruby on Rails 3 parte II" de carga horária estimada em 20 horas, realizando 51 de 51 atividades, no período de 25/11/2016 a 07/02/2017.

Este curso abordou os seguintes tópicos:

1. Estendendo o job board com cadastro de empresas
2. Autenticação de empresas com BCrypt
3. Limitando acesso aos jobs através de filtros
4. Performance e otimizações
5. Adicionando comentários via AJAX
6. Notificando empresas via e-mail
7. Traduzindo a aplicação com I18n

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/21fc5a99-16a6-4a59-a219-1261c195ca79

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 12 hours.

Finished at January 21, 2017

Course_

RUBY I: PROGRAMMING LOGIC WITH GAMES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Ruby I: Programming Logic with Games”, with an estimated workload of 12 hours, completing 39 out of 39 activities, during the period from 09/06/2016 to 01/21/2017.

This course covered the following topics:

1. Input, Output, Strings, and Integers
2. Conditionals, Loops, and Imperative Programming
3. The Power of Code Extraction
4. Arrays, Methods, and Functions
5. Mathematical Operations, Decimal and Hexadecimal Systems
6. Case When, While, and Do Loops

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/60c1edb3-08eb-4826-9698-79aa35a250d8

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 12 hours.

Finished at January 21, 2017

Course_
RUBY I: LÓGICA DE PROGRAMAÇÃO COM JOGOS

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Ruby I: Lógica de programação com jogos" de carga horária estimada em 12 horas, realizando 39 de 39 atividades, no período de 06/09/2016 a 21/01/2017.

Este curso abordou os seguintes tópicos:

1. Entrada, saída, Strings e números inteiros
2. Condicionais, laços, programação imperativa.
3. O poder da extração de código
4. Arrays, métodos e funções.
5. Operações matemáticas, sistemas decimais e hexadecimais
6. Case when, while , loop do

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/60c1edb3-08eb-4826-9698-79aa35a250d8

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 12 hours.

Finished at February 09, 2017

Course_

RUBY II: CONTINUING YOUR FIRST STEPS IN PROGRAMMING

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Ruby II: Continuing Your First Steps in Programming”, with an estimated workload of 12 hours, completing 3 out of 13 activities, during the period from 01/24/2017 to 02/09/2017.

This course covered the following topics:

1. Starting the game with good programming practices
2. Refactoring and organizing the game
3. Reading and writing files and understanding the call stack

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Guilherme Silveira — Coordinator

Carlos Felício — Director

https://cursos.alura.com.br/certificate/30be3e41-8b2f-4ee1-9d78-541c2e5f7f22

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 12 hours.

Finished at February 09, 2017

Course_
RUBY II: CONTINUANDO SEUS PRIMEIROS PASSOS NA PROGRAMAÇÃO

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Ruby II: Continuando seus primeiros passos na programação" de carga horária estimada em 12 horas, realizando 3 de 13 atividades, no período de 24/01/2017 a 09/02/2017.

Este curso abordou os seguintes tópicos:

1. Começando o jogo com boas práticas de programação
2. Refatorando e organizando o jogo
3. Lendo, escrevendo em arquivos e entendendo a pilha de execução

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/30be3e41-8b2f-4ee1-9d78-541c2e5f7f22

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 12 hours.

Finished at February 09, 2017

Course_
RUBY ON RAILS 3 PART III

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Ruby on Rails 3 part III”, with an estimated workload of 12 hours, completing 14 out of 15 activities, during the period from 02/09/2017 to 02/09/2017.

This course covered the following topics:

1. Improving navigation with slugs
2. Creating our find_by_slug method
3. Fixing access to invalid slugs
4. Exposing jobs through an API
5. Atom and Content negotiation via URI
6. Security: SQL Injection
7. Security: Scripts, CSS, and XSS

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/1ef3bb92-bcc0-46e5-9b16-1a5aaf869283

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 12 hours.

Finished at February 09, 2017

Course_
RUBY ON RAILS 3 PARTE III

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Ruby on Rails 3 parte III" de carga horária estimada em 12 horas, realizando 14 de 15 atividades, no período de 09/02/2017 a 09/02/2017.

Este curso abordou os seguintes tópicos:

1. Melhorando a navegação com slugs
2. Criando nosso método find_by_slug
3. Corrigindo o acesso a slugs inválidos
4. Expondo os jobs através de uma API
5. Atom e Content negotiation via URI
6. Segurança: SQL Injection
7. Segurança: Scripts, CSS e XSS

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/1ef3bb92-bcc0-46e5-9b16-1a5aaf869283

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 16 hours.

Finished at November 30, 2015

Course_

SPRING MVC: TIME TO BUILD A WEB APP WITH SPRING MVC 4

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Spring MVC: Time to Build a Web App with Spring MVC 4”, with an estimated workload of 16 hours, completing 47 out of 47 activities, during the period from 11/26/2015 to 11/30/2015.

This course covered the following topics:

1. First steps with Spring MVC
2. The MVC Pattern
3. Receiving request data
4. Sending data to JSP
5. Redirecting Requests
6. Data validation
7. Using AJAX
8. User authentication
9. Dependency injection

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/a75eccf0b5446ec4a9bc2dfd5c948417

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 16 hours.

Finished at November 30, 2015

Course_
SPRING MVC: É HORA DE CRIAR UMA WEBAPP COM SPRING MVC4

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Spring MVC: É hora de criar uma webapp com Spring MVC4" de carga horária estimada em 16 horas, realizando 47 de 47 atividades, no período de 26/11/2015 a 30/11/2015.

Este curso abordou os seguintes tópicos:

1. Primeiros passos com Spring MVC
2. O padrão MVC
3. Recebendo dados da requisição
4. Enviando dados para a JSP
5. Redirecionando requisições
6. Validação de dados
7. Usando AJAX
8. Autenticação de usuários
9. Injeção de dependências

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/a75eccf0b5446ec4a9bc2dfd5c948417

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 9 hours.

Finished at February 08, 2017

Course_
FLEXBOX: POSITION ELEMENTS ON THE CANVAS

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Flexbox: position elements on the canvas”, with an estimated workload of 9 hours, completing 19 out of 19 activities, during the period from 02/07/2017 to 02/08/2017.

This course covered the following topics:

1. Introduction to Flexbox and building the header
2. Building the footer and better controlling elements
3. Main grid and Flexbox limitations
4. Adjusting elements with Flexbox for mobile
5. More about Flexbox & challenges

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/ab068384-9481-4f67-a750-ec900d9d74e4

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 9 hours.

Finished at February 08, 2017

Course_
FLEXBOX: POSITION ELEMENTS ON THE CANVAS

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Flexbox: posicione elementos na tela" de carga horária estimada em 9 horas, realizando 19 de 19 atividades, no período de 07/02/2017 a 08/02/2017.

Este curso abordou os seguintes tópicos:

1. Introdução ao flexbox e fazendo o cabeçalho
2. Fazendo o footer e controlando melhor os elementos
3. Grid principal e limitações do flexbox
4. Arrumando os elementos com flex para mobile
5. Mais sobre flexbox & desafios

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/ab068384-9481-4f67-a750-ec900d9d74e4

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 40 hours.

Finished at February 07, 2017

Course_
HTML5 AND CSS3 II: SUPERCHARGING YOUR PAGES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “HTML5 and CSS3 II: Supercharging your page”, with an estimated workload of 40 hours, completing 111 out of 111 activities, during the period from 03/31/2016 to 02/07/2017.

This course covered the following topics:

1. Pixels?
2. Absolute positioning in depth
3. Rounded borders and other CSS3 features
4. Transformations
5. Shadows and opacity
6. Gradients
7. Advanced CSS selectors
8. Pseudoclasses
9. Pseudoelements
10. Forms
11. Calculations with CSS
12. Semantic tables
13. Transitions and animations
14. Flexbox

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/a09da26c-5690-40bf-89b5-ff22b5f0dad5

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 40 hours.

Finished at February 07, 2017

Course_
HTML5 AND CSS3 II: SUPERCHARGING YOUR PAGES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "HTML5 e CSS3 II: Turbinando as suas páginas" de carga horária estimada em 40 horas, realizando 111 de 111 atividades, no período de 31/03/2016 a 07/02/2017.

Este curso abordou os seguintes tópicos:

1. Pixels?
2. Absolute mais a fundo
3. Bordas arredondadas e outras novidades do CSS3
4. Transformações
5. Sombras e opacidade
6. Gradientes
7. Seletores avançados do CSS
8. Pseudoclasses
9. Pseudoelementos
10. Formulários
11. Cálculos com CSS
12. Tabelas semânticas
13. Transições e animações
14. Flexbox

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/a09da26c-5690-40bf-89b5-ff22b5f0dad5

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 8 hours.

Finished at August 21, 2016

Course_
DOCKER: CREATING CONTAINERS WITHOUT HEADACHES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Docker: Creating containers without headache”, with an estimated workload of 8 hours, completing 32 out of 32 activities, during the period from 08/19/2016 to 08/21/2016.

This course covered the following topics:

1. Running WordPress and MySQL with Docker
2. What containers are
3. Interacting with containers and learning the main commands
4. Building my first Docker image
5. Using Dockerfiles to build images
6. More Dockerfile options for building images
7. Creating volumes to persist data
8. Reviewing everything that was covered

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/90630415-0525-4f4f-bd1a-fc1c9317c63a

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 8 hours.

Finished at August 21, 2016

Course_
DOCKER: CREATING CONTAINERS WITHOUT HEADACHES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Docker: Criando containers sem dor de cabeça" de carga horária estimada em 8 horas, realizando 32 de 32 atividades, no período de 19/08/2016 a 21/08/2016.

Este curso abordou os seguintes tópicos:

1. Rodando um wordpress e mysql com docker
2. O que sao os containers
3. Interatividade com containers conhecendo os principais comandos
4. Construindo minha primeira imagem docker
5. Usando dockerfile para construir imagens
6. Mais opcoes no dockerfile para construir imagens
7. Criando volumes para persistir dados
8. Revisando tudo o que foi visto

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/90630415-0525-4f4f-bd1a-fc1c9317c63a

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 16 hours.

Finished at April 21, 2017

Course_
GIT: CONTROL AND SHARE YOUR CODE

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Git: Control and share your code”, with an estimated workload of 16 hours, completing 77 out of 77 activities, during the period from 04/14/2016 to 04/21/2017.

This course covered the following topics:

1. Introduction to version control with Git
2. The basic Git workflow
3. Synchronizing data with the repository
4. Organizing work with branches
5. Conflict resolution
6. Best practices for using Git
7. Advanced change tracking
8. Contributing to open source, advanced techniques, and productivity with Git
9. Performing advanced merges with Cherry Pick
10. Using Git through graphical interfaces

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/fffb2c44-9338-4362-900f-1c231c52c57d

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 16 hours.

Finished at April 21, 2017

Course_
GIT: CONTROL AND SHARE YOUR CODE

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Git: Controle e compartilhe seu código" de carga horária estimada em 16 horas, realizando 77 de 77 atividades, no período de 14/04/2016 a 21/04/2017.

Este curso abordou os seguintes tópicos:

1. Introdução ao controle de versões com Git
2. O ciclo básico do Git
3. Sincronização dos dados com o repositório
4. Organização do trabalho com branches
5. Resolução de conflitos
6. Boas práticas no uso do Git
7. Controle avançado de alterações
8. Contribuição com opensource, técnicas avançadas e produtividade com o Git
9. Fazendo merges avançados com Cherry Pick
10. Usando Git através de interfaces visuais

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/fffb2c44-9338-4362-900f-1c231c52c57d

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 32 hours.

Finished at March 08, 2016

Course_
HTML5 AND CSS3 I: YOUR FIRST WEB PAGES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “HTML5 and CSS3 I: Your first web page”, with an estimated workload of 32 hours, completing 99 out of 99 activities, during the period from 03/07/2016 to 03/08/2016.

This course covered the following topics:

1. Introduction to HTML
2. Introduction to CSS
3. Diving deeper into HTML
4. Using the browser to our advantage
5. Improving the layout
6. Building a solid foundation
7. A bit of positioning
8. More selectors
9. Not everything is what it seems
10. Positioning in more depth
11. Placing elements exactly where we want them
12. Final challenges

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/313646836b205fcaf4e1a2d5c61e2152

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 32 hours.

Finished at March 08, 2016

Course_
HTML5 AND CSS3 I: YOUR FIRST WEB PAGES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "HTML5 e CSS3 I: Suas primeiras páginas da Web" de carga horária estimada em 32 horas, realizando 99 de 99 atividades, no período de 07/03/2016 a 08/03/2016.

Este curso abordou os seguintes tópicos:

1. Introdução ao HTML
2. Introdução a CSS
3. Aprofundando no HTML
4. O navegador trabalhando a nosso favor
5. Aprimorando o layout
6. Construindo uma base sólida
7. Um pouquinho de posicionamento
8. Mais seletores
9. Nem tudo é o que parece
10. Posicionamento mais a fundo
11. Elementos onde queremos
12. Desafios finais

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/313646836b205fcaf4e1a2d5c61e2152

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 20 hours.

Finished at November 23, 2015

Course_

JAVA AND JSF I: YOUR WEB APPLICATION WITH JSF 2

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Java and JSF I: Your Web Application with JSF 2”, with an estimated workload of 20 hours, completing 100 out of 105 activities, during the period from 11/19/2015 to 11/23/2015.

This course covered the following topics:

1. Introduction to web development with JSF
2. Environment setup and first steps with JSF
3. Understanding MVC and integrating the database with JPA 2
4. Completing the system and working with JSF 2 scopes
5. Data conversion and validation
6. More dynamic pages with AJAX
7. Navigation and the JSF component lifecycle
8. Reusable templates with Facelets
9. Completing the CRUD
10. Updating to JSF 2.2
11. User authentication
12. Authorization using PhaseListener
13. Logout and the Flash scope

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/f130278c5715c92a9bd8b1d285edde7f

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 20 hours.

Finished at November 23, 2015

Course_
JAVA E JSF I: SUA APLICAÇÃO WEB COM JSF2

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Java e JSF I: Sua aplicação web com JSF2" de carga horária estimada em 20 horas, realizando 100 de 105 atividades, no período de 19/11/2015 a 23/11/2015.

Este curso abordou os seguintes tópicos:

1. Introdução ao desenvolvimento web com JSF
2. Configuração do ambiente e os primeiros passos com JSF
3. Entendendo MVC e integrando o banco de dados com JPA 2
4. Completando o sistema e lidando com escopos do JSF 2
5. Conversão e validação de dados
6. Páginas mais dinâmicas com AJAX
7. Navegação e o ciclo de vida dos componentes JSF
8. Templates reutilizáveis com Facelets
9. Completando o CRUD
10. Atualizando para JSF 2.2
11. Autenticação do usuário
12. Autorização pelo PhaseListener
13. Logout e o escopo Flash

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/f130278c5715c92a9bd8b1d285edde7f

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 17 hours.

Finished at April 21, 2017

Course_

JAVA AND JPA: PERSISTING YOUR OBJECTS WITH JPA 2 AND HIBERNATE

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Java and JPA: Persisting Your Objects with JPA 2 and Hibernate”, with an estimated workload of 17 hours, completing 69 out of 69 activities, during the period from 04/19/2017 to 04/21/2017.

This course covered the following topics:

1. Introduction to JPA and Hibernate
2. JPA configuration and initialization
3. State management with the EntityManager
4. Mapping relationships between entities
5. Many-to-many and one-to-one
6. Object-oriented queries with JPQL
7. Working with lazy loading and bidirectional relationships
8. More on queries and JPQL
9. Organizing our queries

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/b540c879-4a88-41e5-951c-b169ec2bf540

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 17 hours.

Finished at April 21, 2017

Course_

JAVA E JPA: PERSISTA SEUS OBJETOS COM A JPA2 E HIBERNATE

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Java e JPA: persista seus objetos com a JPA2 e Hibernate" de carga horária estimada em 17 horas, realizando 69 de 69 atividades, no período de 19/04/2017 a 21/04/2017.

Este curso abordou os seguintes tópicos:

1. Introdução à JPA e Hibernate
2. Configuração e Inicialização da JPA
3. Gerenciamento de estados pelo EntityManager
4. Mapeamento de relacionamentos entre entidades
5. Muitos para muitos e um para um
6. Pesquisas orientadas a objeto com JPQL
7. Trabalhando com Lazy e relacionamentos bidirecionais
8. Um pouco mais sobre queries e JPQL
9. Organizando nossas queries

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/b540c879-4a88-41e5-951c-b169ec2bf540

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 16 hours.

Finished at November 18, 2015

Course_
SERVLETS: JAVA FUNDAMENTALS ON THE WEB

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “Servlets: Java Fundamentals on the Web”, with an estimated workload of 16 hours, completing 33 out of 33 activities, during the period from 11/14/2015 to 11/18/2015.

This course covered the following topics:

1. Servlet API and Web fundamentals
2. POST and HTTP methods
3. Some characteristics of the Web
4. Filtering requests
5. Maintaining user-related information with cookies
6. Handling existing cookies
7. Maintaining information on the server side with sessions
8. More on servlets
9. Client-side and server-side redirection
10. Dynamic pages
11. Working with Taglibs
12. A control pattern
13. Model–View–Controller

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/c74691095d0c0293ccb2c617cbd28d6a

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 16 hours.

Finished at November 18, 2015

Course_
SERVLETS: JAVA FUNDAMENTALS ON THE WEB

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "Servlets: Fundamentos de Java na Web" de carga horária estimada em 16 horas, realizando 33 de 33 atividades, no período de 14/11/2015 a 18/11/2015.

Este curso abordou os seguintes tópicos:

1. Servlet API e fundamentos da Web
2. Post e os métodos HTTP
3. Algumas características da web
4. Filtrando requisições
5. Mantendo informações relativas ao usuário com cookies
6. Manipulando cookies existentes
7. Mantendo informações no lado do servidor com session
8. Mais sobre servlets
9. Redirecionamento no client e server side
10. Páginas dinâmicas
11. Trabalhando com Taglibs
12. Um padrão de controle
13. Model View Controller

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/c74691095d0c0293ccb2c617cbd28d6a

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 6 hours.

Finished at August 04, 2017

Course_
MONGODB: AN ALTERNATIVE TO TRADITIONAL RELATIONAL DATABASES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “MongoDB: an alternative to traditional relational databases”, with an estimated workload of 6 hours, completing 44 out of 44 activities, during the period from 08/03/2017 to 08/04/2017.

This course covered the following topics:

1. Creating and inserting into a collection
2. Querying data
3. Updating data
4. Sorting and limiting data
5. Proximity search

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/d89359e9-0b75-4850-b7e9-de71db59c903

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 6 hours.

Finished at August 04, 2017

Course_
MONGODB: AN ALTERNATIVE TO TRADITIONAL RELATIONAL DATABASES

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "MongoDB: uma alternativa aos bancos relacionais tradicionais" de carga horária estimada em 6 horas, realizando 44 de 44 atividades, no período de 03/08/2017 a 04/08/2017.

Este curso abordou os seguintes tópicos:

1. Criando e inserindo em uma coleção
2. Consultando os dados
3. Atualizando dados
4. Ordenado e limitando os dados
5. Busca por proximidade

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/d89359e9-0b75-4850-b7e9-de71db59c903

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 12 hours.

Finished at August 15, 2017

Course_
JAVASCRIPT: KNOWING THE BROWSER AND DESIGN PATTERNS

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “JavaScript: Knowing the Browser and Design Pattern”, with an estimated workload of 12 hours, completing 92 out of 92 activities, during the period from 08/09/2017 to 08/15/2017.

This course covered the following topics:

1. Prologue: rules, code, and maintenance
2. Specifying a Trade
3. The link between user actions and the model
4. Is dealing with dates hard? Call in a helper!
5. We have the model, but what about the view?
6. Generalizing our View solution

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Guilherme Silveira	Carlos Felício
Coordinator	Director

https://cursos.alura.com.br/certificate/91ec7930-4b59-4ff4-b268-68b17e106154

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 12 hours.

Finished at August 15, 2017

Course_

JAVASCRIPT: KNOWING THE BROWSER AND DESIGN PATTERNS

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "JavaScript: conhecendo o Browser e padrões de projeto" de carga horária estimada em 12 horas, realizando 92 de 92 atividades, no período de 09/08/2017 a 15/08/2017.

Este curso abordou os seguintes tópicos:

1. Prólogo: regras, código e manutenção
2. Especificando uma Negociação
3. A ligação entre as ações do usuário e o modelo
4. Lidar com data é trabalhoso? Chame um ajudante!
5. Temos o modelo, mas e a view?
6. Generalizando a solução da nossa View

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/91ec7930-4b59-4ff4-b268-68b17e106154

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 20 hours.

Finished at March 31, 2016

Course_
JAVASCRIPT: PROGRAMMING IN THE LANGUAGE OF THE WEB

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “JavaScript: Programming in the language of the web”, with an estimated workload of 20 hours, completing 56 out of 56 activities, during the period from 03/08/2016 to 03/31/2016.

This course covered the following topics:

1. Introduction
2. Variables and basic commands
3. Getting to know the DOM and organizing our code with objects
4. Collections and loops
5. Functions and first-class citizens
6. Events
7. Getting to know querySelector and adding new patients

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/4f4081fa254f7812276573b8967acc95

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 20 hours.

Finished at March 31, 2016

Course_

JAVASCRIPT: PROGRAMMING IN THE LANGUAGE OF THE WEB

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "JavaScript : Programando na linguagem da web" de carga horária estimada em 20 horas, realizando 56 de 56 atividades, no período de 08/03/2016 a 31/03/2016.

Este curso abordou os seguintes tópicos:

1. Introdução
2. Variáveis e comandos básicos
3. Conhecendo o DOM e organizando nosso código com objetos
4. Coleções e loops
5. Funções e os cidadãos de primeira classe
6. Eventos
7. Conhecendo o querySelector e adicionando novos pacientes

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/4f4081fa254f7812276573b8967acc95

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 10 hours.

Finished at September 02, 2016

Course_

JQUERY I: THE CHAMPION JAVASCRIPT LIBRARY

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Online Education

Rua Vergueiro, 3185, 8th floor, São Paulo/SP

Corporate Name: AOVS Sistemas de Informática S.A.

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

We hereby certify that Breno de Castro Nogueira successfully completed the online course “jQuery I: The Champion JavaScript Library”, with an estimated workload of 10 hours, completing 34 out of 34 activities, during the period from 09/01/2016 to 09/02/2016.

This course covered the following topics:

1. Getting Started with jQuery
2. Working with Events
3. Creating Elements Dynamically
4. Dynamic Styles and Animations
5. Ajax Requests

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Guilherme Silveira Carlos Felício

Coordinator Director

https://cursos.alura.com.br/certificate/01f01fff-c9d1-4f76-9e60-c43d8944d5ae

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Raphael Michels Fantinato de Moura. **Date: January 28, 2026.**

CERTIFICATE OF COMPLETION

BRENO DE CASTRO NOGUEIRA
completed the online course with an estimated workload of 10 hours.

Finished at September 02, 2016

Course_
JQUERY I: A BIBLIOTECA CAMPEÃ DE JAVASCRIPT

alura

Guilherme Silveira
Coordinator

Paulo Silveira
Chief Vision Officer

Alura Ensino Online

Rua Vergueiro, 3185, 8o andar, São Paulo/SP.

Razão Social: AOVS Sistemas de Informática S.A

CNPJ: 05.555.382/0001-33

(11) 4118-2432

www.alura.com.br

Certificamos que Breno de Castro Nogueira concluiu com aproveitamento o curso online "jQuery I: A biblioteca campeã de JavaScript" de carga horária estimada em 10 horas, realizando 34 de 34 atividades, no período de 01/09/2016 a 02/09/2016.

Este curso abordou os seguintes tópicos:

1. Começando com jQuery
2. Trabalhando com Eventos
3. Criando elementos dinamicamente
4. Estilos dinâmicos e animações
5. Requisições Ajax

Guilherme Silveira — Coordenador

Carlos Felício — Diretor

https://cursos.alura.com.br/certificate/01f01fff-c9d1-4f76-9e60-c43d8944d5ae

Exhibit C.II - Second Prong - Recognition for your achievements and significant contributions to your industry or field

SENAC Regional Administration Rio de Janeiro
SENAC Niterói
Rua Almirante Teffé, 680
Centro - Niterói - State of Rio de Janeiro - Zip Code 24030-085
03.672.347/0048-32
(National Commercial Training Service)

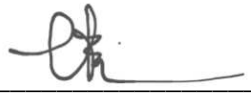
DECLARATION

We hereby declare, for all due purposes, that **BRENO DE CASTRO NOGUEIRA**, born on October 25, 1988, ID 208947960 - DETRAN/RJ, completed on 11/07/2015 the course **SENAC TALENTS 2015 - STATE STAGE**, with a workload of 16 hours, at **Senac Niterói**, and was considered APPROVED.

Niterói, November 4, 2025

Marcelo Luiz Fontolan
Manager

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.


_____ Date: January 29, 2026.

SENAC Administração Regional Rio de Janeiro
Senac Niterói
Rua Almirante Teffé, 680
Centro - Niterói - RJ - CEP 24030-085
03.672.347/0048-32

D E C L A R A Ç Ã O

Declaramos para os devidos fins que **BRENO DE CASTRO NOGUEIRA**, nascido em 25 de Outubro de 1988, RG 208947960 - DETRAN/RJ, concluiu em 07/11/2015 o curso **TALENTOS SENAC 2015 - ETAPA ESTADUAL**, com duração de 16 horas, no **Senac Niterói**, tendo sido considerado APROVADO.

Niterói, 4 de novembro de 2025

Marcelo Luiz Fontolan
Gerente

SENAC Regional Administration Rio de Janeiro
SENAC Niterói
Rua Almirante Teffé, 680
Centro - Niterói - State of Rio de Janeiro - Zip Code 24030-085
03.672.347/0048-32
(National Commercial Training Service)

DECLARATION

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Niterói, November 4, 2025

Marcelo Luiz Fontolan
Manager

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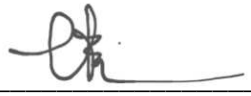
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Senac Niterói
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Centro - Niterói - RJ - CEP 24030-085
03.672.347/0048-32

D E C L A R A Ç Ã O

Declaramos para os devidos fins que **BRENO DE CASTRO NOGUEIRA**, nascido em 25 de Outubro de 1988, RG 208947960 - DETRAN/RJ, concluiu em 15/08/2015 o curso **TALENTOS SENAC 2015 - ETAPA LOCAL**, com duração de 6 horas, no **Senac Niterói**, tendo sido considerado APROVADO.

Niterói, 4 de novembro de 2025

Marcelo Luiz Fontolan
Gerente

SENAC Regional Administration Rio de Janeiro
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03.672.347/0048-32
(National Commercial Training Service)

DECLARATION

We hereby declare, for all due purposes, that **BRENO DE CASTRO NOGUEIRA**, born on October 25, 1988, ID 208947960 - DETRAN/RJ, completed on 09/26/2015 the course **SENAC TALENTS 2015 - REGIONAL STAGE**, with a workload of 4 hours, at **Senac Niterói**, and was considered APPROVED.

Niterói, November 4, 2025

Marcelo Luiz Fontolan
Manager

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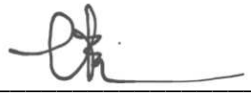
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D E C L A R A Ç Ã O

Declaramos para os devidos fins que **BRENO DE CASTRO NOGUEIRA**, nascido em 25 de Outubro de 1988, RG 208947960 - DETRAN/RJ, concluiu em 26/09/2015 o curso **TALENTOS SENAC 2015 - ETAPA REGIONAL**, com duração de 4 horas, no **Senac Niterói**, tendo sido considerado APROVADO.

Niterói, 4 de novembro de 2025

Marcelo Luiz Fontolan
Gerente

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SENAC Niterói
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Centro - Niterói - State of Rio de Janeiro - Zip Code 24030-085
03.672.347/0048-32
(National Commercial Training Service)

DECLARATION

We hereby declare, for all due purposes, that **BRENO DE CASTRO NOGUEIRA**, born on October 25, 1988, ID 208947960 - DETRAN/RJ, completed on 10/11/2014 the course **SENAC TALENTS 2014 - REGIONAL STAGE**, with a workload of 6 hours, at **Senac Niterói**, and was considered APPROVED.

Niterói, November 4, 2025

Marcelo Luiz Fontolan
Manager

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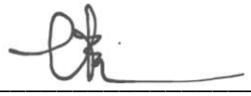
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SENAC Administração Regional Rio de Janeiro
Senac Niterói
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Centro - Niterói - RJ - CEP 24030-085
03.672.347/0048-32

D E C L A R A Ç Ã O

Declaramos para os devidos fins que **BRENO DE CASTRO NOGUEIRA**, nascido em 25 de Outubro de 1988, RG 208947960 - DETRAN/RJ, concluiu em 11/10/2014 o curso **TALENTOS SENAC 2014 - ETAPA REGIONAL**, com duração de 6 horas, no **Senac Niterói**, tendo sido considerado APROVADO.

Niterói, 4 de novembro de 2025

Marcelo Luiz Fontolan
Gerente

SENAC Regional Administration Rio de Janeiro
SENAC Niterói
Rua Almirante Teffé, 680
Centro - Niterói - State of Rio de Janeiro - Zip Code 24030-085
03.672.347/0048-32
(National Commercial Training Service)

DECLARATION

We hereby declare, for all due purposes, that **BRENO DE CASTRO NOGUEIRA**, born on October 25, 1988, ID 208947960 - DETRAN/RJ, completed on 09/06/2014 the course **SENAC TALENTS 2014 - LOCAL STAGE - PHASE 1**, with a workload of 4 hours, at **Senac Niterói**, and was considered APPROVED.

Niterói, November 4, 2025

Marcelo Luiz Fontolan
Manager

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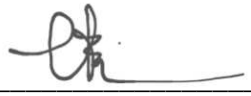
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03.672.347/0048-32

D E C L A R A Ç Ã O

Declaramos para os devidos fins que **BRENO DE CASTRO NOGUEIRA**, nascido em 25 de Outubro de 1988, RG 208947960 - DETRAN/RJ, concluiu em 06/09/2014 o curso **TALENTOS SENAC 2014 - ETAPA LOCAL - FASE 1**, com duração de 4 horas, no **Senac Niterói**, tendo sido considerado APROVADO.

Niterói, 4 de novembro de 2025

Marcelo Luiz Fontolan
Gerente

Senac Talents awards 72 students at Copacabana Beach

jb.com.br/rio/noticias/2015/11/07/talentos-senac-premia-72-alunos-na-praia-de-copacabana.html

November 7, 2015

Wednesday, December 10, 2025

Archive

The largest professional education competition in the State of Rio de Janeiro, Senac Talents awarded today (November 7) 72 students across 24 occupations in areas such as Gastronomy, Communication and Design, Information Technology, Health, Tourism, and Beauty. The event attracted more than 20,000 people to Copacabana Beach to watch the competitions and the award ceremony, as well as to participate in an intensive schedule of talks and workshops focused on the labor market and preparing professionals for job seeking.

Since its first edition, Senac Talents has served as a showcase for the labor market, connecting students and professionals seeking employment, and has already facilitated partnerships with more than 100 companies. In the 2015 edition, students in the occupations of waiter, executive chef, and housekeeper left the event already employed.

Following the theme of promoting professional education, a talk show with Max Gheringher, business administrator and writer; Fernando Torquatto, Senac Rio de Janeiro Beauty Ambassador, and Henrique Gonzalez, Human Resources Director of the Rio 2016 Organizing Committee, concluded the event.

Meet the winners of Senac Talents 2015:

Hairdresser

1st Rafael Almeida Ferreira de Castilho - Petrópolis

2nd Amanda dos Santos Ribeiro - Irajá

3rd Michele Lima da Silva - Barra Mansa

Makeup Artist

1st Renata de Souza Araujo – Copacabana

2nd Josiane de Abreu Diniz Nascimento – Resende

3rd Aliete Viana de Barros – Nova Iguaçu I

Interior Design Technician

1st Virginia Ferreira Fraga – Barra da Tijuca II

2nd Maria Helena de Oliveira Bertola – Botafogo

3rd Hiago dos Santos Silva – Barra da Tijuca II

Administrative Services Apprentice

1st Rosa de Fatima Carvalho Correia – Riachuelo Apprentice

2nd Eliza Souza Silva Cornélio – Marechal Floriano

3rd Thales Augusto da Silva Pereira – Duque de Caxias

Sales Services Apprentice

1st Douglas de Almeida Matta – Nova Friburgo

2nd Caroline Porto Dias de Jesus – Angra dos Reis

3rd Mateus Almeida de Paula – Nova Iguaçu II

Housekeeper

1st Valdeir Alves da Silva – Campo Grande

2nd Enéas Pacifico dos Santos – Irajá

3rd Rosalia Costa Pereira – Irajá

Executive Chef

1st Antonio Ferreira Rezende – Petrópolis

2nd Vinicius Elias Rodrigues dos Santos – Copacabana

3rd Ariela Brasil Fiorot Altomar – Niterói

Confectioner

1st Diego dos Santos Barcellos – Niterói

2nd Rosângela de Sousa Lima – Madureira

3rd José Francisco Pedrosa – Madureira

Seamstress

1st Luisa de Sousa Gonzaga – Irajá

2nd Mitsuo Inowe Junior – Petrópolis

3rd Veronica Marques da Silva – Campo Grande

Cook

1st Leonardo Salles Santana – Petrópolis

2nd Jonathan Dias da Costa – Petrópolis

3rd Fabio Victor Castro Neves – Irajá

Logistics Technician

1st Henrique Oliveira de Brito – Marechal Floriano

2nd Jafter de Souza Nunes – Niterói

3rd Bruna Sampaio Nascimento – Botafogo

Massage Therapy Technician

1st Christye Ramos da Silva – Botafogo

2nd Lunes dos Santos Ferreira – Polytechnic Center

3rd Shamyra Celeman de Lima Soares – Botafogo

Nutrition and Dietetics Technician

1st Paula Maria Oliveira da Silva – Niterói

2nd Isabela Alice dos Santos Brito – Polytechnic Center

3rd Marina Eyer de Mello Gonçalves – Niterói

Occupational Safety Technician

1st Andrey Luiz da Motta Figueiredo – Campo Grande

2nd Ramon Martins da Rocha – Duque de Caxias

3rd Karine do Carmo Lôbo Duarte – Campo Grande

Web Designer

1st Hiago Castilho de Oliveira – Duque de Caxias

2nd Roberta Teixeira Fadigas – Fatec Technical School

3rd Ronan de Souza Vieira Gandur - Nova Friburgo

Computer Technician

1st Lucas da Silva Vieira – Campo Grande

2nd Reinaldo Amorim Braga Junior – Barra da Tijuca II

3rd Breno de Castro Nogueira – Niterói

Waiter

1st Roque Gustavo Corrêa Gomes – Petrópolis

2nd Natan da Silva Borges – Petrópolis

3rd Vinícius Bernardo da Costa – Macaé

Introduction to Digital Photography

1st Vinicius Pontes – Irajá

2nd Fernanda Malafaia Bulgarelli – Petrópolis

3rd Arthur Noronha Guimarães Carvalho Mattos – Nova Friburgo

Sommelier

1st Erika Libero Bueno – Barra da Tijuca

2nd Maria Del Carmen – Copacabana

3rd Leonardo da Silva Medeiros - Petrópolis

Administration Technician

1st Marlla de Souza e Silva – Niterói

2nd Bruna Resende da Conceição – Barra Mansa

3rd Lucas José da Silva Oliveira – Polytechnic Center

Accounting Technician

1st Stephanie Alves da Silva

2nd Pablo Henrique de Lima Silva – Marechal Floriano

3rd Maria José Domingos Soares – Polytechnic Center

Aesthetics Technician

1st Isabella Cristina Lopes Santos - Madureira

2nd Aline Araujo Sousa Canuto - Petrópolis

3rd Natália Rodrigues dos Santos – Botafogo

Nursing Technician

1st Wesley José dos Santos – Campo Grande

2nd Ingrid de Aguiar Lomeu – Petrópolis

3rd Thamyris Raisa Afonso Mendes Silva – Botafogo

Tour Guide Technician

1st Natalia Barbosa da Silva – Duque de Caxias

2nd Luciana Kramer da Costa Soares – Copacabana

3rd Julliana Andrade do Nascimento – Faetec Technical School

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_____ Date: January 29, 2026.

Talentos Senac premia 72 alunos na Praia de Copacabana

jb.com.br/rio/noticias/2015/11/07/talentos-senac-premia-72-alunos-na-praia-de-copacabana.html

November 7, 2015

Quarta, 10 de dezembro de 2025

Acervo

A maior competição de educação profissional do Estado do Rio de Janeiro, Talentos Senac premiou, hoje (7 de novembro), 72 alunos de 24 ocupações em áreas como Gastronomia, Comunicação e Design, Tecnologia da Informação, Saúde, Turismo e Beleza. O evento atraiu mais de 20 mil pessoas à Praia de Copacabana para assistirem às provas e premiação dos vencedores, além de participarem de uma intensa programação de palestras e workshops voltados para o mercado de trabalho e preparação do profissional para a busca do emprego.

Desde a sua primeira edição, o Talentos Senac atua como uma vitrine para o mercado de trabalho, conectando seus alunos e profissionais em busca de vagas, e já proporcionou a parceria com mais de 100 empresas. Na edição de 2015, alunos das ocupações de garçom, chef executivo de cozinha e camareira já saíram empregados do evento.

Seguindo a linha de incentivo à educação profissional, um talk show com Max Gheringher, administrador de empresas e escritor; Fernando Torquatto, embaixador de beleza do Senac RJ, e Henrique Gonzalez, diretor de Recursos Humanos do Comitê Organizador Rio 2016, encerrou o evento.

Conheça os ganhadores do Talentos Senac 2015:

Cabeleireiro

1º Rafael Almeida Ferreira de Castilho - Petrópolis

2º Amanda dos Santos Ribeiro - Irajá

3º Michele Lima da Silva – Barra Mansa

Maquiador

1º Renata de Souza Araujo – Copacabana

2º Josiane de Abreu Diniz Nascimento – Resende

3º Aliete Viana de Barros – Nova Iguaçu I

Técnico em Design de Interiores

1º Virginia Ferreira Fraga – Barra da Tijuca II

2º Maria Helena de Oliveira Bertola – Botafogo

3º Hiago dos Santos Silva – Barra da Tijuca II

Aprendizagem em Serviços Administrativos

1º Rosa de Fatima Carvalho Correia – Aprendizagem Riachuelo

2º Eliza Souza Silva Cornélio – Marechal Floriano

3º Thales Augusto da Silva Pereira – Duque de Caxias

Aprendizagem em Serviços de Vendas

1º Douglas de Almeida Matta – Nova Friburgo

2º Caroline Porto Dias de Jesus – Angra dos Reis

3º Mateus Almeida de Paula – Nova Iguaçu II

Camareiro(a)

1º Valdeir Alves da Silva – Campo Grande

2º Enéas Pacifico dos Santos – Irajá

3º Rosalia Costa Pereira – Irajá

Chef Executivo de Cozinha

1º Antonio Ferreira Rezende – Petrópolis

2º Vinicius Elias Rodrigues dos Santos – Copacabana

3º Ariela Brasil Fiorot Altomar – Niterói

Confeiteiro

1º Diego dos Santos Barcellos – Niterói

2º Rosângela de Sousa Lima – Madureira

3º José Francisco Pedrosa – Madureira

Costureiro

1º Luisa de Sousa Gonzaga – Irajá

2º Mitsuo Inowe Junior – Petrópolis

3º Veronica Marques da Silva – Campo Grande

Cozinheiro

1º Leonardo Salles Santana – Petrópolis

2º Jonathan Dias da Costa – Petrópolis

3º Fabio Victor Castro Neves – Irajá

Técnico em Logística

1º Henrique Oliveira de Brito – Marechal Floriano

2º Jafter de Souza Nunes – Niterói

3º Bruna Sampaio Nascimento – Botafogo

Técnico em Massoterapia

1º Christye Ramos da Silva – Botafogo

2º Iunes dos Santos Ferreira – Centro Politécnico

3º Shamyra Celeman de Lima Soares – Botafogo

Técnico em Nutrição Dietética

1º Paula Maria Oliveira da Silva – Niterói

2º Isabela Alice dos Santos Brito – Centro Politécnico

3º Marina Eyer de Mello Gonçalves – Niterói

Técnico em Segurança do Trabalho

1º Andrey Luiz da Motta Figueiredo – Campo Grande

2º Ramon Martins da Rocha – Duque de Caxias

3º Karine do Carmo Lôbo Duarte – Campo Grande

Web Designer

1º Hiago Castilho de Oliveira – Duque de Caxias

2º Roberta Teixeira Fadigas – Fatec Técnico

3º Ronan de Souza Vieira Gandur - Nova Friburgo

Técnico em Informática

1º Lucas da Silva Vieira – Campo Grande

2º Reinaldo Amorim Braga Junior – Barra da Tijuca II

3º Breno de Castro Nogueira – Niterói

Garçom

1º Roque Gustavo Corrêa Gomes – Petrópolis

2º Natan da Silva Borges – Petrópolis

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2º Maria Del Carmen – Copacabana

3º Leonardo da Silva Medeiros Petrópolis

Técnico em Administração

1º Marlla de Souza e Silva – Niterói

2º Bruna Resende da Conceição – Barra Mansa

3º Lucas José da Silva Oliveira – Centro Politécnico

Técnico em Contabilidade

1º Stephanie Alves da Silva

2º Pablo Henrique de Lima Silva – Marechal Floriano

3º Maria José Domingos Soares – Centro Politécnico

Técnico Em Estética

1º Isabella Cristina Lopes Santos - Madureira

2º Aline Araujo Sousa Canuto - Petrópolis

3º Natália Rodrigues dos Santos – Botafogo

Técnico em Enfermagem

1º Wesley José dos Santos – Campo Grande

2º Ingrid de Aguiar Lomeu – Petrópolis

3º Thamyris Raisa Afonso Mendes Silva – Botafogo

Técnico em Guia de Turismo

1º Natalia Barbosa da Silva – Duque de Caxias

2º Luciana Kramer da Costa Soares – Copacabana

3º Julliana Andrade do Nascimento – Faetec Técnico

Exhibit C.II - Second Prong - Professional Memberships and Standing

Association for Computing Machinery

This is to certify that

Breno De Castro Nogueira

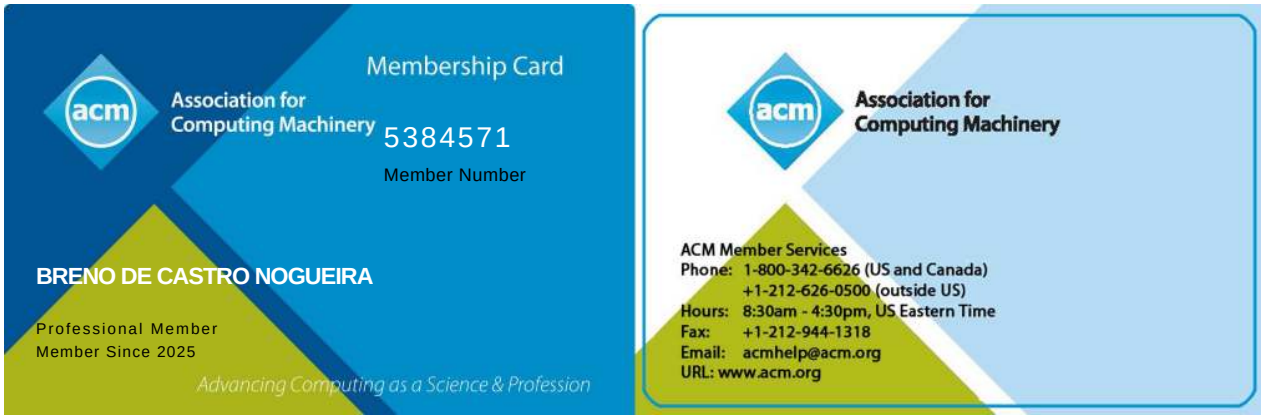
having fulfilled the requirements for Professional Membership
has been admitted as a member of
the Association for Computing Machinery

Member Since

November 2025

Yannis Ioannidis, President

Association for Computing Machinery
Advancing Computing as a Science & Profession


Membership Card
Association for
Computing Machinery
5384571
Member Number
BRENO DE CASTRO NOGUEIRA
Professional Member
Member Since 2025
Advancing Computing as a Science & Profession
Association for
Computing Machinery
ACM Member Services
Phone: 1-800-342-6626 (US and Canada)
+1-212-626-0500 (outside US)
Hours: 8:30am - 4:30pm, US Eastern Time
Fax: +1-212-944-1318
Email: acmhelp@acm.org
URL: www.acm.org

2026 Certificate of Membership
IEEE Computer Society

This certificate recognizes

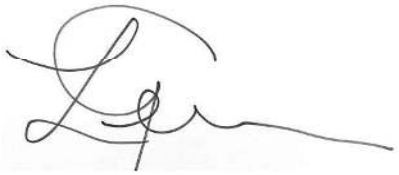
Breno Nogueira

as a Affiliate in good standing, denoting

a personal and professional commitment to the advancement of technology

...in the company of innovators worldwide

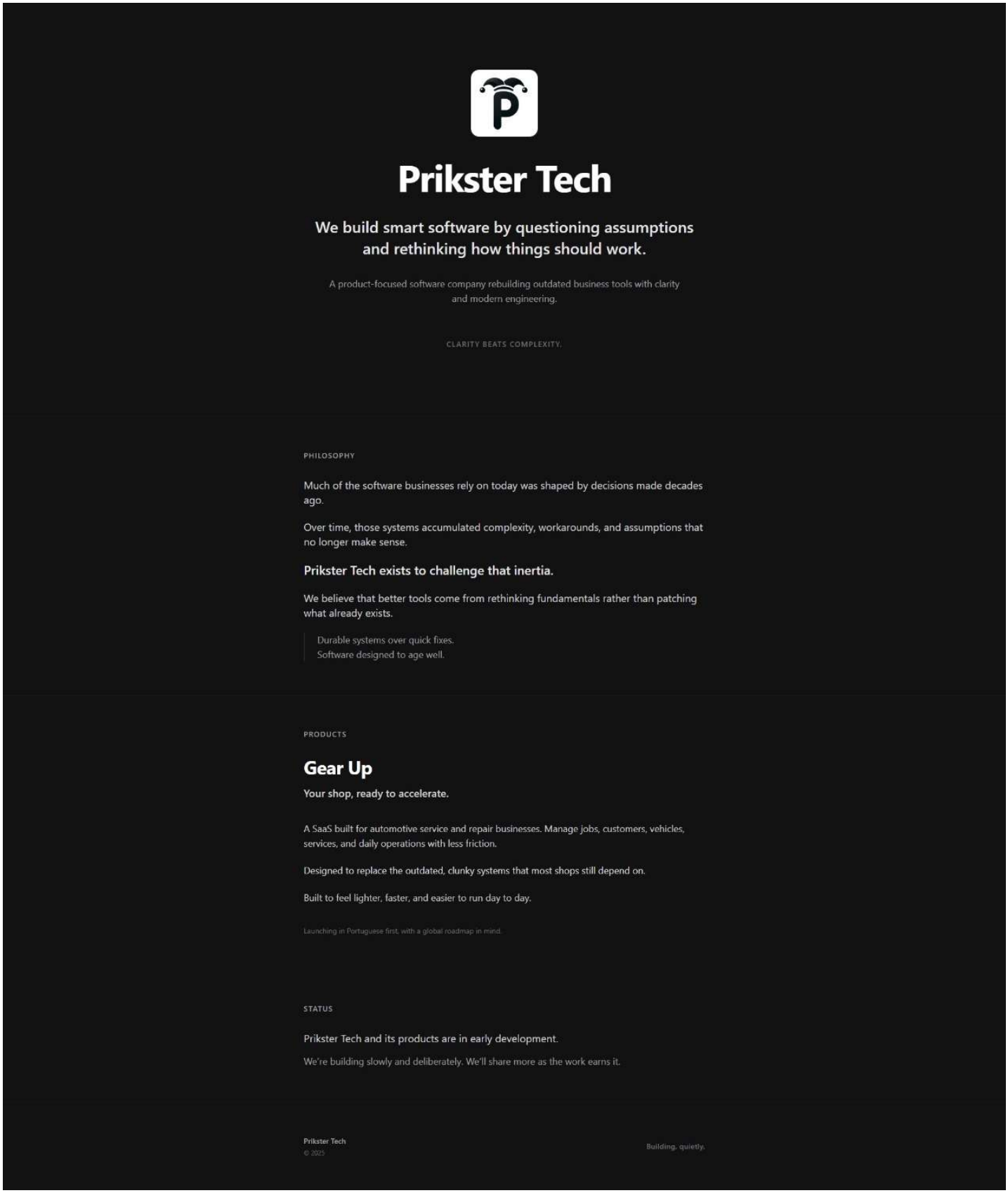
IEEE COMPUTER SOCIETY



Grace Lewis
2026 IEEE Computer Society President

IEEE
Advancing Technology for Humanity

Exhibit C.II - Second Prong – Operational Steps



Prikster Tech

We build smart software by questioning assumptions and rethinking how things should work.

A product-focused software company rebuilding outdated business tools with clarity and modern engineering.

CLARITY BEATS COMPLEXITY.

PHILOSOPHY

Much of the software businesses rely on today was shaped by decisions made decades ago.

Over time, those systems accumulated complexity, workarounds, and assumptions that no longer make sense.

Prikster Tech exists to challenge that inertia.

We believe that better tools come from rethinking fundamentals rather than patching what already exists.

> Durable systems over quick fixes.
> Software designed to age well.

PRODUCTS

Gear Up

Your shop, ready to accelerate.

A SaaS built for automotive service and repair businesses. Manage jobs, customers, vehicles, services, and daily operations with less friction.

Designed to replace the outdated, clunky systems that most shops still depend on.

Built to feel lighter, faster, and easier to run day to day.

Launching in Portuguese first, with a global roadmap in mind.

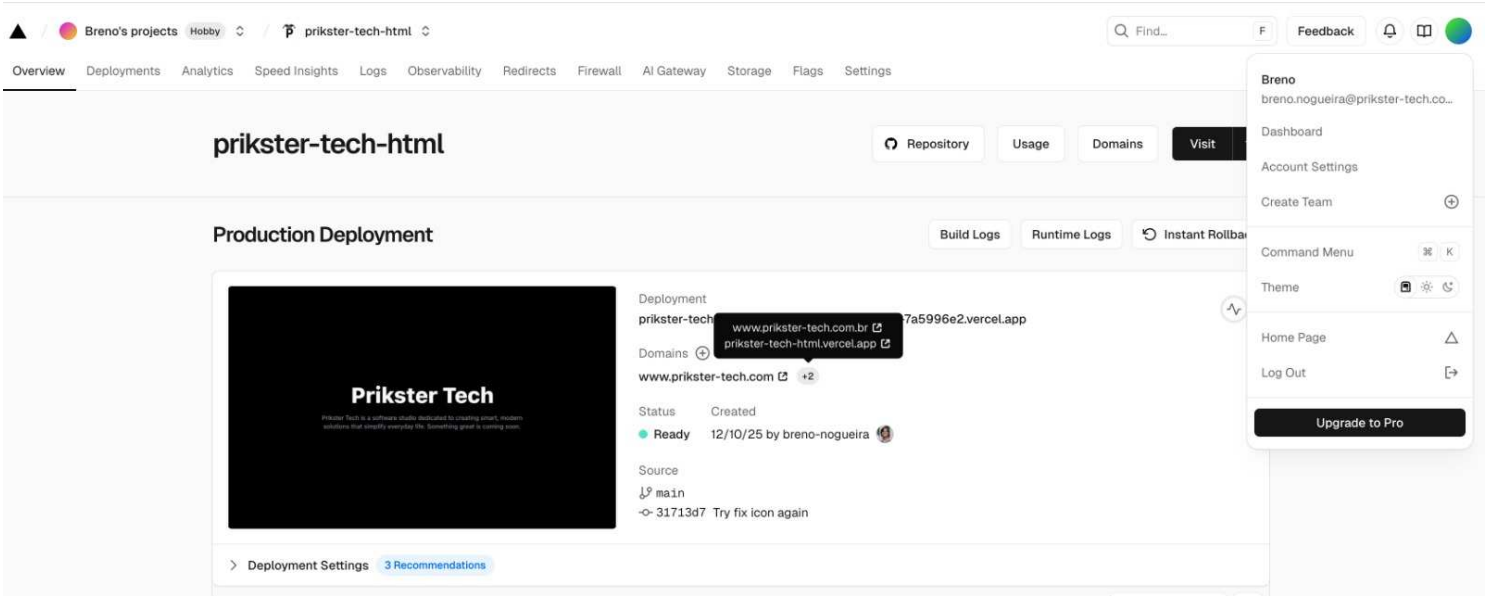
STATUS

Prikster Tech and its products are in early development.

We're building slowly and deliberately. We'll share more as the work earns it.

Prikster Tech
© 2025

Building, quietly.


Breno's projects
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Speed Insights
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Observability
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Firewall
AI Gateway
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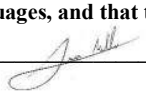
BCNOGUEIRA.COM.BR	Published	03/22/2026	
DRATALITAREZENDE.COM.BR	Published	03/25/2026	
EAZYCAR.COM.BR	Published	10/29/2026	
PRIKSTER-TECH.COM.BR	Published	11/08/2026	
VERARACE.COM.BR	Published	03/08/2026	

OLD TICKETS

I, André Vinícius Inacio Penna Mello, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.



Date: February 3, 2026.

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06/01/2026 11:14:00 | BRENO NOGUEIRA Cód usuário - BRCNO6 | Painel | Meus dados | Segurança | Sair

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DOMÍNIOS | TITULARIDADE

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DOMÍNIO	STATUS	EXPIRAÇÃO	CONTATO
BCNOGUEIRA.COM.BR	Publicado	22/03/2026	
DRATALITAREZENDE.COM.BR	Publicado	25/03/2026	
EAZYCAR.COM.BR	Publicado	29/10/2026	
PRIKSTER-TECH.COM.BR	Publicado	08/11/2026	
VERARACE.COM.BR	Publicado	08/03/2026	

TICKETS ANTIGOS

Prikster Tech
App: Eazy Garage

Breno de Castro Nogueira
General Manager & Senior Software Engineer
March 02, 2026

EAZY GARAGE – PLATFORM OVERVIEW

1. OVERVIEW

Eazy Garage is a cloud-based software platform developed by Prikster Tech to support the digital management of automotive service businesses.

The platform is designed to serve a broad range of automotive-related operations, including mechanical repair shops, bodywork and paint shops, detailing and car wash businesses, upholstery services, motorcycle repair centers, truck service providers, and other vehicle focused service operations.

Eazy Garage centralizes business management into a single digital system, allowing companies to manage customers, vehicles, service history, estimates, invoices, internal workflows, and communication processes in a structured and efficient manner.

The platform is built to support small and medium-sized automotive service businesses seeking operational organization, improved customer communication, and scalable digital infrastructure.

2. CURRENT CAPABILITIES (PHASE 1 – CORE OPERATIONAL MANAGEMENT)

The platform is currently under active development as a cloud-based Software-as-a-Service (SaaS) solution, built using Ruby on Rails and modern cloud infrastructure. It is designed to allow multiple independent automotive service businesses to operate securely within the same system. The system allows users to securely access one or multiple automotive service businesses under a single account, whether as business owners, managers, or employees. This structure reduces administrative complexity and supports centralized oversight for individuals involved in multiple operations.

Phase 1 represents the foundational stage of the platform and focuses on structured operational management and digital organization.

The system is currently operating in an Alpha stage within a controlled testing environment. During this stage, core functionality is being validated, workflows are being refined, and additional Phase 1 features continue to be implemented. The Alpha stage enables structured testing and iterative improvement prior to broader validation.

Upon completion of the Phase 1 feature set, the platform will transition to a Beta stage. The Beta stage will focus on structured user validation, stability testing, performance refinement, and identification of remaining issues before public availability.

Following successful Beta validation, the platform will proceed to public release.

At its current Alpha stage, Eazy Garage includes:

- Customer and vehicle management
- Creation and management of estimates and invoices
- Service tracking with structured status progression
- Task lists associated with each service
- Automated email notifications
- Customer portal for viewing estimates, invoices, and service history
- Internationalization support (English and Portuguese)
- Multi-currency support (USD and BRL)

The platform is being developed with the objective of operating in both Brazil and the United States, and its architecture reflects this international scope from the outset.

3. PLATFORM APPROACH AND OPERATIONAL FOCUS

Eazy Garage is designed as more than a documentation tool. Its operational model emphasizes structured workflows, transparency, and performance visibility.

The platform prioritizes:

- Structured service workflows and status visibility
- Automated operational alerts for timely follow-up
- Centralized records for customers, vehicles, estimates, and invoices
- Customer transparency through a secure portal
- A streamlined interface designed to reduce administrative friction

This approach positions Eazy Garage as a management platform that supports organization, visibility, and structured decision-making.

4. PLATFORM EVOLUTION ROADMAP

Following the completion and stabilization of Phase 1, the platform is structured to evolve through clearly defined stages.

Phase 2 – Operational & Financial Expansion

- Online payment processing
- Expanded notification system
- Appointment scheduling

- Technician assignment to scheduled services
- Basic employee productivity metrics

Phase 3 – Structured Communication & Performance Visibility

- Integrated messaging system between service businesses and customers
- Structured customer rating and feedback system
- Enhanced operational dashboards
- Expanded employee productivity insights

Phase 4 – Data Insights & Benchmarking

- Regional pricing benchmarks
- Average service turnaround times
- Estimate approval rates
- Operational performance comparisons

Phase 5 – Marketplace & Platform Expansion

- Customer service quote requests
- Business responses within the management system
- Structured public business profiles
- Service ratings and feedback visibility

The marketplace layer will leverage structured operational data and aggregated benchmarks to support informed consumer decision-making.

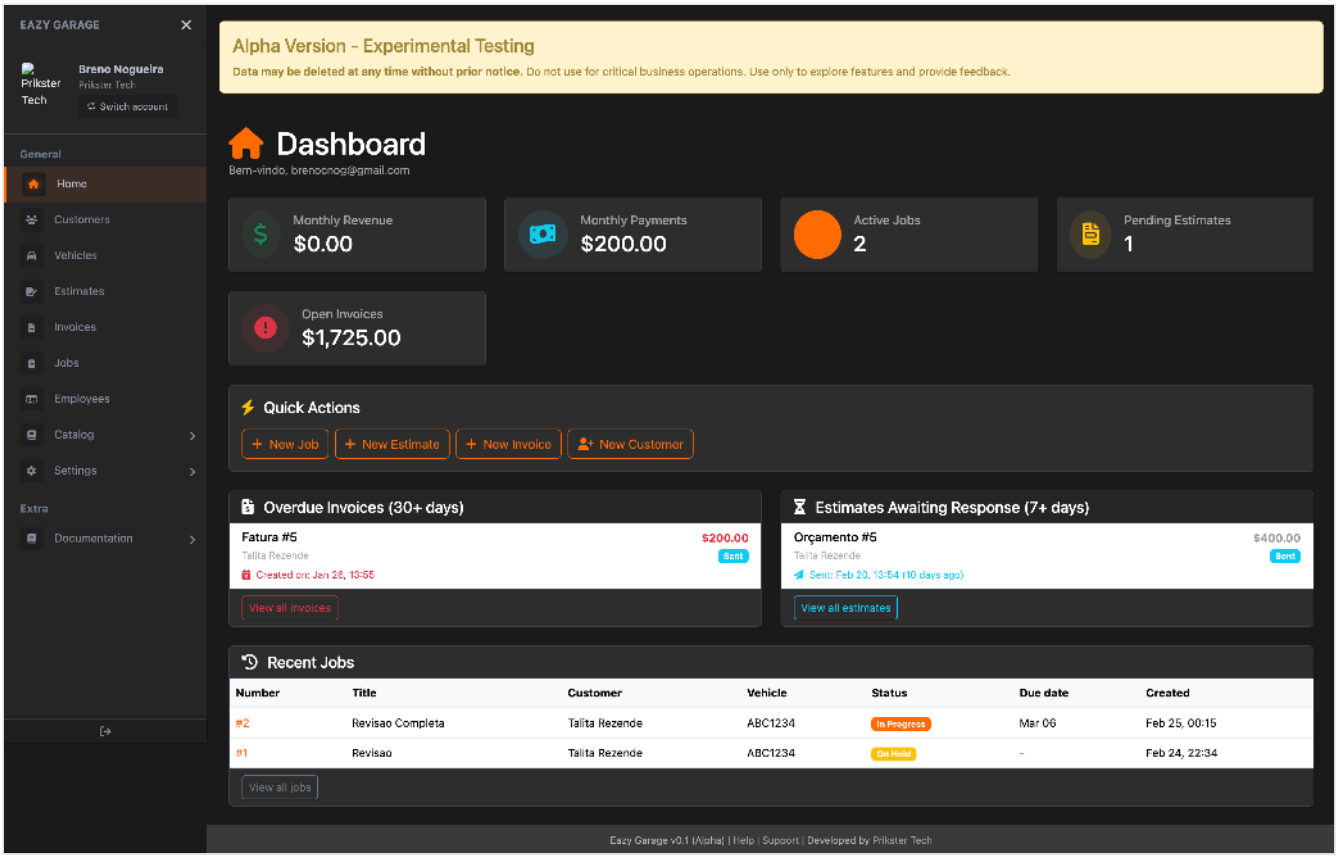
5. PLATFORM DISTINCTION & COMPETITIVE POSITIONING

Eazy Garage differentiates itself by integrating operational management, structured communication, performance visibility, and future marketplace capabilities into a unified platform. While many existing automotive management systems offer strong operational features, they often treat these components as isolated modules. Eazy Garage is designed to evolve into an interconnected system where workflows, communication tools, performance data, and customer-facing features reinforce one another.

APPENDIX A – PLATFORM INTERFACE EXAMPLES

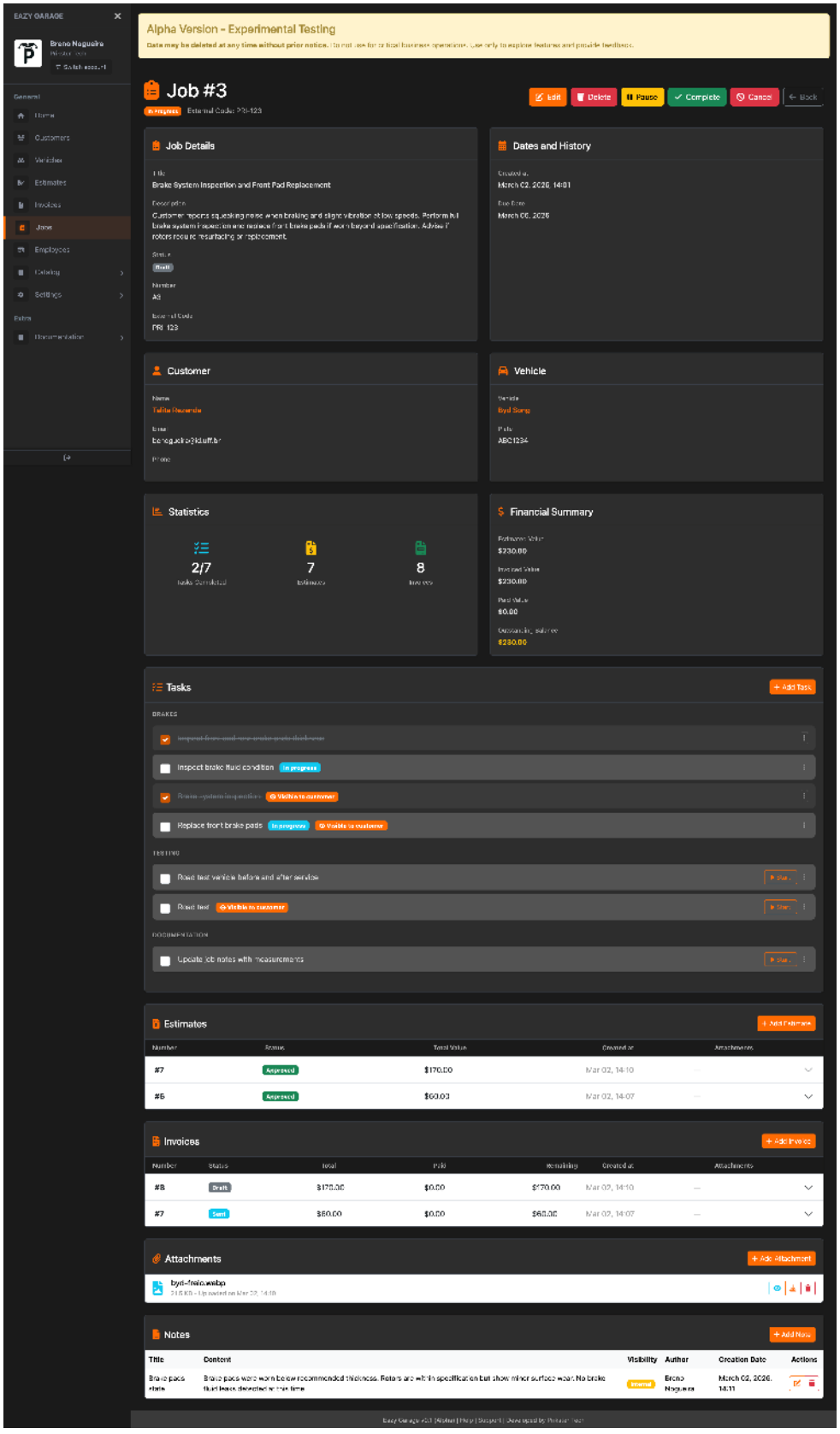
The following screenshots illustrate the current Alpha version of the Eazy Garage platform. The Alpha designation reflects an actively functioning system under staged development, where core capabilities are operational while additional Phase 1 features continue to be implemented and validated prior to Beta testing and public release.

Screenshot A1 – Operational Dashboard



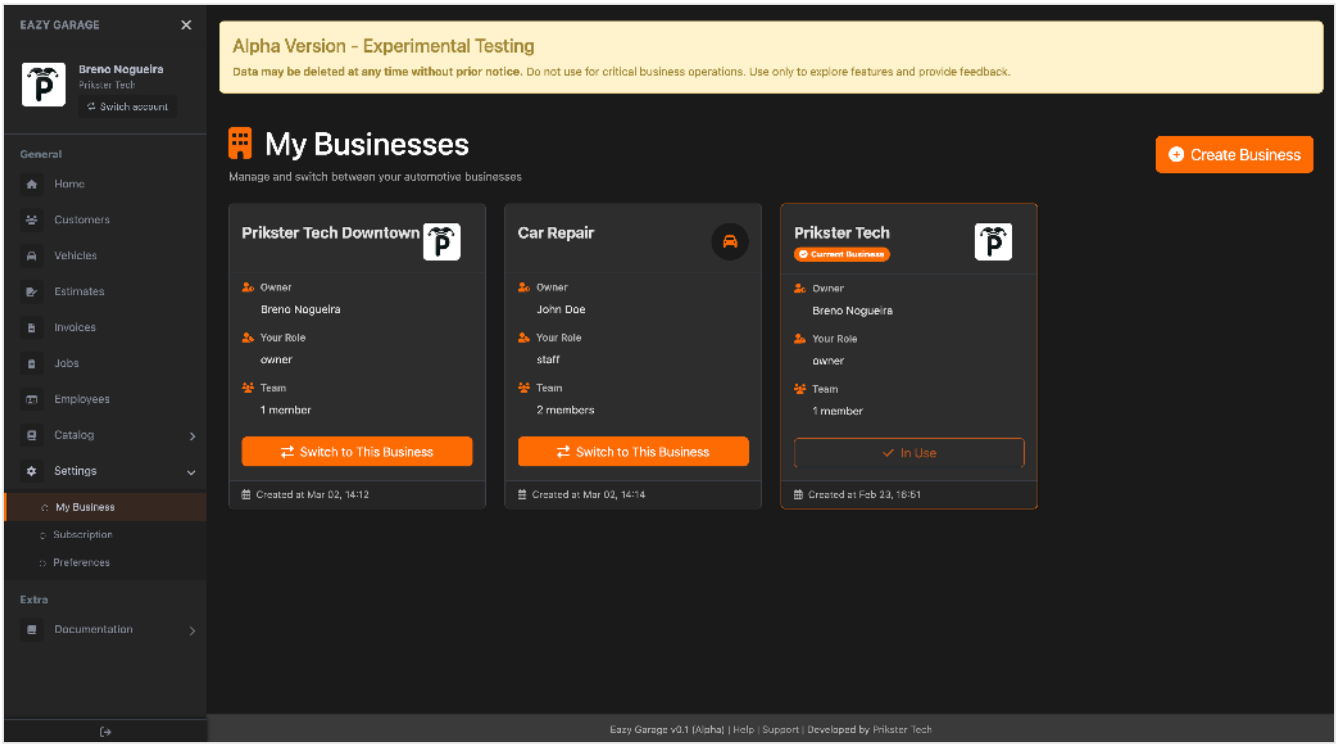
This screenshot demonstrates the centralized operational dashboard, including revenue tracking, active jobs, pending estimates, overdue invoices, and structured alerts designed to support real-time business decision-making.

Screenshot A2 – Service / Job Management Interface



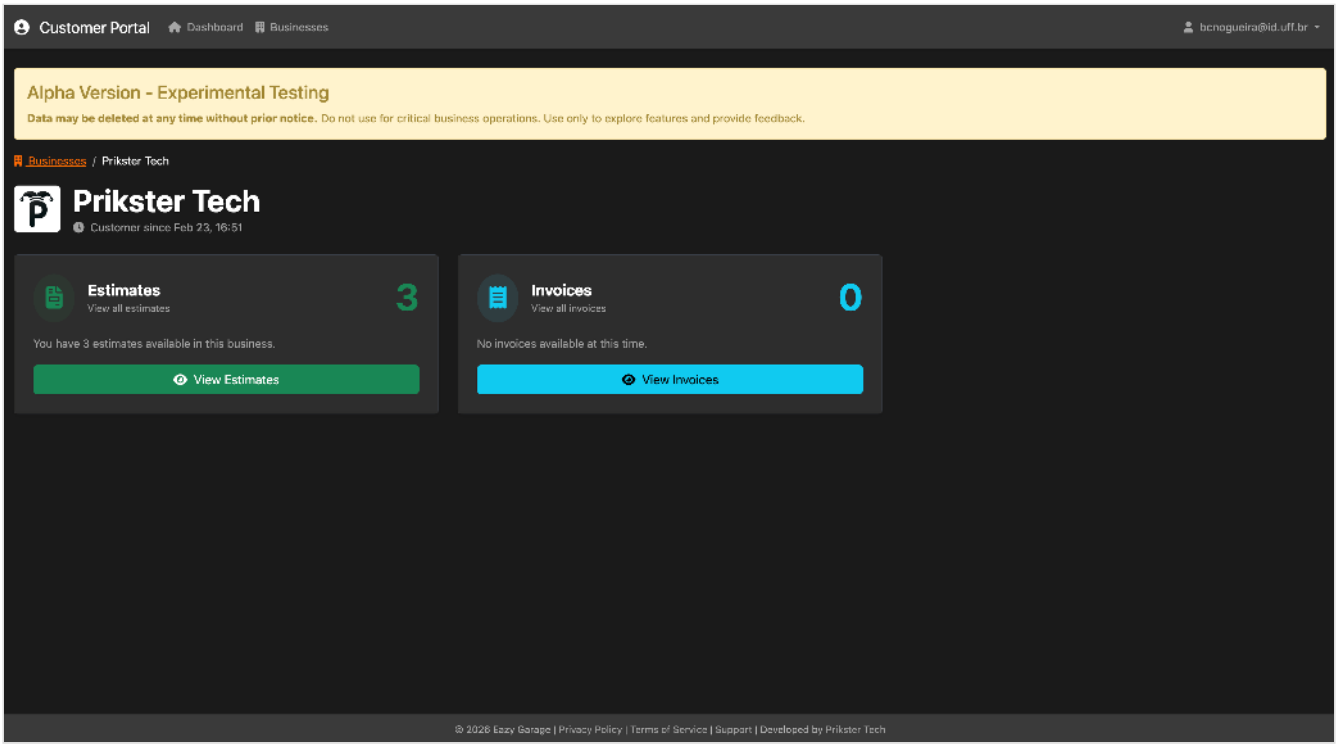
This screenshot illustrates the structured service management interface, including job details, task tracking, customer and vehicle information, financial summaries, linked estimates and invoices, attachments, and internal notes.

Screenshot A3 – Multi-Business & Role Management



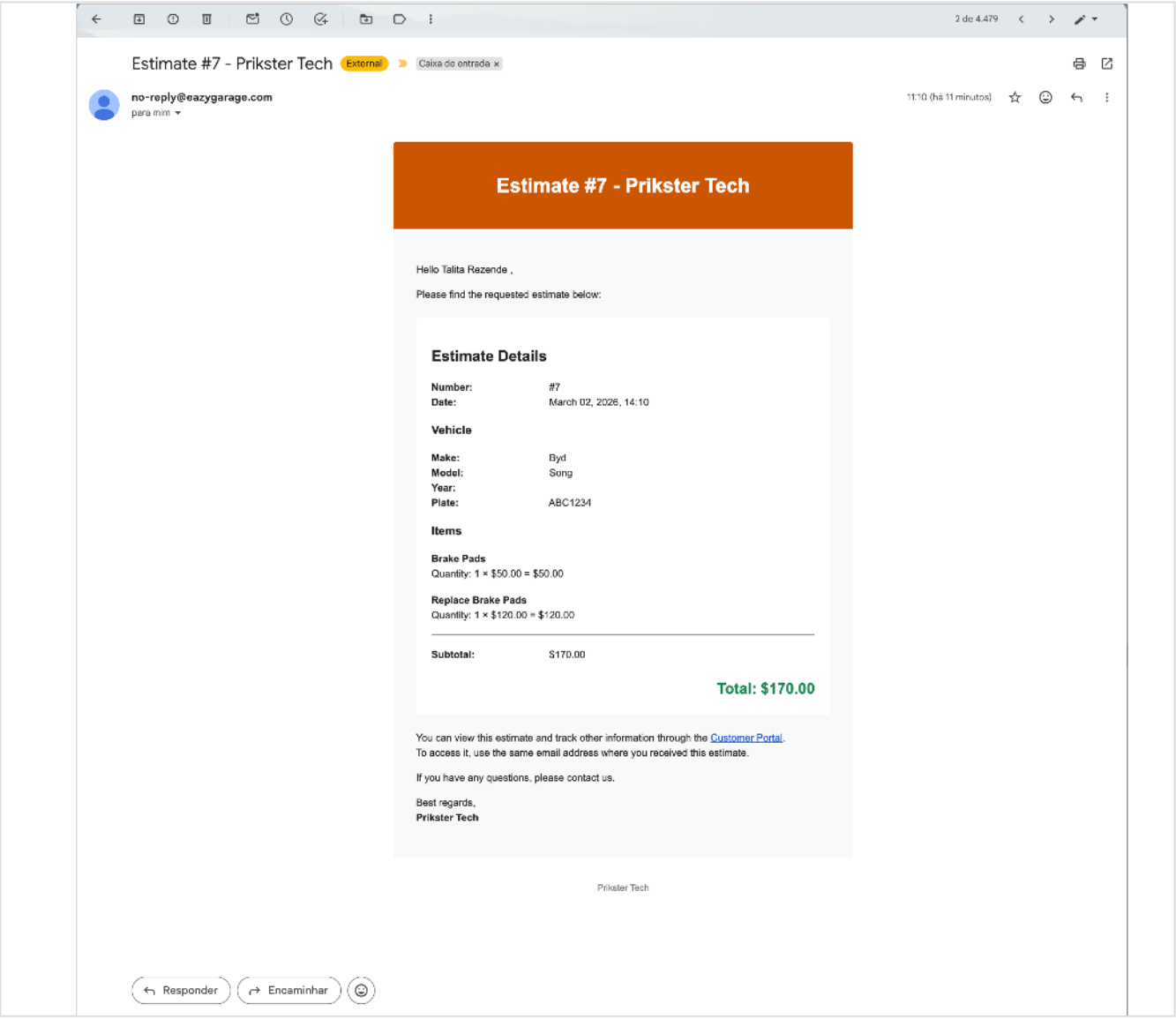
This screenshot demonstrates the platform's ability to manage multiple independent automotive businesses under a single user account, including role-based access control and team visibility.

Screenshot A4 – Customer Portal Interface



This screenshot illustrates the customer-facing portal, allowing clients to securely access estimates, invoices, and historical service information, reinforcing transparency and structured communication.

Screenshot A5 – Automated Estimate Notification Email



This screenshot illustrates an automated estimate notification email generated by the system and delivered to customers. The communication includes structured estimate details and direct access to the secure Customer Portal, reinforcing workflow automation and integrated customer engagement.

Exhibit C.II - Second Prong - Proof of High Salary

PAYSLIP

remote

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 35.682,90

CNPJ : 39529271000174
January/2025
Location : 01

Payroll Order: 0038

E A R N I N G S

101	MONTHLY SALARY	25.00	29.735,75
135	VACATION PAY	5.00	5.947,15
136	VACATION BONUS (1/3 CONST)	0.00	4 4.276,48
150	VACATION PAY - F.M.	1.00	1.189,43
151	VACATION 1/3 BONUS - F. M.	0.00	855,30
154	AVERAGE VAC. PAY AMOUNT	5.00	6.882,29
172	AVERAGE VAC PAY - F. M.	1.00	1.376,46

D E D U C T I O N S

403	*INSS - VACATION PAY	0.00	951,62
407	INCOME TAX	27.50	7.126,01
409	INCOME TAX - VACATION PAY	27.50	4.487,25
413	NET VACATION PAY	0.00	15.088,24
424	MEDICAL ASSISTANCE - *DEP	0.00	739,69
523	SALARY ADVANCE DEDUCTION	0.00	17.841,45
526	DENTAL ASSISTANCE - DEP	0.00	293,70
529	MONTHLY UNION CONTRIB. - 1%	0.00	159,00

B A S E S

707	INCOME TAX BASE - VACATION	0.00	19.575,49
711	INCOME TAX BASE - SALARY	0.00	29.735,75
721	CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722	CONTRIB SAL ABOVE SALARY CAP	0.00	38.684,26
731	*FGTS BASE	0.00	46.841,67
732	FGTS CONTRIBUTION	0.00	3.747,33
762	INSS DEDUCTION - VACATION	0.00	951,62
778	INSS - EMPLOYER PORTION	0.00	9.368,33
779	THIRD-PARTY CONTRIBUTIONS	0.00	2.716,82
780	WORK ACCIDENT INSURANCE	0.00	702,63
799	NET SALARY	0.00	3.575,90
800	TOTAL MEDICAL ASST - *EE	0.00	739,69
801	TOTAL MEDICAL ASST - DEP	0.00	739,69
802	TOTAL MEAL VOUCHER	0.00	660,00
813	TOTAL DENTAL ASST - EE	0.00	293,70
814	TOTAL DENTAL ASST - DEP	0.00	293,70
818	SALARY BASE	0.00	35.682,90
832	*I.T. DEDUCTION INFO - VAC	0.00	4.487,25
833	OLIVA - EMPLOYER COST	0.00	18,53
834	LIFE INSURA. - EMPLOYER COST	0.00	7,34
836	UNION DENTAL FEE - EMPLOYER COST	0.00	27,00
900	INSS PAYROLL - BRACKET 1	7.50	113,85
901	INSS PAYROLL - BRACKET 2	9.00	114,82
902	INSS PAYROLL - BRACKET 3	12.00	167,63
903	INSS PAYROLL - BRACKET 4	14.00	555,32
904	INSS VACATION - BRACKET 1	7.50	113,85
905	INSS VACATION - BRACKET 2	9.00	114,82
906	INSS VACATION - BRACKET 3	12.00	167,63
907	INSS VACATION - BRACKET 4	14.00	555,32
996	INCOME TAX BASE ON VAC	0.00	20.527,11
I01	I.T. BASE - PAYROLL (*OT)	0.00	29.735,75
I02	I.T. - PAYROLL (OT)	27.50	7.281,33
I03	I.T. BASE - VA (O.T.)	0.00	20.527,11
I04	I.T. - VACATION (O.T.)	27.50	4.593,63
I09	STANDARD I.T. DEDUCT. *P.R.	0.00	564,80
I10	STANDARD I.T. DEDUCT. VAC	0.00	564,80

	GROSS TOTAL:	50.262,86	**TOTAL DEDUCTIONS:** 46.686,96
	CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:** 3.575,90
	BANK ACCOUNT: 38328844		

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*F.M. - Following Month
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015- SOFTWARE ENGINEER *CBO : 212205
Salary : 35.682,90

CNPJ : 39529271000174
February/2025
Location : 01

Payroll Order: 0066

EARNINGS

101 MONTHLY SALARY	29.00	34.493,47
135 VACATION PAY	1.00	1.189,43
136 VAC PAY - CONST. 1/3 BONUS	0.00	855,30
154 AVERAGE VAC PAY AMOUNT	1.00	1.376,46

DEDUCTIONS

401 *INSS - SALARY	0.00	951,62
407 INCOME TAX	27.50	8.328,00
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
488 VAC PAY IN PREVIOUS MONTH	1.00	3.421,19
523 SALARY ADVANCE DEDUCTION	0.00	17.246,74
526 DENTAL ASSISTANCE - DEP	0.00	293,70
529 MONTHLY UNION CONTRIB. - 1%	0.00	169,92

BASES

711 INCOME TAX BASE - SALARY	0.00	33.541,85
721 CONTRIB SAL UP SALARY CAP	0.00	8.157,41
722 CONTRIB SAL ABOVE SALARY CAP	0.00	29.757,25
731 *FGTS BASE	0.00	37.914,66
732 FGTS CONTRIBUTION	0.00	3.033,17
761 INSS DEDUCTION - SALARY	0.00	951,62
778 INSS - EMPLOYER PORTION	0.00	7.582,93
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.199,05
780 WORK ACCIDENT INSURANCE	0.00	568,72
799 NET SALARY	0.00	6.763,80
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	0.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
833 OLIVA - EMPLOYER COST	0.00	17,63
834 LIFE INSURA - EMPLOYER COST	0.00	7,34
836 DENTAL FEE - EMPLOYER	0.00	28,31
871 MEDICAL ASST BASE - EE	0.00	113,85
873 DENTAL ASST BASE - EE	0.00	114,82
900 INSS PAYROLL - BRACKET 1	7.50	167,63
901 INSS PAYROLL - BRACKET 2	9.00	555,32
902 INSS PAYROLL - BRACKET 3	12.00	3.421,19
903 INSS PAYROLL - BRACKET 4	14.00	34.493,47
996 INCOME TAX BASE ON VAC	0.00	8.434,38
I01 I.T. BASE - PAYROLL (*O.T.)	0.00	564,80
I02 I.T. - PAYROLL (O.T.)	27.50	
I09 STANDARD I.T. DEDUCTION	0.00	
*P.R.		

	GROSS TOTAL:	37.914,66	**TOTAL DEDUCTIONS:** 31.150,86
	CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:** 6.763,80
	BANK ACCOUNT: 38328844		

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

remote

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 35.682,90

CNPJ : 39529271000174
March/2025
Location : 01

Payroll Order: 0038

EARNINGS

101 MONTHLY SALARY	20.00	23.788,60
135 VACATION PAY	10.00	11.894,30
136 VAC PAY - CONST. 1/3 BONUS	0.00	8.552,96
154 AVERAGE VAC PAY AMOUNT	10.00	13.764,59

DEDUCTIONS

403 *INSS - VACATION PAY	0.00	951,62
407 INCOME TAX	27.50	5.490,54
409 INCOME TAX - VAC PAY	27.50	8.250,56
413 NET VACATION PAY	0.00	25.009,67
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
523 SALARY ADVANCE DEDUCTION	0.00	11.894,30
526 DENTAL ASSISTANCE - *DEP	0.00	293,70
529 MONTHLY CONTRIBUTION - 1%	0.00	169,92
A09 UNION CONTRIBUTION	0.00	1.189,43

BASES

707 INCOME TAX BASE - VACATION	0.00	33.260,23
711 INCOME TAX BASE - SALARY	0.00	23.788,60
721 CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722 CONTRIB SAL ABOVE SALARY CAP	0.00	49.843,04
731 *FGTS BASE	0.00	58.000,45
732 FGTS CONTRIBUTION	0.00	4.640,03
762 INSS DEDUCTION - VACATION	0.00	951,62
778 INSS - EMPLOYER PORTION	0.00	11.600,09
779 THIRD-PARTY CONTRIBUTIONS	0.00	3.364,03
780 WORK ACCIDENT INSURANCE	0.00	870,01
799 NET SALARY	0.00	4.011,02
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	0.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
832 *I.T. DEDUCTION INFO - VAC	0.00	8.250,56
833 OLIVA - EMPLOYER COST	0.00	17,49
834 LIFE INSURA. - EMPLOYER COST	0.00	7,34
900 INSS PAYROLL - BRACKET 1	7.50	113,85
901 INSS PAYROLL - BRACKET 2	9.00	114,82
902 INSS PAYROLL - BRACKET 3	12.00	167,63
903 INSS PAYROLL - BRACKET 4	14.00	555,32
904 INSS VACATION - BRACKET 1	7.50	113,85
905 INSS VACATION - BRACKET 2	9.00	114,82
906 INSS VACATION - BRACKET 3	12.00	167,63
907 INSS VACATION - BRACKET 4	14.00	555,32
996 INCOME TAX BASE ON VAC	0.00	34.211,85
I01 I.T. BASE - PAYROLL (*O.T.)	0.00	23.788,60
I02 I.T. - PAYROLL (O.T.)	27.50	5.645,86
I03 I.T. BASE - VA (O.T.)	0.00	34.211,85
I04 I.T. - VACATION (O.T.)	27.50	8.356,93
I09 STANDARD I.T. DEDUCT. *P.R.	0.00	564,80
I10 STANDARD I.T. DEDUCT. VAC	0.00	564,80

GROSS TOTAL:	58.000,45	**TOTAL DEDUCTIONS:**	53.989,43
CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:**	4.011,02
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 38.134,31

CNPJ : 39529271000174
April/2025
Location : 01

Payroll Order: 0039

EARNINGS

101 MONTHLY SALARY	30.00	38.134,31
320 COLLECTIVE BARGAINING ADJUSTMENT DIFFERENCE	0.00	7.790,03

DEDUCTIONS

401 *INSS - SALARY	0.00	951,62
407 INCOME TAX	27.50	11.471,49
424 MEDICAL ASSISTANCE - *DEP	0.00	806,26720
523 SALARY ADVANCE DEDUCTION	0.00	17.841,45
526 DENTAL ASSISTANCE - DEP	0.00	319,13
529 MONTHLY UNION CONTRIB - 1%	0.00	169,92

BASES

702 *FGTS BASE *CBA DIFFERENCE	0.00	7.790,03
711 INCOME TAX BASE - SALARY	0.00	44.972,72
720 INSS BASE - *CBA DIFFERENCE	0.00	7.790,03
721 CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722 CONTRIB SAL ABOVE SALARY CAP	0.00	29.976,90
725 FGTS CBA DIFFERENCE	0.00	623,20
731 FGTS BASE	0.00	38.134,31
732 FGTS CONTRIBUTION	0.00	3.050,74
761 INSS DEDUCTION - SALARY	0.00	951,62
778 INSS - EMPLOYER PORTION	0.00	7.626,86
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.211,79
780 WORK ACCIDENT INSURANCE	0.00	572,01
799 NET SALARY	0.00	14.364,47
801 TOTAL MEDICAL ASST - DEP	0.00	806,26
814 TOTAL DENTAL ASST - DEP	0.00	319,13
818 SALARY BASE	0.00	38.134,31
834 LIFE INSURANCE - EMPLOYER COST	0.00	7,34
900 INSS PAYROLL - BRACKET 1	7.50	113,85
901 INSS PAYROLL - BRACKET 2	9.00	114,82
902 INSS PAYROLL - BRACKET 3	12.00	167,63
903 INSS PAYROLL - BRACKET 4	14.00	555,32
943 INSS - CBA ADJUSTMENT	0.00	1.558,01
944 THIRD-PARTY CONTRIB. CBA ADJ.	0.00	451,82
945 WORK ACC. INSURANCE CBA ADJ.	0.00	116,84
I01 *I.T. BASE - PAYROLL (*O.T.)	0.00	45.924,34
I02 I.T. - PAYROLL (O.T.)	27.50	11.577,87
I09 STANDARD I.T. DEDUCTION P.R.	0.00	564,80

GROSS TOTAL:	45.924,34	**TOTAL DEDUCTIONS:**	31.559,87
CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:**	14.364,47
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*CBA - Collective Bargaining
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 38.134,31

CNPJ : 39529271000174
May/2025
Location : 01

Payroll Order: 0042

EARNINGS

101 MONTHLY SALARY	30.00	38.134,31

DEDUCTIONS

401 *INSS - SALARY	0.00	951,62
407 INCOME TAX	27.50	9.329,23
424 MEDICAL ASSISTANCE - *DEP	0.00	806,26
523 SALARY ADVANCE DEDUCTION	0.00	19.067,16
526 DENTAL ASSISTANCE - DEP	0.00	319,13
529 MONTHLY UNION CONTRIB - 1%	0.00	169,92

BASES

705 INCOME TAX DEDUCTION - *P.M.	27.50	11.471,49
706 INCOME TAX BASE - P.M.	0.00	44.972,72
711 INCOME TAX BASE - SALARY	0.00	37.182,69
721 CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722 CONTRIB SAL ABOVE SALARY CAP	0.00	29.976,90
731 *FGTS BASE	0.00	38.134,31
732 FGTS CONTRIBUTION	0.00	3.050,74
761 INSS DEDUCTION - SALARY	0.00	951,62
778 INSS - EMPLOYER PORTION	0.00	7.626,86
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.211,79
780 WORK ACCIDENT INSURANCE	0.00	572,01
799 NET SALARY	0.00	7.490,99
801 TOTAL MEDICAL ASST - DEP	0.00	806,26
814 TOTAL DENTAL ASST - DEP	0.00	319,13
818 SALARY BASE	0.00	38.134,31
900 INSS PAYROLL - BRACKET 1	7.50	113,85
901 INSS PAYROLL - BRACKET 2	9.00	114,82
902 INSS PAYROLL - BRACKET 3	12.00	167,63
903 INSS PAYROLL - BRACKET 4	14.00	555,32
I01 *I.T. BASE - PAYROLL (*O.T.)	0.00	38.134,31
I02 I.T. - PAYROLL (O.T.)	27.50	9.435,61
I09 STANDARD I.T. DEDUCTION P.R.	0.00	564,80

	GROSS TOTAL:	38.134,31	**TOTAL DEDUCTIONS:** 30.643,32
	CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:** 7.490,99
	BANK ACCOUNT: 38328844		

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*P.M. - PREVIOUS MONTH
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 38.134,31

CNPJ : 39529271000174
June/2025
Location : 01

Payroll Order: 0046

EARNINGS

101 MONTHLY SALARY	30.00	38.134,31

DEDUCTIONS

401 *INSS - SALARY	0.00	951,62
407 INCOME TAX	27.50	9.329,23
424 MEDICAL ASSISTANCE - *DEP	0.00	806,26
523 SALARY ADVANCE DEDUCTION	0.00	19.067,16
526 DENTAL ASSISTANCE - DEP	0.00	319,13
529 MONTHLY UNION CONTRIB - 1%	0.00	169,92

BASES

711 INCOME TAX BASE - SALARY	0.00	37.182,69
721 CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722 CONTRIB SAL ABOVE SALARY CAP	0.00	29.976,90
731 *FGTS BASE	0.00	38.134,31
732 FGTS CONTRIBUTION	0.00	3.050,74
761 INSS DEDUCTION - SALARY	0.00	951,62
778 INSS - EMPLOYER PORTION	0.00	7.626,86
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.211,79
780 WORK ACCIDENT INSURANCE	0.00	572,01
799 NET SALARY	0.00	7.490,99
801 TOTAL MEDICAL ASST - DEP	0.00	806,26
802 TOTAL MEAL VOUCHER	0.00	660,00
814 TOTAL DENTAL ASST - DEP	0.00	319,13
818 SALARY BASE	0.00	38.134,31
900 INSS PAYROLL - BRACKET 1	7.50	113,85
901 INSS PAYROLL - BRACKET 2	9.00	114,82
902 INSS PAYROLL - BRACKET 3	12.00	167,63
903 INSS PAYROLL - BRACKET 4	14.00	555,32
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	38.134,31
I02 I.T. PAYROLL (O.T.)	27.50	9.435,61
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	564,80

GROSS TOTAL:	38.134,31	**TOTAL DEDUCTIONS:**	30.643,32
CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:**	7.490,99
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*I.T. - Income Tax
*O.T. - Other Taxation

PAYSLIP

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 38.134,31

CNPJ : 39529271000174
July/2025
Location : 01

Payroll Order: 0060

EARNINGS

101 MONTHLY SALARY	30.00	38.134,31

DEDUCTIONS

401 *INSS - SALARY	0.00	951,62
407 INCOME TAX	27.50	9.316,50
424 MEDICAL ASSISTANCE - *DEP	0.00	806,26
523 SALARY ADVANCE DEDUCTION	0.00	19.067,16
526 DENTAL ASSISTANCE - DEP	0.00	319,13
529 MONTHLY UNION CONTRIB - 1%	0.00	169,62

BASES

711 INCOME TAX BASE - SALARY	0.00	37.182,69
721 CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722 CONTRIB SAL ABOVE SALARY CAP	0.00	29.976,90
731 *FGTS BASE	0.00	38.134,31
732 FGTS CONTRIBUTION	0.00	3.050,74
761 INSS DEDUCTION - SALARY	0.00	951,62
778 INSS - EMPLOYER PORTION	0.00	7.626,86
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.211,79
780 WORK ACCIDENT INSURANCE	0.00	572,01
799 NET SALARY	0.00	7.504,02
801 TOTAL MEDICAL ASST - DEP	0.00	806,26
814 TOTAL DENTAL ASST - DEP	0.00	319,13
818 SALARY BASE	0.00	38.134,31
900 INSS PAYROLL - BRACKET 1	7.50	113,85
901 INSS PAYROLL - BRACKET 2	9.00	114,82
902 INSS PAYROLL - BRACKET 3	12.00	167,63
903 INSS PAYROLL - BRACKET 4	14.00	555,32
I01 I.T. BASE - PAYROLL (*O.T.)	0.00	38.134,31
I02 I.T. - PAYROLL (O.T.)	27.50	9.411,22
I09 STANDARD I.T. DEDUCT *P.R.	0.00	607,20

GROSS TOTAL:	38.134,31	**TOTAL DEDUCTIONS:**	30.630,29
CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:**	7.504,02
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 38.134,31

CNPJ : 39529271000174
August/2025
Location : 01

Payroll Order: 0060

EARNINGS

101 MONTHLY SALARY	30.00	38.134,31

DEDUCTIONS

401 *INSS - SALARY	0.00	951,62
407 INCOME TAX	27.50	9.316,50
424 MEDICAL ASSISTANCE - *DEP	0.00	806,26
523 SALARY ADVANCE DEDUCTION	0.00	19.067,16
526 DENTAL ASSISTANCE - DEP	0.00	319,13
529 MONTHLY UNION CONTRIB - 1%	0.00	169,62

BASES

711 INCOME TAX BASE - SALARY	0.00	37.182,69
721 CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722 CONTRIB SAL ABOVE SALARY CAP	0.00	29.976,90
731 *FGTS BASE	0.00	38.134,31
732 FGTS CONTRIBUTION	0.00	3.050,74
761 INSS DEDUCTION - SALARY	0.00	951,62
778 INSS - EMPLOYER PORTION	0.00	7.626,86
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.211,79
780 WORK ACCIDENT INSURANCE	0.00	572,01
799 NET SALARY	0.00	7.504,02
801 TOTAL MEDICAL ASST - DEP	0.00	806,26
814 TOTAL DENTAL ASST - DEP	0.00	319,13
818 SALARY BASE	0.00	38.134,31
900 INSS PAYROLL - BRACKET 1	7.50	113,85
901 INSS PAYROLL - BRACKET 2	9.00	114,82
902 INSS PAYROLL - BRACKET 3	12.00	167,63
903 INSS PAYROLL - BRACKET 4	14.00	555,32
I01 I.T. BASE - PAYROLL (*O.T.)	0.00	28,31
I02 I.T. - PAYROLL (O.T.)	0.00	38.134,31
I09 STANDARD I.T. DEDUCT *P.R.	27.50	9.411,22
	0.00	607,20

GROSS TOTAL:	38.134,31	**TOTAL DEDUCTIONS:**	30.630,29
CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:**	7.504,02
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 38.134,31

CNPJ : 39529271000174
September/2025
Location : 01

Payroll Order: 0059

EARNINGS

101	MONTHLY SALARY	14.00	17.796,01
135	VACATION PAY	16.00	20.338,30
136	VACATION PAY - CONST 1/3	0.00	6.779,43
150	VACATION PAY - F.M.	14.00	17.796,01
151	VACATION PAY - 1/3 F.M.	0.00	5.932,00

DEDUCTIONS

403	*INSS - VACATION	0.00	951,62
407	INCOME TAX	27.50	3.818,19
409	INCOME TAX - VACATION	27.50	12.812,15
413	NET VACATION PAY	0.00	37.081,97
424	MEDICAL ASSISTANCE - *DEP	0.00	806,26
523	SALARY ADVANCE DEDUCTION	0.00	8.898,01
526	DENTAL ASSISTANCE - DEP	0.00	319,13
529	MONTHLY UNION CONTRIB - 1%	0.00	169,92

BASES

705	INCOME TAX DEDUCTION - *P.M.	27.50	9.316,50
706	INCOME TAX BASE - P.M.	0.00	37.182,69
707	INCOME TAX BASE - VACATION	0.00	49.894,12
711	INCOME TAX BASE - SALARY	0.00	17.796,01
721	CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722	CONTRIB SAL ABOVE SALARY CAP	0.00	36.756,33
731	*FGTS BASE	0.00	44.913,74
732	FGTS CONTRIBUTION	0.00	3.593,09
762	INSS DEDUCTION - VACATION	0.00	951,62
778	INSS - EMPLOYER PORTION	0.00	8.982,75
779	THIRD-PARTY CONTRIBUTIONS	0.00	2.605,00
780	WORK ACCIDENT INSURANCE	0.00	673,71
799	NET SALARY	0.00	3.784,50
801	TOTAL MEDICAL ASST - DEP	0.00	806,26
814	TOTAL DENTAL ASST - DEP	0.00	319,13
818	SALARY BASE	0.00	38.134,31
832	INFO I.T. DEDUCTION VACATION	0.00	12.812,15
900	INSS PAYROLL - BRACKET 1	7.50	113,85
901	INSS PAYROLL - BRACKET 2	9.00	114,82
902	INSS PAYROLL - BRACKET 3	12.00	167,63
903	INSS PAYROLL - BRACKET 4	14.00	555,32
904	INSS VACATION - BRACKET 1	7.50	113,85
905	INSS VACATION - BRACKET 2	9.00	114,82
906	INSS VACATION - BRACKET 3	12.00	167,63
907	INSS VACATION - BRACKET 4	14.00	555,32
996	INCOME TAX BASE - VACATION	0.00	50.845,74
I01	*I.T. BASE - PAYROLL *O.T.	0.00	17.796,01
I02	I.T. - PAYROLL O.T.	27.50	3.985,17
I03	INCOME TAX BASE - VAC O.T.	0.00	50.845,74
I04	INCOME TAX - VACATION O.T.	27.50	12.906,86
I09	STANDARD I.T. DEDUCTION P.R.	0.00	607,20
I10	STANDARD I.T. DEDUCT. VAC	0.00	607,20

	GROSS TOTAL:	68.641,75	**TOTAL DEDUCTIONS:** 64.857,25
	CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:** 3.784,50
	BANK ACCOUNT: 38328844		

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*F.M. - Following Month
*P.M. - Previous Month
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

remote

Company : REMOTE BRASIL FORNEC. DE SERV. LTDA :
Cost Center : 39NORMANS -39NORMANS
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER *CBO : 212205
Salary : 38.134,31

CNPJ : 39529271000174
October/2025
Location : 01

Payroll Order: 0056

E A R N I N G S

101 MONTHLY SALARY	16.00	20.338,30
135 VACATION PAY	14.00	17.796,01
136 VACATION PAY - CONST 1/3	0.00	5.932,00

D E D U C T I O N S

401 *INSS - SALARY	0.00	23.728,01
407 INCOME TAX	27.50	10.169,15
424 MEDICAL ASSISTANCE - *DEP	0.00	951,62
459 NEGOTIATED UNION CONTRIB	0.00	4.422,60
488 VACATION PAY PAID IN P.M.	14.00	806,26
523 SALARY ADVANCE DEDUCTION	0.00	100,99
526 DENTAL ASSISTANCE - *DEP	0.00	319,13
529 MONTHLY UNION CONTRIB - 1%	0.00	169,92

B A S E S

705 INCOME TAX DEDUCTION - *P.M.	27.50	3.818,19
706 INCOME TAX BASE - P.M.	0.00	17.796,01
711 INCOME TAX BASE - SALARY	0.00	19.386,68
721 CONTRIB SAL UP TO SALARY CAP	0.00	8.157,41
722 CONTRIB SAL ABOVE SALARY CAP	0.00	35.908,90
731 *FGTS BASE	0.00	44.066,31
732 FGTS CONTRIBUTION	0.00	3.525,30
761 INSS DEDUCTION - SALARY	0.00	951,62
778 INSS - EMPLOYER PORTION	0.00	8.813,26
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.555,85
780 WORK ACCIDENT INSURANCE	0.00	660,99
799 NET SALARY	0.00	3.398,63
801 TOTAL MEDICAL ASST - DEP	0.00	806,26
814 TOTAL DENTAL ASST - DEP	0.00	319,13
818 SALARY BASE	0.00	38.134,31
900 INSS PAYROLL - BRACKET 1	7.50	113,85
901 INSS PAYROLL - BRACKET 2	9.00	114,82
902 INSS PAYROLL - BRACKET 3	12.00	167,63
903 INSS PAYROLL - BRACKET 4	14.00	555,32
996 INCOME TAX BASE - VACATION	0.00	23.728,01
I01 *I.T. BASE - PAYROLL (*O.T.)	0.00	20.338,30
I02 I.T. - PAYROLL (O.T.)	27.50	4.517,32
I09 STANDARD I.T. DEDUCTION P.R.	0.00	607,20

H A P P Y B I R T H D A Y ! !

GROSS TOTAL:	44.066,31	**TOTAL DEDUCTIONS:**	40.667,68
CREDIT: **Not Registered**		**NET AMOUNT PAYABLE:**	3.398,63
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*P.M. - Previous Month
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

I, Marina Viana Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that I have performed the professional translation of this document from Portuguese to English, as a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Marina Viana

Date: February 3, 2026

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 35.682,90

CNPJ : 39529271000174
Janeiro/2025
Local : 01

Ordem : 0038

REMUNERAÇÕES

101 SALARIO MENSALISTA	25.00	29.735,75
135 FERIAS	5.00	5.947,15
136 FERIAS 1/3 CONSTIT	0.00	4.276,48
150 FERIAS MES SEGUINTE	1.00	1.189,43
151 FERIAS 1/3 MES SEG	0.00	855,30
154 MEDIA FERIAS VALOR	5.00	6.882,29
172 MEDIA FER VALOR MSEG	1.00	1.376,46

DESCONTOS

403 INSS FERIAS	0.00	951,62
407 IR	27.50	7.126,01
409 IR FERIAS	27.50	4.487,25
413 LIQUIDO PAGO FERIAS	0.00	15.088,24
424 ASSIST MED DEP	0.00	739,69
523 DESC ADTO SALARIO	0.00	17.841,45
526 ASS ODONTO DEPEND	0.00	293,70
529 CONTR. MENSAL 1%	0.00	159,00

BASES

707 BASE IR FERIAS	0.00	19.575,49
711 BASE IR SALARIO	0.00	29.735,75
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	38.684,26
731 BASE DO FGTS	0.00	46.841,67
732 FGTS	0.00	3.747,33
762 DED INSS FERIAS	0.00	951,62
778 INSS PARTE EMPRESA	0.00	9.368,33
779 TERCEIROS	0.00	2.716,82
780 AC TRABALHO	0.00	702,63
799 LIQUIDO SALARIO	0.00	3.575,90
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	0.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
832 INF DED IR FERIAS	0.00	4.487,25
833 OLIVA CUST EMPRESA	0.00	18,53
834 SEGVIDA CUSTO EMPRES	0.00	7,34
836 TXODONTO SIND EMPRES	0.00	27,00
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
904 INSS FERIAS FAIXA 1	7.50	113,85
905 INSS FERIAS FAIXA 2	9.00	114,82
906 INSS FERIAS FAIXA 3	12.00	167,63
907 INSS FERIAS FAIXA 4	14.00	555,32
996 BASE DE IR S/ FERIAS	0.00	20.527,11
I01 BASE IR FOL OUT TRIB	0.00	29.735,75
I02 IR FOL OUT MOD TRIB	27.50	7.281,33
I03 BASE IR FER OUT TRIB	0.00	20.527,11
I04 IR FER OUT MOD TRIB	27.50	4.593,63
I09 DED SIMP IR FOLHA	0.00	564,80
I10 DED SIMP IR FERIAS	0.00	564,80

	TOTAL BRUTO:	50.262,86	**TOTAL DE DESCONTOS:** 46.686,96
	CRÉDITO: - ** Nao Cadastrado **		**LÍQUIDO A RECEBER :** 3.575,90
	CONTA:		

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 35.682,90

CNPJ : 39529271000174
Fevereiro/2025
Local : 01

Ordem : 0066

REMUNERAÇÕES

101 SALARIO MENSALISTA	29.00	34.493,47
135 FERIAS	1.00	1.189,43
136 FERIAS 1/3 CONSTIT	0.00	855,30
154 MEDIA FERIAS VALOR	1.00	1.376,46

DESCONTOS

401 INSS SALARIO	0.00	951,62
407 IR	27.50	8.328,00
424 ASSIST MED DEP	0.00	739,69
488 FERIAS PAGAS MES ANT	1.00	3.421,19
523 DESC ADTO SALARIO	0.00	17.246,74
526 ASS ODONTO DEPEND	0.00	293,70
529 CONTR. MENSAL 1%	0.00	169,92

BASES

711 BASE IR SALARIO	0.00	33.541,85
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	29.757,25
731 BASE DO FGTS	0.00	37.914,66
732 FGTS	0.00	3.033,17
761 DED INSS SALARIO	0.00	951,62
778 INSS PARTE EMPRESA	0.00	7.582,93
779 TERCEIROS	0.00	2.199,05
780 AC TRABALHO	0.00	568,72
799 LIQUIDO SALARIO	0.00	6.763,80
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	0.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
833 OLIVA CUST EMPRESA	0.00	17,63
834 SEGVIDA CUSTO EMPRES	0.00	7,34
836 TX ODONTO EMPREGADOR	0.00	28,31
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
996 BASE DE IR S/ FERIAS	0.00	3.421,19
I01 BASE IR FOL OUT TRIB	0.00	34.493,47
I02 IR FOL OUT MOD TRIB	27.50	8.434,38
I09 DED SIMP IR FOLHA	0.00	564,80

	TOTAL BRUTO:	37.914,66	TOTAL DE DESCONTOS: 31.150,86
	CRÉDITO: - ** Nao Cadastrado **		LÍQUIDO A RECEBER : 6.763,80
	CONTA:		

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
CNPJ : 39529271000174
C Custo : 39NORMANS - 39NORMANS
Marco/2025
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Local : 01
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Ordem : 0038
Salário : 35.682,90

REMUNERAÇÕES

101 SALARIO MENSALISTA	20.00	23.788,60
135 FERIAS	10.00	11.894,30
136 FERIAS 1/3 CONSTIT	0.00	8.552,96
154 MEDIA FERIAS VALOR	10.00	13.764,59

DESCONTOS

403 INSS FERIAS	0.00	951,62
407 IR	27.50	5.490,54
409 IR FERIAS	27.50	8.250,56
413 LIQUIDO PAGO FERIAS	0.00	25.009,67
424 ASSIST MED DEP	0.00	739,69
523 DESC ADTO SALARIO	0.00	11.894,30
526 ASS ODONTO DEPEND	0.00	293,70
529 CONTR. MENSAL 1%	0.00	169,92
A09 CONTR.SINDICAL	0.00	1.189,43

BASES

707 BASE IR FERIAS	0.00	33.260,23
711 BASE IR SALARIO	0.00	23.788,60
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	49.843,04
731 BASE DO FGTS	0.00	58.000,45
732 FGTS	0.00	4.640,03
762 DED INSS FERIAS	0.00	951,62
778 INSS PARTE EMPRESA	0.00	11.600,09
779 TERCEIROS	0.00	3.364,03
780 AC TRABALHO	0.00	870,01
799 LIQUIDO SALARIO	0.00	4.011,02
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	0.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
832 INF DED IR FERIAS	0.00	8.250,56
833 OLIVA CUST EMPRESA	0.00	17,49
834 SEGVIDA CUSTO EMPRES	0.00	7,34
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
904 INSS FERIAS FAIXA 1	7.50	113,85
905 INSS FERIAS FAIXA 2	9.00	114,82
906 INSS FERIAS FAIXA 3	12.00	167,63
907 INSS FERIAS FAIXA 4	14.00	555,32
996 BASE DE IR S/ FERIAS	0.00	34.211,85
I01 BASE IR FOL OUT TRIB	0.00	23.788,60
I02 IR FOL OUT MOD TRIB	27.50	5.645,86
I03 BASE IR FER OUT TRIB	0.00	34.211,85
I04 IR FER OUT MOD TRIB	27.50	8.356,93
I09 DED SIMP IR FOLHA	0.00	564,80
I10 DED SIMP IR FERIAS	0.00	564,80

TOTAL BRUTO:	58.000,45	TOTAL DE DESCONTOS:	53.989,43
CRÉDITO: - ** Nao Cadastrado **		LÍQUIDO A RECEBER :	4.011,02
CONTA:			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 38.134,31

CNPJ : 39529271000174
Abril/2025
Local : 01

Ordem : 0039

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	38.134,31
320 DIF DISSIDIO	0.00	7.790,03

DESCONTOS

401 INSS SALARIO	0.00	951,62
407 IR	27.50	11.471,49
424 ASSIST MED DEP	0.00	806,26
523 DESC ADTO SALARIO	0.00	17.841,45
526 ASS ODONTO DEPEND	0.00	319,13
529 CONTR. MENSAL 1%	0.00	169,92

BASES

702 BASE FGTS DIF DISSID	0.00	7.790,03
711 BASE IR SALARIO	0.00	44.972,72
720 BASE INSS DIF DISSID	0.00	7.790,03
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	29.976,90
725 FGTS DIF DISSIDIO	0.00	623,20
731 BASE DO FGTS	0.00	38.134,31
732 FGTS	0.00	3.050,74
761 DED INSS SALARIO	0.00	951,62
778 INSS PARTE EMPRESA	0.00	7.626,86
779 TERCEIROS	0.00	2.211,79
780 AC TRABALHO	0.00	572,01
799 LIQUIDO SALARIO	0.00	14.364,47
801 TOT ASS MED DEP	0.00	806,26
814 TOT ASS ODO DEP	0.00	319,13
818 BASE SALARIO	0.00	38.134,31
834 SEGVIDA CUSTO EMPRES	0.00	7,34
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
943 INSS EMP DISSIDIO	0.00	1.558,01
944 TERCEIROS DISSIDIO	0.00	451,82
945 AC TRABALHO DISSIDIO	0.00	116,84
I01 BASE IR FOL OUT TRIB	0.00	45.924,34
I02 IR FOL OUT MOD TRIB	27.50	11.577,87
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	45.924,34	TOTAL DE DESCONTOS:	31.559,87
CRÉDITO: - ** Nao Cadastrado **		LÍQUIDO A RECEBER :	14.364,47
CONTA:			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 38.134,31

CNPJ : 39529271000174
Maio/2025
Local : 01

Ordem : 0042

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	38.134,31

DESCONTOS

401 INSS SALARIO	0.00	951,62
407 IR	27.50	9.329,23
424 ASSIST MED DEP	0.00	806,26
523 DESC ADTO SALARIO	0.00	19.067,16
526 ASS ODONTO DEPEND	0.00	319,13
529 CONTR. MENSAL 1%	0.00	169,92

BASES

705 IR DESC MES ANT	27.50	11.471,49
706 BASE IR MES ANT	0.00	44.972,72
711 BASE IR SALARIO	0.00	37.182,69
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	29.976,90
731 BASE DO FGTS	0.00	38.134,31
732 FGTS	0.00	3.050,74
761 DED INSS SALARIO	0.00	951,62
778 INSS PARTE EMPRESA	0.00	7.626,86
779 TERCEIROS	0.00	2.211,79
780 AC TRABALHO	0.00	572,01
799 LIQUIDO SALARIO	0.00	7.490,99
801 TOT ASS MED DEP	0.00	806,26
814 TOT ASS ODO DEP	0.00	319,13
818 BASE SALARIO	0.00	38.134,31
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
I01 BASE IR FOL OUT TRIB	0.00	38.134,31
I02 IR FOL OUT MOD TRIB	27.50	9.435,61
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	38.134,31	TOTAL DE DESCONTOS:	30.643,32
CRÉDITO: - ** Nao Cadastrado **		LÍQUIDO A RECEBER :	7.490,99
CONTA:			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 38.134,31

CNPJ : 39529271000174
Junho/2025
Local : 01

Ordem : 0046

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	38.134,31

DESCONTOS

401 INSS SALARIO	0.00	951,62
407 IR	27.50	9.329,23
424 ASSIST MED DEP	0.00	806,26
523 DESC ADTO SALARIO	0.00	19.067,16
526 ASS ODONTO DEPEND	0.00	319,13
529 CONTR. MENSAL 1%	0.00	169,92

BASES

711 BASE IR SALARIO	0.00	37.182,69
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	29.976,90
731 BASE DO FGTS	0.00	38.134,31
732 FGTS	0.00	3.050,74
761 DED INSS SALARIO	0.00	951,62
778 INSS PARTE EMPRESA	0.00	7.626,86
779 TERCEIROS	0.00	2.211,79
780 AC TRABALHO	0.00	572,01
799 LIQUIDO SALARIO	0.00	7.490,99
801 TOT ASS MED DEP	0.00	806,26
802 TOTAL VALE REFEIÇAO	0.00	660,00
814 TOT ASS ODO DEP	0.00	319,13
818 BASE SALARIO	0.00	38.134,31
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
I01 BASE IR FOL OUT TRIB	0.00	38.134,31
I02 IR FOL OUT MOD TRIB	27.50	9.435,61
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	38.134,31	TOTAL DE DESCONTOS:	30.643,32
CRÉDITO: - ** Nao Cadastrado **		LÍQUIDO A RECEBER :	7.490,99
CONTA:			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 38.134,31

CNPJ : 39529271000174
Julho/2025
Local : 01

Ordem : 0060

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	38.134,31

DESCONTOS

401 INSS SALARIO	0.00	951,62
407 IR	27.50	9.316,50
424 ASSIST MED DEP	0.00	806,26
523 DESC ADTO SALARIO	0.00	19.067,16
526 ASS ODONTO DEPEND	0.00	319,13
529 CONTR. MENSAL 1%	0.00	169,62

BASES

711 BASE IR SALARIO	0.00	37.182,69
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	29.976,90
731 BASE DO FGTS	0.00	38.134,31
732 FGTS	0.00	3.050,74
761 DED INSS SALARIO	0.00	951,62
778 INSS PARTE EMPRESA	0.00	7.626,86
779 TERCEIROS	0.00	2.211,79
780 AC TRABALHO	0.00	572,01
799 LIQUIDO SALARIO	0.00	7.504,02
801 TOT ASS MED DEP	0.00	806,26
814 TOT ASS ODO DEP	0.00	319,13
818 BASE SALARIO	0.00	38.134,31
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
I01 BASE IR FOL OUT TRIB	0.00	38.134,31
I02 IR FOL OUT MOD TRIB	27.50	9.411,22
I09 DED SIMP IR FOLHA	0.00	607,20

TOTAL BRUTO:	38.134,31	TOTAL DE DESCONTOS:	30.630,29
CRÉDITO: - ** Nao Cadastrado **		LÍQUIDO A RECEBER :	7.504,02
CONTA:			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 38.134,31

CNPJ : 39529271000174
Agosto/2025
Local : 01

Ordem : 0060

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	38.134,31

DESCONTOS

401 INSS SALARIO	0.00	951,62
407 IR	27.50	9.316,50
424 ASSIST MED DEP	0.00	806,26
523 DESC ADTO SALARIO	0.00	19.067,16
526 ASS ODONTO DEPEND	0.00	319,13
529 CONTR. MENSAL 1%	0.00	169,62

BASES

711 BASE IR SALARIO	0.00	37.182,69
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	29.976,90
731 BASE DO FGTS	0.00	38.134,31
732 FGTS	0.00	3.050,74
761 DED INSS SALARIO	0.00	951,62
778 INSS PARTE EMPRESA	0.00	7.626,86
779 TERCEIROS	0.00	2.211,79
780 AC TRABALHO	0.00	572,01
799 LIQUIDO SALARIO	0.00	7.504,02
801 TOT ASS MED DEP	0.00	806,26
814 TOT ASS ODO DEP	0.00	319,13
818 BASE SALARIO	0.00	38.134,31
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
946 ODONTO SINDICAL EMPR	0.00	28,31
I01 BASE IR FOL OUT TRIB	0.00	38.134,31
I02 IR FOL OUT MOD TRIB	27.50	9.411,22
I09 DED SIMP IR FOLHA	0.00	607,20

TOTAL BRUTO:	38.134,31	TOTAL DE DESCONTOS:	30.630,29
CRÉDITO: - ** Nao Cadastrado **		LÍQUIDO A RECEBER :	7.504,02
CONTA:			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matrícula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 38.134,31

CNPJ : 39529271000174
Setembro/2025
Local : 01

Ordem : 0059

REMUNERAÇÕES

101 SALARIO MENSALISTA	14.00	17.796,01
135 FERIAS	16.00	20.338,30
136 FERIAS 1/3 CONSTIT	0.00	6.779,43
150 FERIAS MES SEGUINTE	14.00	17.796,01
151 FERIAS 1/3 MES SEG	0.00	5.932,00

DESCONTOS

403 INSS FERIAS	0.00	951,62
407 IR	27.50	3.818,19
409 IR FERIAS	27.50	12.812,15
413 LIQUIDO PAGO FERIAS	0.00	37.081,97
424 ASSIST MED DEP	0.00	806,26
523 DESC ADTO SALARIO	0.00	8.898,01
526 ASS ODONTO DEPEND	0.00	319,13
529 CONTR. MENSAL 1%	0.00	169,92

BASES

705 IR DESC MES ANT	27.50	9.316,50
706 BASE IR MES ANT	0.00	37.182,69
707 BASE IR FERIAS	0.00	49.894,12
711 BASE IR SALARIO	0.00	17.796,01
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	36.756,33
731 BASE DO FGTS	0.00	44.913,74
732 FGTS	0.00	3.593,09
762 DED INSS FERIAS	0.00	951,62
778 INSS PARTE EMPRESA	0.00	8.982,75
779 TERCEIROS	0.00	2.605,00
780 AC TRABALHO	0.00	673,71
799 LIQUIDO SALARIO	0.00	3.784,50
801 TOT ASS MED DEP	0.00	806,26
814 TOT ASS ODO DEP	0.00	319,13
818 BASE SALARIO	0.00	38.134,31
832 INF DED IR FERIAS	0.00	12.812,15
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
904 INSS FERIAS FAIXA 1	7.50	113,85
905 INSS FERIAS FAIXA 2	9.00	114,82
906 INSS FERIAS FAIXA 3	12.00	167,63
907 INSS FERIAS FAIXA 4	14.00	555,32
996 BASE DE IR S/ FERIAS	0.00	50.845,74
I01 BASE IR FOL OUT TRIB	0.00	17.796,01
I02 IR FOL OUT MOD TRIB	27.50	3.985,17
I03 BASE IR FER OUT TRIB	0.00	50.845,74
I04 IR FER OUT MOD TRIB	27.50	12.906,86
I09 DED SIMP IR FOLHA	0.00	607,20
I10 DED SIMP IR FERIAS	0.00	607,20

TOTAL BRUTO:	68.641,75
CRÉDITO: - ** Nao Cadastrado **	
CONTA:	

TOTAL DE DESCONTOS:	64.857,25
LÍQUIDO A RECEBER :	3.784,50

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNEC. DE SERV. LTDA.
C Custo : 39NORMANS - 39NORMANS
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER CBO : 212205
Salário : 38.134,31

CNPJ : 39529271000174
Outubro/2025
Local : 01

Ordem : 0056

REMUNERAÇÕES

101 SALARIO MENSALISTA	16.00	20.338,30
135 FERIAS	14.00	17.796,01
136 FERIAS 1/3 CONSTIT	0.00	5.932,00

DESCONTOS

401 INSS SALARIO	0.00	951,62
407 IR	27.50	4.422,60
424 ASSIST MED DEP	0.00	806,26
459 CONTR. NEGOCIAL	0.00	100,99
488 FERIAS PAGAS MES ANT	14.00	23.728,01
523 DESC ADTO SALARIO	0.00	10.169,15
526 ASS ODONTO DEPEND	0.00	319,13
529 CONTR. MENSAL 1%	0.00	169,92

BASES

705 IR DESC MES ANT	27.50	3.818,19
706 BASE IR MES ANT	0.00	17.796,01
711 BASE IR SALARIO	0.00	19.386,68
721 SAL CONTR ATE LIMITE	0.00	8.157,41
722 SAL CONTR ACIMA LIM	0.00	35.908,90
731 BASE DO FGTS	0.00	44.066,31
732 FGTS	0.00	3.525,30
761 DED INSS SALARIO	0.00	951,62
778 INSS PARTE EMPRESA	0.00	8.813,26
779 TERCEIROS	0.00	2.555,85
780 AC TRABALHO	0.00	660,99
799 LIQUIDO SALARIO	0.00	3.398,63
801 TOT ASS MED DEP	0.00	806,26
814 TOT ASS ODO DEP	0.00	319,13
818 BASE SALARIO	0.00	38.134,31
900 INSS FOLHA FAIXA 1	7.50	113,85
901 INSS FOLHA FAIXA 2	9.00	114,82
902 INSS FOLHA FAIXA 3	12.00	167,63
903 INSS FOLHA FAIXA 4	14.00	555,32
996 BASE DE IR S/ FERIAS	0.00	23.728,01
I01 BASE IR FOL OUT TRIB	0.00	20.338,30
I02 IR FOL OUT MOD TRIB	27.50	4.517,32
I09 DED SIMP IR FOLHA	0.00	607,20

	TOTAL BRUTO:	44.066,31	TOTAL DE DESCONTOS: 40.667,68
	CRÉDITO: - ** Nao Cadastrado **		LÍQUIDO A RECEBER : 3.398,63
F E L I Z A N I V E R S Á R I O ! !	CONTA:		

Recebi o valor acima em __/__/__ _____

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 00042 - SOFTWARE ENGINEER
Salary : 33.983,71

CNPJ : 39529271000174
January/2024
Location : 01

Payroll Order: 0025
*CBO : 212215

EARNINGS

101 MONTHLY SALARY	29.00	32.850,92
135 VACATION PAY	1.00	1.132,79
136 VACATION BONUS (1/3 CONST)	0.00	387,77
154 VACATION AVERAGE AMOUNT	1.00	30,53

DEDUCTIONS

401 *INSS SALARY	0.00	908,85
407 INCOME TAX	27.50	7.899,10
424 MEDICAL ASSISTANCE - *DEP	0.00	632,65
488 VAC PAID PREVIOUS MONTH	1.00	1.551,09
518 UNION DENTAL FEE	0.00	11,25
523 SALARY ADVANCE DEDUCTION	0.00	16.425,46
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

711 INCOME TAX BASE - SAL	0.00	31.942,07
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	26.615,99
731 *FGTS BASE	0.00	34.402,01
732 FGTS CONTRIBUTION	0.00	2.752,16
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	6.880,40
779 THIRD-PARTY CONTRIBUTIONS	0.00	1.995,32
780 WORK ACCIDENT INSURANCE	0.00	516,03
799 NET SALARY	0.00	6.679,91
800 TOTAL MEDICAL ASST - *EE	0.00	632,65
801 TOTAL MEDICAL ASST - DEP	0.00	632,65
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	33.983,71
871 MEDICAL ASST BASE - EE	0.00	632,65
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
996 INCOME TAX BASE ON VAC	0.00	1.551,09
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	32.850,92
I02 I.T. PAYROLL (O.T.)	27.50	8.003,84
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	528,00

GROSS TOTAL:	34.402,01	**TOTAL DEDUCTIONS:**	27.722,10
CREDIT:		**NET AMOUNT PAYABLE:**	6.679,91
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name: BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 00042 - SOFTWARE ENGINEER
Salary : 33.983,71

CNPJ : 39529271000174
February/2024
Location : 01

Payroll Order: 0026
*CBO : 212215

EARNINGS

101 MONTHLY SALARY	21.00	23.788,60
135 VACATION PAY	9.00	10.195,11
136 VACATION BONUS (1/3 CONST)	0.00	3.489,97
150 VAC 1/3 - FOLLOWING MONTH	5.00	5.663,95
151 VAC BONUS (1/3 CONST)*F.M.	0.00	1.938,87
154 VAC AVERAGE AMOUNT	9.00	274,79
172 VAC AVERAGE AMOUNT F.M.	5.00	152,66

DEDUCTIONS

403 INSS VACATION	0.00	908,85
407 INCOME TAX	27.50	5.490,54
409 INCOME TAX - VAC	27.50	4.825,78
413 NET VAC AMOUNT PAID	0.00	15.980,72
424 MEDICAL ASSISTANCE - *DEP	0.00	632,65
518 UNION DENTAL FEE	0.00	11,25
523 SALARY ADVANCE DEDUCTION	0.00	16.991,86
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

707 INCOME TAX BASE - VACATION	0.00	20.806,50
711 INCOME TAX BASE - SALARY	0.00	23.788,60
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	29.962,45
731 *FGTS BASE	0.00	37.748,47
732 FGTS CONTRIBUTION	0.00	3.019,87
762 *INSS DEDUCTION - VACATION	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.549,69
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.189,41
780 WORK ACCIDENT INSURANCE	0.00	566,23
799 NET SALARY	0.00	368,60
800 TOTAL MEDICAL ASST - *EE	0.00	632,65
801 TOTAL MEDICAL ASST - DEP	0.00	632,65
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	33.983,71
832 *I.T. DEDUCTION INFO - VAC	0.00	4.825,78
871 MEDICAL ASST BASE - EE	0.00	632,65
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
904 INSS VACATION - BRACKET 1	7.50	105,90
905 INSS VACATION - BRACKET 2	9.00	112,92
906 INSS VACATION - BRACKET 3	12.00	160,00
907 INSS VACATION - BRACKET 4	14.00	530,03
996 INCOME TAX BASE ON VAC	0.00	21.715,35
I01 I.T. BASE - PAYROLL (*OT)	0.00	23.788,60
I02 I.T. - PAYROLL (OT)	27.50	5.645,86
I03 I.T. BASE - VA (O.T.)	0.00	21.715,35
I04 I.T. - VACATION (O.T.)	27.50	4.920,40
I09 STANDARD I.T. DEDUCTION *P.R.	0.00	564,80
I10 STANDARD I.T. DEDUCTION VAC	0.00	564,80

	GROSS TOTAL:	45.503,95	**TOTAL DEDUCTIONS:** 45.135,35
	CREDIT: -		**NET AMOUNT PAYABLE:** 368,60
	BANK ACCOUNT: 38328844		

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*F.M. - Following Month
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name: BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 33.983,71

CNPJ : 39529271000174
March/2024
Location : 01

Payroll Order: 0029
*CBO : 212205

EARNINGS

101 MONTHLY SALARY	25.00	28.319,76
135 VACATION PAY	5.00	5.663,95
136 VAC BONUS (1/3 CONST)	0.00	1.938,87
154 VAC AVERAGE AMOUNT	5.00	152,66

DEDUCTIONS

401 *INSS SALARY	0.00	908,85
407 INCOME TAX	27.50	6.642,00
424 MEDICAL ASSISTANCE - *DEP	0.00	632,65
488 VAC PAID IN PREVIOUS MONTH	5.00	7.755,48
518 UNION DENTAL FEE	0.00	11,25
523 SALARY ADVANCE DEDUCTION	0.00	14.159,88
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

711 INCOME TAX BASE - SAL	0.00	27.410,91
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	28.289,22
731 *FGTS BASE	0.00	36.075,24
732 FGTS CONTRIBUTION	0.00	2.886,01
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.215,05
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.092,36
780 WORK ACCIDENT INSURANCE	0.00	541,13
799 NET SALARY	0.00	5.671,43
800 TOTAL MEDICAL ASST - *EE	0.00	632,65
801 TOTAL MEDICAL ASST - DEP	0.00	632,65
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	33.983,71
871 MEDICAL ASST BASE - EE	0.00	632,65
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
996 INCOME TAX BASE ON VAC	0.00	7.755,48
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	28.319,76
I02 I.T. PAYROLL (O.T.)	27.50	6.736,61
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	564,80

	GROSS TOTAL:	36.075,24	**TOTAL DEDUCTIONS:** 30.403,81
	CREDIT: -		**NET AMOUNT PAYABLE:** 5.671,43
	BANK ACCOUNT: 38328844		

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name: BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 33.983,71

CNPJ : 39529271000174
April/2024
Location : 01

Payroll Order: 0033
*CBO : 212205

EARNINGS

101 MONTHLY SALARY	30.00	33.983,71

DEDUCTIONS

401 *INSS SALARY	0.00	908,85
407 INCOME TAX	27.50	8.199,58
518 UNION DENTAL FEE	0.00	11,25
523 SALARY ADVANCE DEDUCTION	0.00	16.991,86

BASES

711 INCOME TAX BASE - SAL	0.00	33.074,86
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	26.197,69
731 *FGTS BASE	0.00	33.983,71
732 FGTS CONTRIBUTION	0.00	2.718,69
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	6.796,74
779 THIRD-PARTY CONTRIBUTIONS	0.00	1.971,06
780 WORK ACCIDENT INSURANCE	0.00	509,76
799 NET SALARY	0.00	7.872,17
802 TOTAL MEAL VOUCHER	44.00	1.320,00
818 SALARY BASE	0.00	33.983,71
870 EMPLOYER MEAL VOUCHER BASE	44.00	1.320,00
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	33.983,71
I02 I.T. PAYROLL (O.T.)	27.50	8.294,20
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	564,80

GROSS TOTAL:	33.983,71	**TOTAL DEDUCTIONS:**	26.111,54
CREDIT: -		**NET AMOUNT PAYABLE:**	7.872,17
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*I.T. - Income Tax
*O.T. - Other Taxation

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name: BRENO DE CASTRO NOGUEIRA
Chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
May/2024
Location : 01

Payroll Order: 0035
*CBO : 212205

E A R N I N G S

101 MONTHLY SALARY	30.00	35.682,90
320 COLLECTIVE BARGAINING ADJUSTMENT DIFFERENCE	0.00	7.079,96

D E D U C T I O N S

401 *INSS SALARY	0.00	908,85
407 INCOME TAX	27.50	10.613,85
424 MEDICAL ASSISTANCE - *DEP	0.00	1.479,38
518 UNION DENTAL FEE	0.00	11,25721
523 SALARY ADVANCE DEDUCTION	0.00	16.991,86
526 DENTAL ASSISTANCE - DEP	0.00	587,40

B A S E S

702 *FGTS BASE *CBA DIFFERENCE	0.00	7.079,96
711 INCOME TAX BASE - SALARY	0.00	41.854,01
720 *INSS BASE - *CBA DIFFERENCE	0.00	7.079,96
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	27.896,88
725 FGTS CBA DIFFERENCE	0.00	566,40
731 FGTS BASE	0.00	35.682,90
732 FGTS CONTRIBUTION	0.00	2.854,63
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.136,58
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.069,61
780 WORK ACCIDENT INSURANCE	0.00	535,24
799 NET SALARY	0.00	12.170,27
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	1.479,38
802 TOTAL MEAL VOUCHER	22.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	587,40
818 SALARY BASE	0.00	35.682,90
870 EMPLOYER MEAL VOUCHER BASE	22.00	660,00
871 MEDICAL ASST BASE - EE	0.00	739,69
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
943 INSS - CBA ADJUSTMENT	0.00	1.416,01
944 THIRD-PARTY CONTRIB. CBA ADJ.	0.00	410,63
945 WORK ACC. INSURANCE CBA ADJ.	0.00	106,18
I01 *I.T. BASE - PAYROLL (*O.T.)	0.00	42.762,86
I02 I.T. - PAYROLL (O.T.)	27.50	10.708,46
I09 STANDARD I.T. DEDUCTION P.R.	0.00	564,80

GROSS TOTAL:	42.762,86	**TOTAL DEDUCTIONS:**	30.592,59
CREDIT: -		**NET AMOUNT PAYABLE:**	12.170,27
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll
*CBA - Collective Bargaining

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
June/2024
Location : 01
Payroll Order: 0036
*CBO : 212205

EARNINGS

101 MONTHLY SALARY	30.00	35.682,90

DEDUCTIONS

401 *INSS SALARY	0.00	908,85
407 INCOME TAX	27.50	8.666,86
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
518 UNION DENTAL FEE	0.00	11,25
523 SALARY ADVANCE DEDUCTION	0.00	17.841,45
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

711 INCOME TAX BASE - SALARY	0.00	34.774,05
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	27.896,88
731 *FGTS BASE	0.00	35.682,90
732 FGTS CONTRIBUTION	0.00	2.854,63
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.136,58
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.069,61
780 WORK ACCIDENT INSURANCE	0.00	535,24
799 NET SALARY	0.00	7.221,10
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	22.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
870 EMPLOYER MEAL VOUCHER BASE	22.00	660,00
871 MEDICAL ASST BASE - EE	0.00	739,69
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	35.682,90
I02 I.T. PAYROLL (O.T.)	27.50	8.761,47
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	564,80

GROSS TOTAL:	35.682,90	**TOTAL DEDUCTIONS:**	28.461,80
CREDIT: -		**NET AMOUNT PAYABLE:**	7.221,10
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
July/2024
Location : 01
Payroll Order: 0039
*CBO : 212205

EARNINGS

101 MONTHLY SALARY	21.00	24.978,03
135 VACATION PAY	9.00	10.704,87
136 VAC BONUS (1/3 CONST)	0.00	3.659,89
154 VACATION AVERAGE AMOUNT	9.00	274,79

DEDUCTIONS

403 *INSS VACATION	0.00	908,85
407 INCOME TAX	27.50	5.817,63
409 INCOME TAX - VAC	27.50	2.879,94
413 NET VAC AMOUNT PAID	0.00	10.850,76
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
518 UNION DENTAL FEE	0.00	11,25
523 SALARY ADVANCE DEDUCTION	0.00	12.489,02
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

707 INCOME TAX BASE - VACATION	0.00	13.730,70
711 INCOME TAX BASE - SALARY	0.00	24.978,03
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	31.831,56
731 *FGTS BASE	0.00	39.617,58
732 FGTS CONTRIBUTION	0.00	3.169,40
762 *INSS DEDUCTION - VACATION	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.923,52
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.297,82
780 WORK ACCIDENT INSURANCE	0.00	594,26
799 NET SALARY	0.00	5.626,74
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	22.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
832 *I.T. DEDUCTION INFO - VAC	0.00	2.879,94
870 EMPLOYER MEAL VOUCHER BASE	22.00	660,00
871 MEDICAL ASST BASE - EE	0.00	739,69
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
904 INSS VACATION - BRACKET 1	7.50	105,90
905 INSS VACATION - BRACKET 2	9.00	112,92
906 INSS VACATION - BRACKET 3	12.00	160,00
907 INSS VACATION - BRACKET 4	14.00	530,03
996 INCOME TAX BASE ON VAC	0.00	14.639,55
I01 I.T. BASE - PAYROLL (*O.T.)	0.00	24.978,03
I02 I.T. - PAYROLL (O.T.)	27.50	5.972,95
I03 I.T. BASE - VA (O.T.)	0.00	14.639,55
I04 I.T. - VACATION (O.T.)	27.50	2.974,55
I09 STANDARD I.T. DEDUCT *P.R.	0.00	564,80
I10 STANDARD I.T. DEDUCT VAC	0.00	564,80

GROSS TOTAL:	39.617,58	**TOTAL DEDUCTIONS:**	33.990,84
CREDIT: -		**NET AMOUNT PAYABLE:**	5.626,74
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
August/2024
Location : 01
Payroll Order: 0040
*CBO : 212205

EARNINGS

101 MONTHLY SALARY	30.00	35.682,90

DEDUCTIONS

401 *INSS SALARY	0.00	908,85
407 INCOME TAX	27.50	8.666,86
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
523 SALARY ADVANCE DEDUCTION	0.00	17.841,45
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

711 INCOME TAX BASE - SALARY	0.00	34.774,05
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	27.896,88
731 *FGTS BASE	0.00	35.682,90
732 FGTS CONTRIBUTION	0.00	2.854,63
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.136,58
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.069,61
780 WORK ACCIDENT INSURANCE	0.00	535,24
799 NET SALARY	0.00	7.232,35
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	22.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
870 EMPLOYER MEAL VOUCHER BASE	22.00	660,00
871 MEDICAL ASST BASE - EE	0.00	739,69
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	35.682,90
I02 I.T. PAYROLL (O.T.)	27.50	8.761,47
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	564,80

GROSS TOTAL:	35.682,90	**TOTAL DEDUCTIONS:**	28.450,55
CREDIT: -		**NET AMOUNT PAYABLE:**	7.232,35
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

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*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
September/2024
Location : 01
Payroll Order: 0042
*CBO : 212205

EARNINGS

101 MONTHLY SALARY	16.00	19.030,88
135 VACATION PAY	14.00	16.652,02
136 VAC BONUS 1/3 CONST	0.00	11.974,15
154 VACATION AVERAGE AMOUNT	14.00	19.270,42

DEDUCTIONS

403 *INSS VACATION	0.00	908,85
407 INCOME TAX	27.50	4.182,17
409 INCOME TAX VACATION	27.50	12.025,62
413 NET VAC AMOUNT PAID	0.00	34.962,12
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
523 SALARY ADVANCE DEDUCTION	0.00	9.515,44
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

707 INCOME TAX BASE - VACATION	0.00	46.987,74
711 INCOME TAX BASE - SALARY	0.00	19.030,88
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	59.141,45
731 *FGTS BASE	0.00	66.927,47
732 FGTS CONTRIBUTION	0.00	5.354,19
762 *INSS DEDUCTION - VACATION	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	13.385,49
779 THIRD-PARTY CONTRIBUTIONS	0.00	3.881,79
780 WORK ACCIDENT INSURANCE	0.00	1.003,91
799 NET SALARY	0.00	4.299,88
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	22.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
832 *I.T. DEDUCTION INFO - VAC	0.00	12.025,62
870 EMPLOYER MEAL VOUCHER BASE	22.00	660,00
871 MEDICAL ASST BASE - EE	0.00	739,69
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
904 INSS VACATION - BRACKET 1	7.50	105,90
905 INSS VACATION - BRACKET 2	9.00	112,92
906 INSS VACATION - BRACKET 3	12.00	160,00
907 INSS VACATION - BRACKET 4	14.00	530,03
996 INCOME TAX BASE ON VAC	0.00	47.896,59
I01 I.T. BASE - PAYROLL (*O.T.)	0.00	19.030,88
I02 I.T. - PAYROLL (O.T.)	27.50	4.337,49
I03 I.T. BASE - VA (O.T.)	0.00	47.896,59
I04 I.T. - VACATION (O.T.)	27.50	12.120,24
I09 STANDARD I.T. DEDUCT *P.R.	0.00	564,80
I10 STANDARD I.T. DEDUCT VAC	0.00	564,80

GROSS TOTAL:	66.927,47	**TOTAL DEDUCTIONS:**	62.627,59
CREDIT: -		**NET AMOUNT PAYABLE:**	4.299,88
BANK ACCOUNT: 38328844			

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*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation
*P.R. - Payroll

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
October/2024
Location : 01
Payroll Order: 0041
*CBO : 212205

EARNINGS

101 MONTHLY SALARY	30.00	35.682,90

DEDUCTIONS

401 *INSS SALARY	0.00	908,85
407 INCOME TAX	27.50	8.666,86
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
459 NEGOTIATED CONTRIBUTION	0.00	94,50
523 SALARY ADVANCE DEDUCTION	0.00	17.841,45
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

711 INCOME TAX BASE - SALARY	0.00	34.774,05
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	27.896,88
731 *FGTS BASE	0.00	35.682,90
732 FGTS CONTRIBUTION	0.00	2.854,63
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.136,58
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.069,61
780 WORK ACCIDENT INSURANCE	0.00	535,24
799 NET SALARY	0.00	7.137,85
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	22.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
833 OLIVA COMPANY COST	0.00	16,35
834 LIFE INSURANCE COMPANY COST	0.00	15,55
836 UNION DENTAL COMPANY	0.00	27,00
870 EMPLOYER MEAL VOUCHER BASE	22.00	660,00
871 MEDICAL ASST BASE - EE	0.00	739,69
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	35.682,90
I02 I.T. PAYROLL (O.T.)	27.50	8.761,47
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	564,80

H A P P Y B I R T H D A Y ! !

GROSS TOTAL:	35.682,90	**TOTAL DEDUCTIONS:**	28.545,05
CREDIT: -		**NET AMOUNT PAYABLE:**	7.137,85
BANK ACCOUNT: 38328844			

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*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
November/2024
Location : 01
Payroll Order: 0045
*CBO : 212205

EARNINGS			DEDUCTIONS	BASES		
173 1st INSTALLMENT 13th SALARY	6.00	17.841,45		739 *FGTS BASE 13TH SALARY	0.00	17.841,45
				740 FGTS 13TH SALARY	0.00	1.427,31
				990 NET AMOUNT - 1ST INSTALLMENT OF 13TH SALARY	0.00	17.841,45

GROSS TOTAL:	17.841,45	**TOTAL DEDUCTIONS:**	0,00
CREDIT: -		**NET AMOUNT PAYABLE:**	17.841,45
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

*CBO - Brazilian Occupational Classification
*FGTS - Guarantee Fund for Length of Service

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
November/2024
Location : 01
Payroll Order: 0045
*CBO : 212205

EARNINGS

101 MONTHLY SALARY	30.00	35.682,90

DEDUCTIONS

401 *INSS SALARY	0.00	908,85
407 INCOME TAX	27.50	8.666,86
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
523 SALARY ADVANCE DEDUCTION	0.00	17.841,45
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

711 INCOME TAX BASE - SALARY	0.00	34.774,05
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	27.896,88
731 *FGTS BASE	0.00	35.682,90
732 FGTS CONTRIBUTION	0.00	2.854,63
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.136,58
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.069,61
780 WORK ACCIDENT INSURANCE	0.00	535,24
799 NET SALARY	0.00	7.232,35
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	22.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
833 OLIVA COMPANY COST	0.00	17,29
834 LIFE INSURANCE COMPANY COST	0.00	15,55
836 UNION DENTAL COMPANY	0.00	27,00
870 EMPLOYER MEAL VOUCHER BASE	22.00	660,00
871 MEDICAL ASST BASE - EE	0.00	739,69
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	35.682,90
I02 I.T. PAYROLL (O.T.)	27.50	8.761,47
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	564,80

GROSS TOTAL:	35.682,90	**TOTAL DEDUCTIONS:**	28.450,55
CREDIT: _		**NET AMOUNT PAYABLE:**	7.232,35
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

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*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
December/2024
Location : 01
Payroll Order: 0046
*CBO : 212205

E A R N I N G S

365 13th SALARY	12.00	35.682,90

D E D U C T I O N S

402 *INSS - 13TH SALARY	0.00	908,85
410 INCOME TAX - 13TH SALARY	27.50	8.666,86
460 DEDUCTION - ADVANCE 13TH SALARY	0.00	17.841,45

B A S E S

709 NET 13TH SALARY	0.00	8.265,74
723 CONTRIB SAL UP TO LIMIT - 13TH SAL.	0.00	7.786,02
724 CONTRIB SAL ABOVE LIMIT - 13TH SAL.	0.00	27.896,88
726 INCOME TAX BASE - 13TH SAL	0.00	34.774,05
739 *FGTS BASE - 13TH SALARY	0.00	17.841,45
740 FGTS - 13TH SALARY	0.00	1.427,31
763 INSS DEDUCTION - 13TH SAL	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.136,58
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.069,61
780 WORK ACCIDENT INSURANCE	0.00	535,24
908 INSS - 13TH SALARY BAND 1	7.50	105,90
909 INSS - 13TH SALARY BAND 2	9.00	112,92
910 INSS - 13TH SALARY BAND 3	12.00	160,00
911 INSS - 13TH SALARY BAND 4	14.00	530,03
I05 *I.T. BASE - 13TH SAL (O.T.)	0.00	35.682,90
I06 I.T. - 13TH SALARY (O.T.)	27.50	8.761,47
I11 STANDARD I.T. DEDUCTION - 13TH SALARY	0.00	564,80

	GROSS TOTAL:	35.682,90	**TOTAL DEDUCTIONS:** 27.417,16
	CREDIT: _		**NET AMOUNT PAYABLE:** 8.265,74
	BANK ACCOUNT: 38328844		

I acknowledge receipt of the above amount on ___/___/___ _____

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*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*I.T. - Income Tax
*O.T. - Other Taxation

PAYSLIP

Company : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
Cost Center : 39NORMANS -39NORMANS DOJOINC
Employee ID : 000241 Name : BRENO DE CASTRO NOGUEIRA
chosen name :
Role : 10015 - SOFTWARE ENGINEER
Salary : 35.682,90

CNPJ : 39529271000174
December/2024
Location : 01
Payroll Order: 0045
*CBO : 212205

EARNINGS

101 MONTHLY SALARY EMPLOYEE	30.00	35.682,90

DEDUCTIONS

401 INSS - SALARY	0.00	908,85
407 INCOME TAX	27.50	8.666,86
424 MEDICAL ASSISTANCE - *DEP	0.00	739,69
523 SALARY ADVANCE DEDUCTION	0.00	17.841,45
526 DENTAL ASSISTANCE - DEP	0.00	293,70

BASES

711 INCOME TAX BASE - SALARY	0.00	34.774,05
721 CONTRIB SAL UP TO SALARY CAP	0.00	7.786,02
722 CONTRIB SAL ABOVE SALARY CAP	0.00	27.896,88
731 *FGTS BASE	0.00	35.682,90
732 FGTS CONTRIBUTION	0.00	2.854,63
761 INSS DEDUCTION - SALARY	0.00	908,85
778 INSS - EMPLOYER PORTION	0.00	7.136,58
779 THIRD-PARTY CONTRIBUTIONS	0.00	2.069,61
780 WORK ACCIDENT INSURANCE	0.00	535,24
799 NET SALARY	0.00	7.232,35
800 TOTAL MEDICAL ASST - *EE	0.00	739,69
801 TOTAL MEDICAL ASST - DEP	0.00	739,69
802 TOTAL MEAL VOUCHER	22.00	660,00
813 TOTAL DENTAL ASST - EE	0.00	293,70
814 TOTAL DENTAL ASST - DEP	0.00	293,70
818 SALARY BASE	0.00	35.682,90
833 OLIVA COMPANY COST	0.00	18,03
834 LIFE INSURANCE COMPANY COST	0.00	7,34
836 UNION DENTAL COMPANY	0.00	27,00
870 EMPLOYER MEAL VOUCHER BASE	22.00	660,00
871 MEDICAL ASST BASE - EE	0.00	739,69
873 DENTAL ASST BASE - EE	0.00	293,70
900 INSS PAYROLL - BRACKET 1	7.50	105,90
901 INSS PAYROLL - BRACKET 2	9.00	112,92
902 INSS PAYROLL - BRACKET 3	12.00	160,00
903 INSS PAYROLL - BRACKET 4	14.00	530,03
I01 *I.T. BASE PAYROLL (*O.T.)	0.00	35.682,90
I02 I.T. PAYROLL (O.T.)	27.50	8.761,47
I09 STANDARD I.T. DEDUCTION - PAYROLL	0.00	564,80

GROSS TOTAL:	35.682,90	**TOTAL DEDUCTIONS:**	28.450,55
CREDIT: _		**NET AMOUNT PAYABLE:**	7.232,35
BANK ACCOUNT: 38328844			

I acknowledge receipt of the above amount on ___/___/___ _____

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*FGTS - Guarantee Fund for Length of Service
*INSS - National Social Security Institute
*Dep - Dependent
*EE - Employee
*I.T. - Income Tax
*O.T. - Other Taxation

I, Marina Viana Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that I have performed the professional translation of this document from Portuguese to English, as a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Marina Viana

Date: February 2, 2026

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matrícula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 00042 - SOFTWARE ENGINEER
Salário : 33.983,71

CNPJ : 39529271000174
Janeiro/2024
Local : 01

Ordem : 0025
CBO : 212215

REMUNERAÇÕES

101 SALARIO MENSALISTA	29.00	32.850,92
135 FERIAS	1.00	1.132,79
136 FERIAS 1/3 CONSTIT	0.00	387,77
154 MEDIA FERIAS VALOR	1.00	30,53

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	7.899,10
424 ASSIST MED DEP	0.00	632,65
488 FERIAS PAGAS MES ANT	1.00	1.551,09
518 TAXA ODONTO SINDICAL	0.00	11,25
523 DESC ADTO SALARIO	0.00	16.425,46
526 ASS ODONTO DEPEND	0.00	293,70

BASES

711 BASE IR SALARIO	0.00	31.942,07
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	26.615,99
731 BASE DO FGTS	0.00	34.402,01
732 FGTS	0.00	2.752,16
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	6.880,40
779 TERCEIROS	0.00	1.995,32
780 AC TRABALHO	0.00	516,03
799 LIQUIDO SALARIO	0.00	6.679,91
800 TOT ASS MED TIT	0.00	632,65
801 TOT ASS MED DEP	0.00	632,65
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	33.983,71
871 BASE ASSMED TITULAR	0.00	632,65
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
996 BASE DE IR S/ FERIAS	0.00	1.551,09
I01 BASE IR FOL OUT TRIB	0.00	32.850,92
I02 IR FOL OUT MOD TRIB	27.50	8.003,84
I09 DED SIMP IR FOLHA	0.00	528,00

TOTAL BRUTO:	34.402,01	TOTAL DE DESCONTOS:	27.722,10
CRÉDITO: -		LÍQUIDO A RECEBER :	6.679,91
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matrícula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 00042 - SOFTWARE ENGINEER
Salário : 33.983,71

CNPJ : 39529271000174
Fevereiro/2024
Local : 01

Ordem : 0026
CBO : 212215

REMUNERAÇÕES

101 SALARIO MENSALISTA	21.00	23.788,60
135 FERIAS	9.00	10.195,11
136 FERIAS 1/3 CONSTIT	0.00	3.489,97
150 FERIAS MES SEGUINTE	5.00	5.663,95
151 FERIAS 1/3 MES SEG	0.00	1.938,87
154 MEDIA FERIAS VALOR	9.00	274,79
172 MEDIA FER VALOR MSEG	5.00	152,66

DESCONTOS

403 INSS FERIAS	0.00	908,85
407 IR	27.50	5.490,54
409 IR FERIAS	27.50	4.825,78
413 LIQUIDO PAGO FERIAS	0.00	15.980,72
424 ASSIST MED DEP	0.00	632,65
518 TAXA ODONTO SINDICAL	0.00	11,25
523 DESC ADTO SALARIO	0.00	16.991,86
526 ASS ODONTO DEPEND	0.00	293,70

BASES

707 BASE IR FERIAS	0.00	20.806,50
711 BASE IR SALARIO	0.00	23.788,60
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	29.962,45
731 BASE DO FGTS	0.00	37.748,47
732 FGTS	0.00	3.019,87
762 DED INSS FERIAS	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.549,69
779 TERCEIROS	0.00	2.189,41
780 AC TRABALHO	0.00	566,23
799 LIQUIDO SALARIO	0.00	368,60
800 TOT ASS MED TIT	0.00	632,65
801 TOT ASS MED DEP	0.00	632,65
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	33.983,71
832 INF DED IR FERIAS	0.00	4.825,78
871 BASE ASSMED TITULAR	0.00	632,65
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
904 INSS FERIAS FAIXA 1	7.50	105,90
905 INSS FERIAS FAIXA 2	9.00	112,92
906 INSS FERIAS FAIXA 3	12.00	160,00
907 INSS FERIAS FAIXA 4	14.00	530,03
996 BASE DE IR S/ FERIAS	0.00	21.715,35
I01 BASE IR FOL OUT TRIB	0.00	23.788,60
I02 IR FOL OUT MOD TRIB	27.50	5.645,86
I03 BASE IR FER OUT TRIB	0.00	21.715,35
I04 IR FER OUT MOD TRIB	27.50	4.920,40
I09 DED SIMP IR FOLHA	0.00	564,80
I10 DED SIMP IR FERIAS	0.00	564,80

TOTAL BRUTO:	45.503,95	TOTAL DE DESCONTOS:	45.135,35
CRÉDITO: -		LÍQUIDO A RECEBER :	368,60
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matrícula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 33.983,71

CNPJ : 39529271000174
Março/2024
Local : 01

Ordem : 0029
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	25.00	28.319,76
135 FERIAS	5.00	5.663,95
136 FERIAS 1/3 CONSTIT	0.00	1.938,87
154 MEDIA FERIAS VALOR	5.00	152,66

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	6.642,00
424 ASSIST MED DEP	0.00	632,65
488 FERIAS PAGAS MES ANT	5.00	7.755,48
518 TAXA ODONTO SINDICAL	0.00	11,25
523 DESC ADTO SALARIO	0.00	14.159,88
526 ASS ODONTO DEPEND	0.00	293,70

BASES

711 BASE IR SALARIO	0.00	27.410,91
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	28.289,22
731 BASE DO FGTS	0.00	36.075,24
732 FGTS	0.00	2.886,01
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.215,05
779 TERCEIROS	0.00	2.092,36
780 AC TRABALHO	0.00	541,13
799 LIQUIDO SALARIO	0.00	5.671,43
800 TOT ASS MED TIT	0.00	632,65
801 TOT ASS MED DEP	0.00	632,65
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	33.983,71
871 BASE ASSMED TITULAR	0.00	632,65
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
996 BASE DE IR S/ FERIAS	0.00	7.755,48
I01 BASE IR FOL OUT TRIB	0.00	28.319,76
I02 IR FOL OUT MOD TRIB	27.50	6.736,61
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	36.075,24	TOTAL DE DESCONTOS:	30.403,81
CRÉDITO: -		LÍQUIDO A RECEBER :	5.671,43
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 33.983,71

CNPJ : 39529271000174
Abril/2024
Local : 01

Ordem : 0033
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	33.983,71

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	8.199,58
518 TAXA ODONTO SINDICAL	0.00	11,25
523 DESC ADTO SALARIO	0.00	16.991,86

BASES

711 BASE IR SALARIO	0.00	33.074,86
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	26.197,69
731 BASE DO FGTS	0.00	33.983,71
732 FGTS	0.00	2.718,69
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	6.796,74
779 TERCEIROS	0.00	1.971,06
780 AC TRABALHO	0.00	509,76
799 LIQUIDO SALARIO	0.00	7.872,17
802 TOTAL VALE REFEIÇAO	44.00	1.320,00
818 BASE SALARIO	0.00	33.983,71
870 BASE EMPR V REFEICAO	44.00	1.320,00
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
I01 BASE IR FOL OUT TRIB	0.00	33.983,71
I02 IR FOL OUT MOD TRIB	27.50	8.294,20
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	33.983,71	TOTAL DE DESCONTOS:	26.111,54
CRÉDITO: -		LÍQUIDO A RECEBER :	7.872,17
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matrícula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Maio/2024
Local : 01

Ordem : 0035
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	35.682,90
320 DIF DISSIDIO	0.00	7.079,96

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	10.613,85
424 ASSIST MED DEP	0.00	1.479,38
518 TAXA ODONTO SINDICAL	0.00	11,25
523 DESC ADTO SALARIO	0.00	16.991,86
526 ASS ODONTO DEPEND	0.00	587,40

BASES

702 BASE FGTS DIF DISSID	0.00	7.079,96
711 BASE IR SALARIO	0.00	41.854,01
720 BASE INSS DIF DISSID	0.00	7.079,96
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	27.896,88
725 FGTS DIF DISSIDIO	0.00	566,40
731 BASE DO FGTS	0.00	35.682,90
732 FGTS	0.00	2.854,63
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.136,58
779 TERCEIROS	0.00	2.069,61
780 AC TRABALHO	0.00	535,24
799 LIQUIDO SALARIO	0.00	12.170,27
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	1.479,38
802 TOTAL VALE REFEIÇAO	22.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	587,40
818 BASE SALARIO	0.00	35.682,90
870 BASE EMPR V REFEICAO	22.00	660,00
871 BASE ASSMED TITULAR	0.00	739,69
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
943 INSS EMP DISSIDIO	0.00	1.416,01
944 TERCEIROS DISSIDIO	0.00	410,63
945 AC TRABALHO DISSIDIO	0.00	106,18
I01 BASE IR FOL OUT TRIB	0.00	42.762,86
I02 IR FOL OUT MOD TRIB	27.50	10.708,46
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	42.762,86	TOTAL DE DESCONTOS:	30.592,59
CRÉDITO: -		LÍQUIDO A RECEBER :	12.170,27
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matrícula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Junho/2024
Local : 01

Ordem : 0036
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	35.682,90

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	8.666,86
424 ASSIST MED DEP	0.00	739,69
518 TAXA ODONTO SINDICAL	0.00	11,25
523 DESC ADTO SALARIO	0.00	17.841,45
526 ASS ODONTO DEPEND	0.00	293,70

BASES

711 BASE IR SALARIO	0.00	34.774,05
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	27.896,88
731 BASE DO FGTS	0.00	35.682,90
732 FGTS	0.00	2.854,63
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.136,58
779 TERCEIROS	0.00	2.069,61
780 AC TRABALHO	0.00	535,24
799 LIQUIDO SALARIO	0.00	7.221,10
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	22.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
870 BASE EMPR V REFEICAO	22.00	660,00
871 BASE ASSMED TITULAR	0.00	739,69
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
I01 BASE IR FOL OUT TRIB	0.00	35.682,90
I02 IR FOL OUT MOD TRIB	27.50	8.761,47
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	35.682,90	TOTAL DE DESCONTOS:	28.461,80
CRÉDITO: -		LÍQUIDO A RECEBER :	7.221,10
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matrícula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Julho/2024
Local : 01

Ordem : 0039
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	21.00	24.978,03
135 FERIAS	9.00	10.704,87
136 FERIAS 1/3 CONSTIT	0.00	3.659,89
154 MEDIA FERIAS VALOR	9.00	274,79

DESCONTOS

403 INSS FERIAS	0.00	908,85
407 IR	27.50	5.817,63
409 IR FERIAS	27.50	2.879,94
413 LIQUIDO PAGO FERIAS	0.00	10.850,76
424 ASSIST MED DEP	0.00	739,69
518 TAXA ODONTO SINDICAL	0.00	11,25
523 DESC ADTO SALARIO	0.00	12.489,02
526 ASS ODONTO DEPEND	0.00	293,70

BASES

707 BASE IR FERIAS	0.00	13.730,70
711 BASE IR SALARIO	0.00	24.978,03
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	31.831,56
731 BASE DO FGTS	0.00	39.617,58
732 FGTS	0.00	3.169,40
762 DED INSS FERIAS	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.923,52
779 TERCEIROS	0.00	2.297,82
780 AC TRABALHO	0.00	594,26
799 LIQUIDO SALARIO	0.00	5.626,74
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	22.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
832 INF DED IR FERIAS	0.00	2.879,94
870 BASE EMPR V REFEICAO	22.00	660,00
871 BASE ASSMED TITULAR	0.00	739,69
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
904 INSS FERIAS FAIXA 1	7.50	105,90
905 INSS FERIAS FAIXA 2	9.00	112,92
906 INSS FERIAS FAIXA 3	12.00	160,00
907 INSS FERIAS FAIXA 4	14.00	530,03
996 BASE DE IR S/ FERIAS	0.00	14.639,55
I01 BASE IR FOL OUT TRIB	0.00	24.978,03
I02 IR FOL OUT MOD TRIB	27.50	5.972,95
I03 BASE IR FER OUT TRIB	0.00	14.639,55
I04 IR FER OUT MOD TRIB	27.50	2.974,55
I09 DED SIMP IR FOLHA	0.00	564,80
I10 DED SIMP IR FERIAS	0.00	564,80

TOTAL BRUTO:	39.617,58	TOTAL DE DESCONTOS:	33.990,84
CRÉDITO: -		LÍQUIDO A RECEBER :	5.626,74
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Agosto/2024
Local : 01

Ordem : 0040
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	35.682,90

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	8.666,86
424 ASSIST MED DEP	0.00	739,69
523 DESC ADTO SALARIO	0.00	17.841,45
526 ASS ODONTO DEPEND	0.00	293,70

BASES

711 BASE IR SALARIO	0.00	34.774,05
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	27.896,88
731 BASE DO FGTS	0.00	35.682,90
732 FGTS	0.00	2.854,63
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.136,58
779 TERCEIROS	0.00	2.069,61
780 AC TRABALHO	0.00	535,24
799 LIQUIDO SALARIO	0.00	7.232,35
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	22.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
870 BASE EMPR V REFEICAO	22.00	660,00
871 BASE ASSMED TITULAR	0.00	739,69
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
I01 BASE IR FOL OUT TRIB	0.00	35.682,90
I02 IR FOL OUT MOD TRIB	27.50	8.761,47
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	35.682,90	TOTAL DE DESCONTOS:	28.450,55
CRÉDITO: -		LÍQUIDO A RECEBER :	7.232,35
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Setembro/2024
Local : 01

Ordem : 0042
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	16.00	19.030,88
135 FERIAS	14.00	16.652,02
136 FERIAS 1/3 CONSTIT	0.00	11.974,15
154 MEDIA FERIAS VALOR	14.00	19.270,42

DESCONTOS

403 INSS FERIAS	0.00	908,85
407 IR	27.50	4.182,17
409 IR FERIAS	27.50	12.025,62
413 LIQUIDO PAGO FERIAS	0.00	34.962,12
424 ASSIST MED DEP	0.00	739,69
523 DESC ADTO SALARIO	0.00	9.515,44
526 ASS ODONTO DEPEND	0.00	293,70

BASES

707 BASE IR FERIAS	0.00	46.987,74
711 BASE IR SALARIO	0.00	19.030,88
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	59.141,45
731 BASE DO FGTS	0.00	66.927,47
732 FGTS	0.00	5.354,19
762 DED INSS FERIAS	0.00	908,85
778 INSS PARTE EMPRESA	0.00	13.385,49
779 TERCEIROS	0.00	3.881,79
780 AC TRABALHO	0.00	1.003,91
799 LIQUIDO SALARIO	0.00	4.299,88
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	22.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
832 INF DED IR FERIAS	0.00	12.025,62
870 BASE EMPR V REFEICAO	22.00	660,00
871 BASE ASSMED TITULAR	0.00	739,69
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
904 INSS FERIAS FAIXA 1	7.50	105,90
905 INSS FERIAS FAIXA 2	9.00	112,92
906 INSS FERIAS FAIXA 3	12.00	160,00
907 INSS FERIAS FAIXA 4	14.00	530,03
996 BASE DE IR S/ FERIAS	0.00	47.896,59
I01 BASE IR FOL OUT TRIB	0.00	19.030,88
I02 IR FOL OUT MOD TRIB	27.50	4.337,49
I03 BASE IR FER OUT TRIB	0.00	47.896,59
I04 IR FER OUT MOD TRIB	27.50	12.120,24
I09 DED SIMP IR FOLHA	0.00	564,80
I10 DED SIMP IR FERIAS	0.00	564,80

TOTAL BRUTO:	66.927,47	TOTAL DE DESCONTOS:	62.627,59
CRÉDITO: -		LÍQUIDO A RECEBER :	4.299,88
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Outubro/2024
Local : 01

Ordem : 0041
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	35.682,90

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	8.666,86
424 ASSIST MED DEP	0.00	739,69
459 CONTRIB. NEGOCIAL	0.00	94,50
523 DESC ADTO SALARIO	0.00	17.841,45
526 ASS ODONTO DEPEND	0.00	293,70

BASES

711 BASE IR SALARIO	0.00	34.774,05
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	27.896,88
731 BASE DO FGTS	0.00	35.682,90
732 FGTS	0.00	2.854,63
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.136,58
779 TERCEIROS	0.00	2.069,61
780 AC TRABALHO	0.00	535,24
799 LIQUIDO SALARIO	0.00	7.137,85
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	22.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
833 OLIVA CUSTO EMPRESA	0.00	16,35
834 SEGVIDA CUSTO EMPRES	0.00	15,55
836 TXODONTO SIND EMPRES	0.00	27,00
870 BASE EMPR V REFEICAO	22.00	660,00
871 BASE ASSMED TITULAR	0.00	739,69
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
I01 BASE IR FOL OUT TRIB	0.00	35.682,90
I02 IR FOL OUT MOD TRIB	27.50	8.761,47
I09 DED SIMP IR FOLHA	0.00	564,80

	TOTAL BRUTO:	35.682,90	TOTAL DE DESCONTOS: 28.545,05
	CRÉDITO: -		LÍQUIDO A RECEBER : 7.137,85
FELIZ ANIVERSÁRIO !!	CONTA: 38328844		

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Novembro/2024
Local : 01

Ordem : 0045
CBO : 212205

REMUNERAÇÕES			DESCONTOS	BASES		
173 1a PARC 13 SALARIO	6.00	17.841,45		739 BASE FGTS 13 SAL	0.00	17.841,45
				740 FGTS 13 SALARIO	0.00	1.427,31
				990 LIQUIDO 1ª PARC. 13º	0.00	17.841,45

TOTAL BRUTO:	17.841,45	TOTAL DE DESCONTOS:	0,00
CRÉDITO: -		LÍQUIDO A RECEBER :	17.841,45
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

remote

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Novembro/2024
Local : 01

Ordem : 0045
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	35.682,90

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	8.666,86
424 ASSIST MED DEP	0.00	739,69
523 DESC ADTO SALARIO	0.00	17.841,45
526 ASS ODONTO DEPEND	0.00	293,70

BASES

711 BASE IR SALARIO	0.00	34.774,05
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	27.896,88
731 BASE DO FGTS	0.00	35.682,90
732 FGTS	0.00	2.854,63
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.136,58
779 TERCEIROS	0.00	2.069,61
780 AC TRABALHO	0.00	535,24
799 LIQUIDO SALARIO	0.00	7.232,35
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	22.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
833 OLIVA CUSTO EMPRESA	0.00	17,29
834 SEGVIDA CUSTO EMPRES	0.00	15,55
836 TXODONTO SIND EMPRES	0.00	27,00
870 BASE EMPR V REFEICAO	22.00	660,00
871 BASE ASSMED TITULAR	0.00	739,69
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
I01 BASE IR FOL OUT TRIB	0.00	35.682,90
I02 IR FOL OUT MOD TRIB	27.50	8.761,47
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	35.682,90	TOTAL DE DESCONTOS:	28.450,55
CRÉDITO: -		LÍQUIDO A RECEBER :	7.232,35
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Dezembro/2024
Local : 01

Ordem : 0046
CBO : 212205

REMUNERAÇÕES

365 13 SALARIO	12.00	35.682,90

DESCONTOS

402 INSS 13 SALARIO	0.00	908,85
410 IR 13 SAL	27.50	8.666,86
460 DESC ANTEC 13 SAL	0.00	17.841,45

BASES

709 LIQUIDO 13 SALARIO	0.00	8.265,74
723 SAL CONT ATE LIM 13o	0.00	7.786,02
724 SAL CONTR ACIMA 13o	0.00	27.896,88
726 BASE IR DO 13 SAL	0.00	34.774,05
739 BASE FGTS 13 SAL	0.00	17.841,45
740 FGTS 13 SALARIO	0.00	1.427,31
763 DED INSS 13 SAL	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.136,58
779 TERCEIROS	0.00	2.069,61
780 AC TRABALHO	0.00	535,24
908 INSS 13 FAIXA 1	7.50	105,90
909 INSS 13 FAIXA 2	9.00	112,92
910 INSS 13 FAIXA 3	12.00	160,00
911 INSS 13 FAIXA 4	14.00	530,03
I05 BASE IR 13 OUT TRIB	0.00	35.682,90
I06 IR 13 SAL OUT MOD TR	27.50	8.761,47
I11 DED SIMP IR 13 SALAR	0.00	564,80

TOTAL BRUTO:	35.682,90	TOTAL DE DESCONTOS:	27.417,16
CRÉDITO: -		LÍQUIDO A RECEBER :	8.265,74
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

RECIBO DE PAGAMENTO

Empresa : REMOTE BRASIL FORNECIMENTO DE SERVIÇOS LTDA
C Custo : 39NORMANS - 39NORMANS DOJO INC
Matricula : 000241 Nome : BRENO DE CASTRO NOGUEIRA
Nome Soc. :
Função : 10015 - SOFTWARE ENGINEER
Salário : 35.682,90

CNPJ : 39529271000174
Dezembro/2024
Local : 01

Ordem : 0045
CBO : 212205

REMUNERAÇÕES

101 SALARIO MENSALISTA	30.00	35.682,90

DESCONTOS

401 INSS SALARIO	0.00	908,85
407 IR	27.50	8.666,86
424 ASSIST MED DEP	0.00	739,69
523 DESC ADTO SALARIO	0.00	17.841,45
526 ASS ODONTO DEPEND	0.00	293,70

BASES

711 BASE IR SALARIO	0.00	34.774,05
721 SAL CONTR ATE LIMITE	0.00	7.786,02
722 SAL CONTR ACIMA LIM	0.00	27.896,88
731 BASE DO FGTS	0.00	35.682,90
732 FGTS	0.00	2.854,63
761 DED INSS SALARIO	0.00	908,85
778 INSS PARTE EMPRESA	0.00	7.136,58
779 TERCEIROS	0.00	2.069,61
780 AC TRABALHO	0.00	535,24
799 LIQUIDO SALARIO	0.00	7.232,35
800 TOT ASS MED TIT	0.00	739,69
801 TOT ASS MED DEP	0.00	739,69
802 TOTAL VALE REFEIÇAO	22.00	660,00
813 TOT ASS ODO TIT	0.00	293,70
814 TOT ASS ODO DEP	0.00	293,70
818 BASE SALARIO	0.00	35.682,90
833 OLIVA CUSTO EMPRESA	0.00	18,03
834 SEGVIDA CUSTO EMPRES	0.00	7,34
836 TXODONTO SIND EMPRES	0.00	27,00
870 BASE EMPR V REFEICAO	22.00	660,00
871 BASE ASSMED TITULAR	0.00	739,69
873 BASE ASSDENTAL TITUL	0.00	293,70
900 INSS FOLHA FAIXA 1	7.50	105,90
901 INSS FOLHA FAIXA 2	9.00	112,92
902 INSS FOLHA FAIXA 3	12.00	160,00
903 INSS FOLHA FAIXA 4	14.00	530,03
I01 BASE IR FOL OUT TRIB	0.00	35.682,90
I02 IR FOL OUT MOD TRIB	27.50	8.761,47
I09 DED SIMP IR FOLHA	0.00	564,80

TOTAL BRUTO:	35.682,90	TOTAL DE DESCONTOS:	28.450,55
CRÉDITO: -		LÍQUIDO A RECEBER :	7.232,35
CONTA: 38328844			

Recebi o valor acima em __/__/__ _____

FACILITY ASSESSORIA EMPRESARIAL E CONTÁBIL LTDA
CNPJ: 26.370.860/0001-00

Rio de Janeiro, November 5, 2025.

To whom it may concern,

I, **RAPHAEL COUTINHO DOS SANTOS**, an accountant duly registered with the Regional Accounting Council under No. 122630-O3, **hereby declare, for all due purposes**, that the income amounts reported by the taxpayer BRENO DE CASTRO NOGUEIRA, registered under CPF no. **124.679.937-52** and passport No. GD474381, are reflected in his **Individual Income Tax Returns (IRPF)** for the tax years **2021, 2022, 2023, 2024, and 2025**, in accordance with the documents presented to me and duly reviewed:

- In 2020, total income of R$ 126,524.04
- In 2021, total income of R$ 190,774.50
- In 2022, total income of R$ 297,717.55
- In 2023, total income of R$ 904,081.96
- In 2024, total income of R$ 468,380.75

The aforementioned amounts faithfully reflect the information contained in the respective financial statements and in the income tax returns filed with the Brazilian Federal Revenue Service, with no discrepancies between the data presented and the accounting and tax records reviewed.

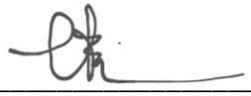
Please feel free to contact me if necessary.

Sincerely,

DIGITALLY SIGNED
RAPHAEL COUTINHO DOS SANTOS
Compliance with the signature can be verified at:
https://serpro.gov.br/assinador-digital
Serpro

RAPHAEL COUTINHO DOS SANTOS
Accountant

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.


_____ Date: January 27, 2026.

FACILITY ASSESSORIA EMPRESARIAL E CONTÁBIL LTDA
CNPJ: 26.370.860/0001-00

Rio de Janeiro, 05 de novembro de 2025.

A quem possa interessar,

Eu, **RAPHAEL COUTINHO DOS SANTOS**, contador regularmente inscrito no Conselho Regional de Contabilidade sob o nº 122630-O3, **declaro para os devidos fins,** que os valores de rendimentos informados pelo contribuinte BRENO DE CASTRO NOGUEIRA, inscrito no CPF nº **124.679.937-52**, e passaporte nº GD474381, constam de suas **Declarações de Imposto de Renda Pessoa Física (IRPF)**, referentes aos exercícios de **2021, 2022, 2023, 2024 e 2025**, conforme documentos que me foram apresentados e analisados:

- Em 2020, renda total de R$ 126.524,04
- Em 2021, renda total de R$ 190.774,50
- Em 2022, renda total de R$ 297.717,55
- Em 2023, renda total de R$ 904.081,96
- Em 2024, renda total de R$ 468.380,75

Os valores supramencionados refletem fielmente as informações constantes em seus informes financeiros e nas declarações de renda entregues à Receita Federal do Brasil, não havendo divergências entre os dados apresentados e os registros contábeis e fiscais examinados.

Favor contatar caso necessário.

Atenciosamente,

ASSINADO DIGITALMENTE
RAPHAEL COUTINHO DOS SANTOS
A conformidade com a assinatura pode ser verificada em:
https://serpro.gov.br/assinador-digital
Serpro

RAPHAEL COUTINHO DOS SANTOS
Contador

NAME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2023** **CALENDAR YEAR 2022**

TAXPAYER IDENTIFICATION

Name:	BRENO DE CASTRO NOGUEIRA	CPF:	124.679.937-52
Date of Birth:	10/25/1988	Voter ID:	133413080302
Do you have a spouse or partner? Yes		CPF of the Spouse or partner:	136.245.787-66
Was there a change of address? Yes			
Is one of the declarants a person with a serious illness or a physical or mental disability?		No	

Address:	RUA JOÃO LIRA	Number:	100
Unit:	APT 101	Neighborhood/District:	LEBLON
City:	RIO DE JANEIRO	State:	RJ
ZIP Code:	22430-210	Area Code/Phone:	
Email:	BRENOCNOG@GMAIL.COM	Area Code/Mobile:	(21) 99775-5575

Occupation Type:	01 - EMPLOYEE OF A PRIVATE SECTOR COMPANY, EXCEPT FINANCIAL INSTITUTIONS
Main Occupation:	212 - SYSTEMS ANALYST, SOFTWARE DEVELOPER, NETWORK AND DATABASE ADMINISTRATOR, AND OTHER INFORMATION TECHNOLOGY SPECIALISTS (EXCEPT TECHNICIAN)
Declaration type:	Original Annual Adjustment Declaration

Receipt Number of the last declaration filed in the 2022 tax year: 00.01.73.29.94-90

DEPENDENTS

No Information

ALIMONY RECIPIENTS

No Information

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE TAXPAYER

(Values in Reais)

NAME OF THE PAYING SOURCE	INCOME RECEIVED FROM LEGAL ENTITY	OFFICIAL SOCIAL SECURITY CONTRIBUTION	WITHHELD TAX	13th SALARY	INCOME TAX WITHHELD ON 13th SALARY
PRIKSTER - SOLUÇÕES EM INFORMÁTICA LTDA CNPJ/CPF: 34.977.961/0001-72	9.696,00	1.066,56	0,00	0,00	0,00
REMOTE BRASIL FORNECIMENTO DE SERVICOS LTDA CNPJ/CPF: 39.529.271/0001-74	166.499,98	4.970,28	39.204,50	9.583,02	2.435,82
TOTAL	176.195,98	6.036,84	39.204,50	9.583,02	2.435,82

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY DEPENDENTS

No Information

TAXABLE INCOME RECEIVED FROM INDIVIDUALS AND ABROAD BY THE TAXPAYER

No Information

TAXABLE INCOME RECEIVED FROM INDIVIDUALS AND ABROAD BY DEPENDENTS

No Information

EXEMPT AND NON-TAXABLE INCOME

(Values in Reais)

09. Profits and received dividends 121.521,57

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source	Amount
Taxpayer	124.679.937-52	34.977.961/0001-72	PRIKSTER - SOLUCOES EM INFORMATICA LTDA	121.521,57

TOTAL 121.521,57

INCOME SUBJECT TO EXCLUSIVE/DEFINITIVE TAXATION

(Values in Reais)

01. 13º salary 9.583,02

06. Income from financial investments 1.351,09

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source	Amount
Taxpayer	124.679.937-52	30.680.829/0001-43	NU FINANCEIRA S.A.	1.347,00
Taxpayer	124.679.937-52	90.400.888/0001-42	BANCO SANTANDER (BRASIL) SA	4,09

TOTAL 10.934,11

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE TAXPAYER (TAX WITH SUSPENDED EXIGIBILITY)

No Information

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE DEPENDENTS (TAX WITH SUSPENDED EXIGIBILITY)

No Information

TAXABLE INCOME FROM LEGAL ENTITY RECEIVED CUMULATIVELY BY THE TAXPAYER

No Information

TAXABLE INCOME FROM LEGAL ENTITY RECEIVED CUMULATIVELY BY THE DEPENDENTS

No Information

TAX PAID / WITHHELD

(Values in Reais)

01. Complementary Tax:	0,00
02. Tax Paid Abroad	0,00
Tax due with income abroad:	0,00
Tax due without income abroad:	0,00
Difference to be considered for tax calculation (legal limit):	0,00
03. Income Tax Withheld at Source (Law 11.033/2004):	0,00
04. Income Tax Withheld at Source for the Taxpayer	39.204,50
05. Income Tax Withheld at Source for the Dependents	0,00
06. Taxpayer's Carnê-Leão*	0,00
07. Dependent's Carnê-Leão	0,00

* Carnê do Leão - (Income tax that must be paid monthly, mandatorily, by individuals residing in Brazil who receive income from another individual or from abroad)

PAYMENTS MADE

No Information

DONATIONS MADE

No Information

STATEMENTS OF ASSETS AND RIGHTS

(Values in Reais)

GROUP	CÓDIGO	DISCLOSURE	STATUS ON 12/31/2021	STATUS ON 12/31/2022
03	02	THE COMPANY WAS CLOSED, AND THE DEREGISTRATION DATE IS 10/05/2022. UNTIL THAT DATE, I WAS A PARTNER HOLDING 4,950 SHARES OF THE COMPANY PRIKSTER - SOLUCOES EM INFORMATICA LTDA.	4.950,00	0,00
105 - BRAZIL Asset or right belonging to: Taxpayer CPF: 124.679.937-52 CNPJ: 34.977.961/0001-72				
04	02	FIXED-INCOME INVESTMENTS SANTANDER	267,70	452,77
105 - BRAZIL Asset or right belonging to: Taxpayer CPF: 124.679.937-52 CNPJ: 90.400.888/0001-42				
04	02	FIXED-INCOME INVESTMENTS NU FINANCEIRA	6.960,89	37.386,07
105 - BRAZIL Asset or right belonging to: Taxpayer CPF: 124.679.937-52 CNPJ: 30.680.829/0001-43				
06	01	CHECKING ACCOUNT BALANCE AT BANCO C6 S.A., TAXPAYER CPF 124.679.937-52.	0,00	504,83
105 - BRAZIL Asset or right belonging to: Taxpayer CPF: 124.679.937-52 CNPJ: 31.872.495/0001-72 Bank: 336 Branch: 0001 Account: 20227857-3				
06	01	CHECKING ACCOUNT BALANCE AT BANCO INTER, TAXPAYER CPF 124.679.937-52.	0,00	20.747,66
105 - BRAZIL Asset or right belonging to: Taxpayer CPF: 124.679.937-52 CNPJ: 00.416.968/0001-01 Bank: 077 Branch: 0001 Account: 03832884-4				
TOTAL			12.178,59	59.091,33

ENCUMBRANCES AND REAL LIABILITIES

No Information

DONATIONS TO POLITICAL PARTIES AND CANDIDATES FOR ELECTIVE OFFICES

No Information

STATEMENT OF RURAL ACTIVITY - BRAZIL

IDENTIFICATION DATA OF THE EXPLORED PROPERTY - BRAZIL

No Information

INCOME AND EXPENSES - BRAZIL

No Information

CALCULATION OF THE RESULT - BRAZIL

No Information

LIVESTOCK ACTIVITY - BRAZIL

No Information

ASSETS OF RURAL ACTIVITY - BRAZIL

No Information

DEBTS RELATED TO RURAL ACTIVITY - BRAZIL

No Information

STATEMENT OF RURAL ACTIVITY - ABROAD

IDENTIFICATION DATA OF THE EXPLORED PROPERTY - ABROAD

No Information

INCOME AND EXPENSES - ABROAD

No Information

CALCULATION OF THE RESULT - ABROAD

No Information

LIVESTOCK ACTIVITY - ABROAD

No Information

ASSETS OF RURAL ACTIVITY - ABROAD

No Information

DEBTS RELATED TO RURAL ACTIVITY - ABROAD

No Information

STATEMENT OF CAPITAL GAINS CALCULATION

No Information

VARIABLE INCOME - COMMON OPERATIONS/DAY TRADE - TAXPAYER

NET GAINS OR LOSSES - JAN

No Information

NET GAINS OR LOSSES - FEB

No Information

NET GAINS OR LOSSES - MAR

No Information

NET GAINS OR LOSSES - APR

No Information

NET GAINS OR LOSSES - MAY

No Information

NET GAINS OR LOSSES - JUN

No Information

NET GAINS OR LOSSES - JUL

No Information

NET GAINS OR LOSSES - AUG

No Information

NET GAINS OR LOSSES - SEP

No Information

NET GAINS OR LOSSES - OCT

No Information

NET GAINS OR LOSSES - NOV

No Information

NET GAINS OR LOSSES - DEC

No Information

VARIABLE INCOME - COMMON OPERATIONS/DAY TRADE - DEPENDENTS

No Information

REAL ESTATE INVESTMENT FUNDS OR IN AGROINDUSTRIAL PRODUCTION CHAINS - TAXPAYER

No Information

REAL ESTATE INVESTMENT FUNDS OR IN AGROINDUSTRIAL PRODUCTION CHAINS - DEPENDENTS

No Information

NAME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2023** **CALENDAR YEAR 2022**

SUMMARY **TAXATION USING THE STANDARD DEDUCTION**

TAXABLE INCOME AND STANDARD DEDUCTION	
Received from Legal Entity by the Taxpayer	176.195,98
Received from Legal Entity by Dependents	0,00
Received from Individual/Abroad by the Taxpayer	0,00
Received from Individual/Abroad by Dependents	0,00
Received Cumulatively by the Taxpayer	0,00
Received Cumulatively by Dependents	0,00
Taxable Income from Rural Activity	0,00
TOTAL TAXABLE INCOME	176.195,98
Standard Deduction	16.754,34
Taxable Base	159.441,64
Tax Due	33.414,13
Tax Due RRA (on received accumulated income)	0,00
Effective Tax Rate (%)	18,96
Total Tax Due	33.414,13
TAX PAID	
Tax Withheld at Source by the Taxpayer	39.204,50
Tax Withheld at Source by Dependents	0,00
Taxpayer's Carnê-Leão	0,00
Dependents' Carnê-Leão	0,00
Complementary Tax	0,00
Tax Paid Abroad	0,00
Tax Withheld at Source (Law No.11.033/2004)	0,00
Tax Withheld RRA	0,00
Total Tax Paid	39.204,50
TAX TO BE REFUNDED	5.790,37
BALANCE OF TAX PAYABLE	0,00
INSTALLMENT PLAN	
Installment Amount	0,00
Number of Installments	0
BANKING INFORMATION	
Account Type	Checking Account
Bank	077
Branch (without Checking Digit)	001
Account for Credit	03832884 4

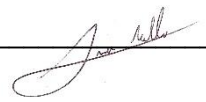
ASSET EVOLUTION

Assets and Rights on 12/31/2021	12.178,59
Assets and Rights on 12/31/2022	59.091,33
Encumbrances and Real Liabilities on 12/31/2021	0,00
Encumbrances and Real Liabilities on 12/31/2022	0,00

OTHER INFORMATION

Exempt and non-taxable income	121.521,57
Income subject to exclusive/definitive taxation	10.934,11
Taxable income - tax with suspended liability	0,00
Judicial Deposits of Tax	0,00
Tax Paid on Capital Gains	0,00
Tax Paid on Capital Gains Foreign Currency - Assets, Rights, and Financial Investments	0,00
Total tax withheld at source (Law No. 11.033/2004), as per the data provided by the taxpayer	0,00
Tax Paid on Variable Income	0,00
Donations to Political Parties and Candidates for Elective Office	
Tax Payable on Capital Gain - Foreign Currency in Cash	0,00
Deferred Tax on Capital Gains	0,00
Tax Due on Capital Gains	0,00
Tax Due on Net Income from Variable Income	0,00
Tax Due on Capital Gains in Foreign Currency - Assets, Rights, and Financial Investments	0,00

I, André Vinícius Inacio Penna Mello, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.



Date: Janaury 29, 2026.

NOME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **IMPOSTO SOBRE A RENDA - PESSOA FÍSICA**
DECLARAÇÃO DE AJUSTE ANUAL **EXERCÍCIO 2023** **ANO-CALENDÁRIO 2022**

IDENTIFICAÇÃO DO CONTRIBUINTE

Nome:	BRENO DE CASTRO NOGUEIRA	CPF:	124.679.937-52
Data de Nascimento:	25/10/1988	Título Eleitoral:	133413080302
Possui cônjuge ou companheiro(a)?	Sim	CPF do cônjuge ou companheiro(a):	136.245.787-66
Houve alteração de dados cadastrais?	Sim		

Um dos declarantes é pessoa com doença grave ou portadora de deficiência física ou mental? Não

Endereço:	RUA JOÃO LIRA	Número:	100
Complemento:	APT 101	Bairro/Distrito:	LEBLON
Município:	RIO DE JANEIRO	UF:	RJ
CEP:	22430-210	DDD/Telefone:	
E-mail:	BRENOCNOG@GMAIL.COM	DDD/Celular:	(21) 99775-5575

Natureza da Ocupação: 01 - EMPREGADO DE EMPRESA DO SETOR PRIVADO, EXCETO DE INSTITUIÇÕES FINANCEIRAS

Ocupação Principal: 212 - ANALISTA DE SISTEMAS, DESENVOLVEDOR DE SOFTWARE, ADMINISTRADOR DE REDES E BANCOS DE DADOS E OUTROS ESPECIALISTAS EM INFORMÁTICA (EXCETO TÉCNICO)

Tipo de declaração: Declaração de Ajuste Anual Original

Nº do recibo da última declaração entregue do exercício de 2022: 00.01.73.29.94-90

DEPENDENTES

Sem Informações

ALIMENTANDOS

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELO TITULAR

(Valores em Reais)

NOME DA FONTE PAGADORA	REND. RECEBIDOS DE PES. JURÍDICA	CONTR. PREVID. OFICIAL	IMPOSTO RETIDO NA FONTE	13º SALÁRIO	IRRF SOBRE 13º SALÁRIO
PRIKSTER - SOLUÇÕES EM INFORMÁTICA LTDA CNPJ/CPF: 34.977.961/0001-72	9.696,00	1.066,56	0,00	0,00	0,00
REMOTE BRASIL FORNECIMENTO DE SERVICOS LTDA CNPJ/CPF: 39.529.271/0001-74	166.499,98	4.970,28	39.204,50	9.583,02	2.435,82
TOTAL	176.195,98	6.036,84	39.204,50	9.583,02	2.435,82

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELOS DEPENDENTES

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA FÍSICA E DO EXTERIOR PELO TITULAR

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA FÍSICA E DO EXTERIOR PELOS DEPENDENTES

Sem Informações

PROTEGIDA POR SIGILO FISCAL

RENDIMENTOS ISENTOS E NÃO TRIBUTÁVEIS

(Valores em Reais)

09. Lucros e dividendos recebidos 121.521,57

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Valor
Titular	124.679.937-52	34.977.961/0001-72	PRIKSTER - SOLUCOES EM INFORMATICA LTDA	121.521,57

TOTAL 121.521,57

RENDIMENTOS SUJEITOS À TRIBUTAÇÃO EXCLUSIVA / DEFINITIVA

(Valores em Reais)

01. 13º salário 9.583,02

06. Rendimentos de aplicações financeiras 1.351,09

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Valor
Titular	124.679.937-52	30.680.829/0001-43	NU FINANCEIRA S.A.	1.347,00
Titular	124.679.937-52	90.400.888/0001-42	BANCO SANTANDER (BRASIL) SA	4,09

TOTAL 10.934,11

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELO TITULAR (IMPOSTO COM EXIGIBILIDADE SUSPENSA)

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELOS DEPENDENTES (IMPOSTO COM EXIGIBILIDADE SUSPENSA)

Sem Informações

RENDIMENTOS TRIBUTÁVEIS DE PESSOA JURÍDICA RECEBIDOS ACUMULADAMENTE PELO TITULAR

Sem Informações

RENDIMENTOS TRIBUTÁVEIS DE PESSOA JURÍDICA RECEBIDOS ACUMULADAMENTE PELOS DEPENDENTES

Sem Informações

IMPOSTO PAGO / RETIDO

(Valores em Reais)

01. Imposto complementar:	0,00
02. Imposto pago no exterior	0,00
Imposto devido com os rendimentos no exterior:	0,00
Imposto devido sem os rendimentos no exterior:	0,00
Diferença a ser considerada para cálculo do imposto (limite legal):	0,00
03. Imposto de renda na fonte (Lei 11.033/2004):	0,00
04. Imposto retido na fonte do titular	39.204,50
05. Imposto retido na fonte dos dependentes	0,00
06. Carnê-Leão do titular	0,00
07. Carnê-Leão dos dependentes	0,00

PAGAMENTOS EFETUADOS

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DOAÇÕES EFETUADAS

Sem Informações

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2021	SITUAÇÃO EM 31/12/2022
03	02	A EMPRESA FOI ENCERRADA, A DATA DA BAIXA É 05/10/2022. ATÉ ESSA DATA ERA SOCIO COM 4.950 COTAS DA EMPRESA PRIKSTER - SOLUCOES EM INFORMATICA LTDA	4.950,00	0,00
105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ: 34.977.961/0001-72				
04	02	APLICACOES DE RENDA FIXA SANTANDER	267,70	452,77
105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ: 90.400.888/0001-42				
04	02	APLICACOES DE RENDA FIXA NU FINANCEIRA	6.960,89	37.386,07
105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ: 30.680.829/0001-43				
06	01	SALDO EM CONTA CORRENTE NO BANCO C6 S.A., TITULAR CPF 124.679.937-52.	0,00	504,83
105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ: 31.872.495/0001-72 Banco: 336 Agência: 0001 Conta: 20227857-3				
06	01	SALDO EM CONTA CORRENTE NO BANCO INTER, TITULAR CPF 124.679.937-52.	0,00	20.747,66
105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ: 00.416.968/0001-01 Banco: 077 Agência: 0001 Conta: 03832884-4				
TOTAL			12.178,59	59.091,33

DÍVIDAS E ÔNUS REAIS

Sem Informações

DOAÇÕES A PARTIDOS POLÍTICOS E CANDIDATOS A CARGOS ELETIVOS

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DEMONSTRATIVO DE ATIVIDADE RURAL - BRASIL

DADOS E IDENTIFICAÇÃO DO IMÓVEL EXPLORADO - BRASIL

Sem Informações

RECEITAS E DESPESAS - BRASIL

Sem Informações

APURAÇÃO DO RESULTADO - BRASIL

Sem Informações

MOVIMENTAÇÃO DO REBANHO - BRASIL

Sem Informações

BENS DA ATIVIDADE RURAL - BRASIL

Sem Informações

DÍVIDAS VINCULADAS À ATIVIDADE RURAL - BRASIL

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DEMONSTRATIVO DE ATIVIDADE RURAL - EXTERIOR

DADOS E IDENTIFICAÇÃO DO IMÓVEL EXPLORADO - EXTERIOR

Sem Informações

RECEITAS E DESPESAS - EXTERIOR

Sem Informações

APURAÇÃO DO RESULTADO - EXTERIOR

Sem Informações

MOVIMENTAÇÃO DO REBANHO - EXTERIOR

Sem Informações

BENS DA ATIVIDADE RURAL - EXTERIOR

Sem Informações

DÍVIDAS VINCULADAS À ATIVIDADE RURAL - EXTERIOR

Sem Informações

DEMONSTRATIVO DA APURAÇÃO DOS GANHOS DE CAPITAL

Sem Informações

PROTEGIDA POR SIGILO FISCAL

RENDA VARIÁVEL - OPERAÇÕES COMUNS/DAYTRADE - TITULAR

GANHOS LÍQUIDOS OU PERDAS - JAN

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - FEV

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - MAR

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - ABR

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - MAI

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - JUN

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - JUL

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - AGO

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - SET

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - OUT

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - NOV

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - DEZ

Sem Informações

RENDA VARIÁVEL - OPERAÇÕES COMUNS/DAYTRADE - DEPENDENTES

Sem Informações

FUNDOS DE INVESTIMENTO IMOBILIÁRIO OU NAS CADEIAS PRODUTIVAS AGROINDUSTRIAIS - TITULAR

Sem Informações

FUNDOS DE INVESTIMENTO IMOBILIÁRIO OU NAS CADEIAS PRODUTIVAS AGROINDUSTRIAIS - DEPENDENTES

Sem Informações

PROTEGIDA POR SIGILO FISCAL

NOME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **IMPOSTO SOBRE A RENDA - PESSOA FÍSICA**
DECLARAÇÃO DE AJUSTE ANUAL **EXERCÍCIO 2023** **ANO-CALENDÁRIO 2022**

RESUMO **TRIBUTAÇÃO UTILIZANDO O DESCONTO SIMPLIFICADO**

RENDIMENTOS TRIBUTÁVEIS E DESCONTO SIMPLIFICADO	
Recebidos de Pessoa Jurídica pelo Titular	176.195,98
Recebidos de Pessoa Jurídica pelos Dependentes	0,00
Recebidos de Pessoa Física/Exterior pelo Titular	0,00
Recebidos de Pessoa Física/Exterior pelos Dependentes	0,00
Recebidos acumuladamente pelo titular	0,00
Recebidos acumuladamente pelos dependentes	0,00
Resultado tributável da Atividade Rural	0,00
TOTAL DE RENDIMENTOS TRIBUTÁVEIS	176.195,98
Desconto Simplificado	16.754,34
Base de cálculo do Imposto	159.441,64
Imposto devido	33.414,13
Imposto devido RRA	0,00
Aliquota efetiva (%)	18,96
Total do imposto devido	33.414,13
IMPOSTO PAGO	
Imposto retido na fonte do titular	39.204,50
Imp. retido na fonte dos dependentes	0,00
Carnê-Leao do titular	0,00
Carnê-Leao dos dependentes	0,00
Imposto Complementar	0,00
Imposto pago no exterior	0,00
Imposto retido na fonte (Lei nº 11.033/2004)	0,00
Imposto retido RRA	0,00
Total do imposto pago	39.204,50
IMPOSTO A RESTITUIR	5.790,37
SALDO IMPOSTO A PAGAR	0,00
PARCELAMENTO	
Valor da quota	0,00
Número de Quotas	0
INFORMAÇÕES BANCÁRIAS	
Tipo de Conta	Conta Corrente
Banco	077
Agência (sem DV)	001
Conta para crédito	03832884 4

PROTEGIDA POR SIGILO FISCAL

EVOLUÇÃO PATRIMONIAL

Bens e direitos em 31/12/2021	12.178,59
Bens e direitos em 31/12/2022	59.091,33
Dívidas e ônus reais em 31/12/2021	0,00
Dívidas e ônus reais em 31/12/2022	0,00

OUTRAS INFORMAÇÕES

Rendimentos isentos e não tributáveis	121.521,57
Rendimentos sujeitos à tributação exclusiva/definitiva	10.934,11
Rendimentos tributáveis - imposto com exigibilidade suspensa	0,00
Depósitos judiciais do imposto	0,00
Imposto pago sobre Ganhos de Capital	0,00
Imposto pago Ganhos de Capital Moeda Estrangeira - Bens, direitos e Aplicações Financeiras	0,00
Total do imposto retido na fonte (Lei nº11.033/2004), conforme dados informados pelo contribuinte	0,00
Imposto pago sobre Renda Variável	0,00
Doações a Partidos Políticos e Candidatos a Cargos Eletivos	
Imposto a pagar sobre o Ganho de Capital - Moeda Estrangeira em Espécie	0,00
Imposto diferido dos Ganhos de Capital	0,00
Imposto devido sobre Ganhos de Capital	0,00
Imposto devido sobre ganhos líquidos em Renda Variável	0,00
Imposto devido sobre Ganhos de Capital Moeda Estrangeira - Bens, direitos e aplic. financeiras	0,00

PROTEGIDA POR SIGILO FISCAL

NAME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2024** **CALENDAR YEAR 2023**

TAXPAYER IDENTIFICATION

Name:	BRENO DE CASTRO NOGUEIRA	CPF:	124.679.937-52
Date of Birth:	10/25/1988	Voter ID:	133413080302
Do you have a spouse or partner?	Yes	CPF of the Spouse or partner:	136.245.787-66

Were you a resident abroad and became a resident in Brazil in 2023? No

Were there any changes to the registration details? No

Is one of the declarants a person with a serious illness or a physical or mental disability? No

Address:	RUA JOAO LIRA	Number:	100
Unit:	APT 101	Neighborhood/District:	LEBLON
City:	RIO DE JANEIRO	State:	RJ
CEP:	22430-210	Area Code/Phone:	
Email:	BRENOCNOG@GMAIL.COM	Area Code/Mobile:	(21) 99775-5575

Occupation Type: 01 - EMPLOYEE OF A PRIVATE SECTOR COMPANY, EXCEPT FINANCIAL INSTITUTIONS

Main Occupation: 212 - SYSTEMS ANALYST, SOFTWARE DEVELOPER, NETWORK AND DATABASE ADMINISTRATOR, AND OTHER INFORMATION TECHNOLOGY SPECIALISTS (EXCEPT TECHNICIAN)

Declaration type: Original Annual Adjustment Declaration

Receipt Number of the last declaration filed in the 2023 tax year: 13.00.53.68.16-56

DEPENDENTS

No Information

ALIMONY RECIPIENTS

No Information

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE TAXPAYER

(Values in Reais)

NAME OF THE PAYING SOURCE	INCOME RECEIVED FROM LEGAL ENTITY	OFFICIAL SOCIAL SECURITY CONTRIBUTION	WITHHELD TAX	13th SALARY	INCOME TAX WITHHELD ON 13th SALARY
REMOTE BRASIL FORNECIMENTO DE SERVICOS LTDA CNPJ/CPF: 39.529.271/0001-74	904.081,96	10.524,48	234.140,97	55.489,43	19.827,07
TOTAL	904.081,96	10.524,48	234.140,97	55.489,43	19.827,07

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY DEPENDENTS

No Information

TAXABLE INCOME RECEIVED FROM INDIVIDUALS AND ABROAD BY THE TAXPAYER

No Information

TAXABLE INCOME RECEIVED FROM INDIVIDUALS AND ABROAD BY DEPENDENTS

No Information

EXEMPT AND NON-TAXABLE INCOME

(Values in Reais)

TOTAL	0,00

INCOME SUBJECT TO EXCLUSIVE/DEFINITIVE TAXATION

(Values in Reais)

01. 13th salary	55.489,43
06. Income from financial investments	9.278,89

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source	Amount
Taxpayer	124.679.937-52	30.680.829/0001-43	NU FINANCEIRA S.A.	3.920,07
Taxpayer	124.679.937-52	90.400.888/0001-42	BANCO SANTANDER (BRASIL) SA	0,63
Taxpayer	124.679.937-52	09.516.419/0001-75	PICPAY BANK BANCO MULTIPLO S.A.	186,63
Taxpayer	124.679.937-52	00.416.968/0001-01	BANCO INTER S.A.	17,28
Taxpayer	124.679.937-52	02.332.886/0001-04	XP INVESTIMENTOS CCTVM S/A	3.927,25
Taxpayer	124.679.937-52	26.559.284/0001-44	TREND PÓS-FIXADO FIC FIRF SIMPLE	434,63
Taxpayer	124.679.937-52	39.586.835/0001-00	KINEA IPCA DINÂMICO II ADVISORY	645,85
Taxpayer	124.679.937-52	10.347.493/0001-94	BV BANKS RF CP FI	146,55

TOTAL	64.768,32

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE TAXPAYER (TAX WITH SUSPENDED EXIGIBILITY)

No Information

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE DEPENDENTS (TAX WITH SUSPENDED EXIGIBILITY)

No Information

TAXABLE INCOME FROM LEGAL ENTITY RECEIVED CUMULATIVELY BY THE TAXPAYER

No Information

TAXABLE INCOME FROM LEGAL ENTITY RECEIVED CUMULATIVELY BY THE DEPENDENTS

No Information

TAX PAID / WITHHELD

(Values in Reais)

01. Complementary Tax:	0,00
02. Tax Paid Abroad	0,00
Tax due with income abroad:	0,00
Tax due without income abroad:	0,00
Difference to be considered for tax calculation (legal limit):	0,00
03. Income Tax Withheld at Source (Law 11.033/2004):	0,00
04. Income Tax Withheld at Source for the Taxpayer	234.140,97
05. Income Tax Withheld at Source for the Dependents	0,00
06. Taxpayer's Carnê-Leão*	0,00
07. Dependent's Carnê-Leão	0,00

* Carnê do Leão - (Income tax that must be paid monthly, mandatorily, by individuals residing in Brazil who receive income from another individual or from abroad)

PAYMENTS MADE

No Information

DONATIONS MADE

No Information

STATEMENTS OF ASSETS AND RIGHTS

(Values in Reais)

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
04	02	FIXED-INCOME INVESTMENTS SANTANDER	452,77	157,65

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ: 90.400.888/0001-42

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
04	02	FIXED-INCOME INVESTMENTS NU FINANCEIRA	37.386,07	49.557,07

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ: 30.680.829/0001-43

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
04	02	FIXED-INCOME INVESTMENTS PIC PAY	0,00	75.636,48

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ: 09.516.419/0001-75

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
04	02	BANCO INTER - AUTOMATIC INVESTMENT - TAXED	0,00	22.712,66

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ: 00.416.968/0001-01

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
04	02	FIXED-INCOME INVESTMENTS XP INVESTIMENTOS	0,00	60.000,00

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ: 02.332.886/0001-04

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
06	01	CHECKING ACCOUNT BALANCE AT BANCO C6 S.A., TAXPAYER CPF 124.679.937-52.	504,83	151,96

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ: 31.872.495/0001-72

Bank: 336 Branch: 0001 Conta: 20227857-3

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
06	01	CHECKING ACCOUNT BALANCE AT BANCO INTER, TAXPAYER CPF 124.679.937-52.	20.747,66	0,00

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ: 00.416.968/0001-01

Bank: 077 Branch: 0001 Conta: 03832884-4

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
06	99	CHECKING ACCOUNT BALANCE AT XP INVESTIMENTOS CCTVM S/A, TAXPAYER CPF 124.679.937-52.	0,00	0,25

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ: 02.332.886/0001-04

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
07	01	TREND FLOATING-RATE FIC FIRF SIMPLE	0,00	110.716,28

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ do Fundo: 26.559.284/0001-44

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
07	01	KINEA IPCA DYNAMIC II ADVISORY	0,00	37.645,85

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52
CNPJ do Fundo: 39.586.835/0001-00

STATEMENTS OF ASSETS AND RIGHTS

(Values in Reais)

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2022	STATUS ON 12/31/2023
07	01	BV BANKS RF CP INVESTMENT FUND	0,00	92.190,98

105 - BRAZIL

Asset or right belonging to: Taxpayer CPF: 124.679.937-52

CNPJ do Fundo: 10.347.493/0001-94

TOTAL	59.091,33	448.769,18

ENCUMBRANCES AND REAL LIABILITIES

No Information

DONATIONS TO POLITICAL PARTIES AND CANDIDATES FOR ELECTIVE OFFICES

No Information

STATEMENT OF RURAL ACTIVITY - BRAZIL

IDENTIFICATION DATA OF THE EXPLORED PROPERTY - BRAZIL

No Information

INCOME AND EXPENSES - BRAZIL

No Information

CALCULATION OF THE RESULT - BRAZIL

No Information

LIVESTOCK ACTIVITY - BRAZIL

No Information

ASSETS OF RURAL ACTIVITY - BRAZIL

No Information

DEBTS RELATED TO RURAL ACTIVITY - BRAZIL

No Information

STATEMENT OF RURAL ACTIVITY - ABROAD

IDENTIFICATION DATA OF THE EXPLORED PROPERTY - ABROAD

No Information

INCOME AND EXPENSES - ABROAD

No Information

CALCULATION OF THE RESULT - ABROAD

No Information

LIVESTOCK ACTIVITY - ABROAD

No Information

ASSETS OF RURAL ACTIVITY - ABROAD

No Information

DEBTS RELATED TO RURAL ACTIVITY - ABROAD

No Information

STATEMENT OF CAPITAL GAINS CALCULATION

No Information

VARIABLE INCOME - COMMON OPERATIONS/DAY TRADE - TAXPAYER

NET GAINS OR LOSSES - JAN

No Information

NET GAINS OR LOSSES - FEB

No Information

NET GAINS OR LOSSES - MAR

No Information

NET GAINS OR LOSSES - APR

No Information

NET GAINS OR LOSSES - MAY

No Information

NET GAINS OR LOSSES - JUN

No Information

NET GAINS OR LOSSES - JUL

No Information

NET GAINS OR LOSSES - AUG

No Information

NET GAINS OR LOSSES - SEP

No Information

NET GAINS OR LOSSES - OCT

No Information

NET GAINS OR LOSSES - NOV

No Information

NET GAINS OR LOSSES - DEC

No Information

VARIABLE INCOME - COMMON OPERATIONS/DAY TRADE - DEPENDENTS

No Information

REAL ESTATE INVESTMENT FUNDS OR IN AGROINDUSTRIAL PRODUCTION CHAINS - TAXPAYER

No Information

REAL ESTATE INVESTMENT FUNDS OR IN AGROINDUSTRIAL PRODUCTION CHAINS - DEPENDENTS

No Information

NAME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2024** **CALENDAR YEAR 2023**

SUMMARY **TAXATION USING THE STANDARD DEDUCTION**

TAXABLE INCOME AND STANDARD DEDUCTION	
Received from Legal Entity by the Taxpayer	904.081,96
Received from Legal Entity by Dependents	0,00
Received from Individual/Abroad by the Taxpayer	0,00
Received from Individual/Abroad by Dependents	0,00
Received Cumulatively by the Taxpayer	0,00
Received Cumulatively by Dependents	0,00
Taxable Income from Rural Activity	0,00
TOTAL TAXABLE INCOME	904.081,96
Standard Deduction	16.754,34
Taxable Base	887.327,62
Tax Due	233.457,96
Tax Due RRA (on received accumulated income)	0,00
Effective Tax Rate (%)	25,82
Total Tax Due	233.457,96
TAX PAID	
Tax Withheld at Source by the Taxpayer	234.140,97
Tax Withheld at Source by Dependents	0,00
Taxpayer's Carnê-Leão	0,00
Dependents' Carnê-Leão	0,00
Complementary Tax	0,00
Tax Paid Abroad	0,00
Tax Withheld at Source (Law No.11.033/2004)	0,00
Tax Withheld RRA	0,00
Total Tax Paid	234.140,97
TAX TO BE REFUNDED	683,01
BALANCE OF TAX PAYABLE	0,00
INSTALLMENT PLAN	
Installment Amount	0,00
Number of Installments	0

BANKING INFORMATION

Account Type	Checking Account
Bank	077
Branch (without Checking Digit)	001
Account for Credit	03832884 4

NAME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2024** **CALENDAR YEAR 2023**

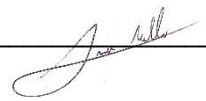
ASSET EVOLUTION

Assets and Rights on 12/31/2022	59.091,33
Assets and Rights on 12/31/2023	448.769,18
Encumbrances and Real Liabilities on 12/31/2022	0,00
Encumbrances and Real Liabilities on 12/31/2023	0,00

OTHER INFORMATION

Exempt and non-taxable income	0,00
Income subject to exclusive/definitive taxation	64.768,32
Taxable income - tax with suspended liability	0,00
Judicial Deposits of Tax	0,00
Tax Paid on Capital Gains	0,00
Tax Paid on Capital Gains Foreign Currency - Assets, Rights, and Financial Investments	0,00
Total tax withheld at source (Law No. 11.033/2004), as per the data provided by the taxpayer	0,00
Tax Paid on Variable Income	0,00
Donations to Political Parties and Candidates for Elective Office	
Tax Payable on Capital Gain - Foreign Currency in Cash	0,00
Deferred Tax on Capital Gains	0,00
Tax Due on Capital Gains	0,00
Tax Due on Net Income from Variable Income	0,00
Tax Due on Capital Gains in Foreign Currency - Assets, Rights, and Financial Investments	0,00

I, André Vinícius Inacio Penna Mello, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.



Date: Janaury 29, 2026.

NOME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **IMPOSTO SOBRE A RENDA - PESSOA FÍSICA**
DECLARAÇÃO DE AJUSTE ANUAL **EXERCÍCIO 2024** **ANO-CALENDÁRIO 2023**

IDENTIFICAÇÃO DO CONTRIBUINTE

Nome:	BRENO DE CASTRO NOGUEIRA	CPF:	124.679.937-52
Data de Nascimento:	25/10/1988	Título Eleitoral:	133413080302
Possui cônjuge ou companheiro(a)?	Sim	CPF do cônjuge ou companheiro(a):	136.245.787-66

Era residente no exterior e passou a ser residente no Brasil em 2023? Não

Houve alteração de dados cadastrais? Não

Um dos declarantes é pessoa com doença grave ou portadora de deficiência física ou mental? Não

Endereço:	RUA JOAO LIRA	Número:	100
Complemento:	APT 101	Bairro/Distrito:	LEBLON
Município:	RIO DE JANEIRO	UF:	RJ
CEP:	22430-210	DDD/Telefone:	
E-mail:	BRENOCNOG@GMAIL.COM	DDD/Celular:	(21) 99775-5575

Natureza da Ocupação:	01 - EMPREGADO DE EMPRESA DO SETOR PRIVADO, EXCETO DE INSTITUIÇÕES FINANCEIRAS
Ocupação Principal:	212 - ANALISTA DE SISTEMAS, DESENVOLVEDOR DE SOFTWARE, ADMINISTRADOR DE REDES E BANCOS DE DADOS E OUTROS ESPECIALISTAS EM INFORMÁTICA (EXCETO TÉCNICO)
Tipo de declaração:	Declaração de Ajuste Anual Original

Nº do recibo da última declaração entregue do exercício de 2023: 13.00.53.68.16-56

PROTEGIDA POR SIGILO FISCAL

DEPENDENTES

Sem Informações

ALIMENTANDOS

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELO TITULAR

(Valores em Reais)

NOME DA FONTE PAGADORA	REND. RECEBIDOS DE PES. JURÍDICA	CONTR. PREVID. OFICIAL	IMPOSTO RETIDO NA FONTE	13º SALÁRIO	IRRF SOBRE 13º SALÁRIO
REMOTE BRASIL FORNECIMENTO DE SERVICOS LTDA CNPJ/CPF: 39.529.271/0001-74	904.081,96	10.524,48	234.140,97	55.489,43	19.827,07
TOTAL	904.081,96	10.524,48	234.140,97	55.489,43	19.827,07

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELOS DEPENDENTES

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA FÍSICA E DO EXTERIOR PELO TITULAR

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA FÍSICA E DO EXTERIOR PELOS DEPENDENTES

Sem Informações

RENDIMENTOS ISENTOS E NÃO TRIBUTÁVEIS

(Valores em Reais)

TOTAL	0,00

RENDIMENTOS SUJEITOS À TRIBUTAÇÃO EXCLUSIVA / DEFINITIVA

(Valores em Reais)

01. 13º salário	55.489,43
06. Rendimentos de aplicações financeiras	9.278,89

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Valor
Titular	124.679.937-52	30.680.829/0001-43	NU FINANCEIRA S.A.	3.920,07
Titular	124.679.937-52	90.400.888/0001-42	BANCO SANTANDER (BRASIL) SA	0,63
Titular	124.679.937-52	09.516.419/0001-75	PICPAY BANK BANCO MULTIPLO S.A.	186,63
Titular	124.679.937-52	00.416.968/0001-01	BANCO INTER S.A.	17,28
Titular	124.679.937-52	02.332.886/0001-04	XP INVESTIMENTOS CCTVM S/A	3.927,25
Titular	124.679.937-52	26.559.284/0001-44	TREND PÓS-FIXADO FIC FIRF SIMPLE	434,63
Titular	124.679.937-52	39.586.835/0001-00	KINEA IPCA DINÂMICO II ADVISORY	645,85
Titular	124.679.937-52	10.347.493/0001-94	BV BANKS RF CP FI	146,55

TOTAL	64.768,32

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELO TITULAR (IMPOSTO COM EXIGIBILIDADE SUSPENSA)

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELOS DEPENDENTES (IMPOSTO COM EXIGIBILIDADE SUSPENSA)

Sem Informações

RENDIMENTOS TRIBUTÁVEIS DE PESSOA JURÍDICA RECEBIDOS ACUMULADAMENTE PELO TITULAR

Sem Informações

RENDIMENTOS TRIBUTÁVEIS DE PESSOA JURÍDICA RECEBIDOS ACUMULADAMENTE PELOS DEPENDENTES

Sem Informações

IMPOSTO PAGO / RETIDO

(Valores em Reais)

01. Imposto complementar:	0,00
02. Imposto pago no exterior	0,00
Imposto devido com os rendimentos no exterior:	0,00
Imposto devido sem os rendimentos no exterior:	0,00
Diferença a ser considerada para cálculo do imposto (limite legal):	0,00
03. Imposto de renda na fonte (Lei 11.033/2004):	0,00
04. Imposto retido na fonte do titular	234.140,97
05. Imposto retido na fonte dos dependentes	0,00
06. Carnê-Leão do titular	0,00
07. Carnê-Leão dos dependentes	0,00

PROTEGIDA POR SIGILO FISCAL

PAGAMENTOS EFETUADOS

Sem Informações

DOAÇÕES EFETUADAS

Sem Informações

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2022	SITUAÇÃO EM 31/12/2023
04	02	APLICACOES DE RENDA FIXA SANTANDER	452,77	157,65

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52
CNPJ: 90.400.888/0001-42

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2022	SITUAÇÃO EM 31/12/2023
04	02	APLICACOES DE RENDA FIXA NU FINANCEIRA	37.386,07	49.557,07

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52
CNPJ: 30.680.829/0001-43

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2022	SITUAÇÃO EM 31/12/2023
04	02	APLICACOES DE RENDA FIXA PIC PAY	0,00	75.636,48

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52
CNPJ: 09.516.419/0001-75

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2022	SITUAÇÃO EM 31/12/2023
04	02	BANCO INTER - APLICAÇÃO AUTOMÁTICA - TRIBUTADO	0,00	22.712,66

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52
CNPJ: 00.416.968/0001-01

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2022	SITUAÇÃO EM 31/12/2023
04	02	APLICACOES DE RENDA FIXA XP INVESTIMENTOS	0,00	60.000,00

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52
CNPJ: 02.332.886/0001-04

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS (Valores em Reais)

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2022	SITUAÇÃO EM 31/12/2023
06	01	SALDO EM CONTA CORRENTE NO BANCO C6 S.A., TITULAR CPF 124.679.937-52. 105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ: 31.872.495/0001-72 Banco: 336 Agência: 0001 Conta: 20227857-3	504,83	151,96
06	01	SALDO EM CONTA CORRENTE NO BANCO INTER, TITULAR CPF 124.679.937-52. 105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ: 00.416.968/0001-01 Banco: 077 Agência: 0001 Conta: 03832884-4	20.747,66	0,00
06	99	SALDO EM CONTA CORRENTE NO XP INVESTIMENTOS CCTVM S/A, TITULAR CPF 124.679.937-52. 105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ: 02.332.886/0001-04	0,00	0,25
07	01	TREND PÓS-FIXADO FIC FIRF SIMPLE 105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ do Fundo: 26.559.284/0001-44	0,00	110.716,28
07	01	KINEA IPCA DINÂMICO II ADVISORY 105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ do Fundo: 39.586.835/0001-00	0,00	37.645,85

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2022	SITUAÇÃO EM 31/12/2023
07	01	BV BANKS RF CP FI 105 - BRASIL Bem ou direito pertencente ao: Titular CPF: 124.679.937-52 CNPJ do Fundo: 10.347.493/0001-94	0,00	92.190,98
TOTAL			59.091,33	448.769,18

DÍVIDAS E ÔNUS REAIS

Sem Informações

DOAÇÕES A PARTIDOS POLÍTICOS E CANDIDATOS A CARGOS ELETIVOS

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DEMONSTRATIVO DE ATIVIDADE RURAL - BRASIL

DADOS E IDENTIFICAÇÃO DO IMÓVEL EXPLORADO - BRASIL

Sem Informações

RECEITAS E DESPESAS - BRASIL

Sem Informações

APURAÇÃO DO RESULTADO - BRASIL

Sem Informações

MOVIMENTAÇÃO DO REBANHO - BRASIL

Sem Informações

BENS DA ATIVIDADE RURAL - BRASIL

Sem Informações

DÍVIDAS VINCULADAS À ATIVIDADE RURAL - BRASIL

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DEMONSTRATIVO DE ATIVIDADE RURAL - EXTERIOR

DADOS E IDENTIFICAÇÃO DO IMÓVEL EXPLORADO - EXTERIOR

Sem Informações

RECEITAS E DESPESAS - EXTERIOR

Sem Informações

APURAÇÃO DO RESULTADO - EXTERIOR

Sem Informações

MOVIMENTAÇÃO DO REBANHO - EXTERIOR

Sem Informações

BENS DA ATIVIDADE RURAL - EXTERIOR

Sem Informações

DÍVIDAS VINCULADAS À ATIVIDADE RURAL - EXTERIOR

Sem Informações

DEMONSTRATIVO DA APURAÇÃO DOS GANHOS DE CAPITAL

Sem Informações

PROTEGIDA POR SIGILO FISCAL

RENDA VARIÁVEL - OPERAÇÕES COMUNS/DAYTRADE - TITULAR

GANHOS LÍQUIDOS OU PERDAS - JAN

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - FEV

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - MAR

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - ABR

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - MAI

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - JUN

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - JUL

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - AGO

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - SET

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - OUT

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - NOV

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - DEZ

Sem Informações

RENDA VARIÁVEL - OPERAÇÕES COMUNS/DAYTRADE - DEPENDENTES

Sem Informações

FUNDOS DE INVESTIMENTO IMOBILIÁRIO OU NAS CADEIAS PRODUTIVAS AGROINDUSTRIAIS - TITULAR

Sem Informações

FUNDOS DE INVESTIMENTO IMOBILIÁRIO OU NAS CADEIAS PRODUTIVAS AGROINDUSTRIAIS - DEPENDENTES

Sem Informações

PROTEGIDA POR SIGILO FISCAL

NOME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **IMPOSTO SOBRE A RENDA - PESSOA FÍSICA**
DECLARAÇÃO DE AJUSTE ANUAL **EXERCÍCIO 2024** **ANO-CALENDÁRIO 2023**

RESUMO — TRIBUTAÇÃO UTILIZANDO O DESCONTO SIMPLIFICADO

RENDIMENTOS TRIBUTÁVEIS E DESCONTO SIMPLIFICADO	
Recebidos de Pessoa Jurídica pelo Titular	904.081,96
Recebidos de Pessoa Jurídica pelos Dependentes	0,00
Recebidos de Pessoa Física/Exterior pelo Titular	0,00
Recebidos de Pessoa Física/Exterior pelos Dependentes	0,00
Recebidos acumuladamente pelo titular	0,00
Recebidos acumuladamente pelos dependentes	0,00
Resultado tributável da Atividade Rural	0,00
TOTAL DE RENDIMENTOS TRIBUTÁVEIS	904.081,96
Desconto Simplificado	16.754,34
Base de cálculo do Imposto	887.327,62
Imposto devido	233.457,96
Imposto devido RRA	0,00
Aliquota efetiva (%)	25,82
Total do imposto devido	233.457,96
IMPOSTO PAGO	
Imposto retido na fonte do titular	234.140,97
Imp. retido na fonte dos dependentes	0,00
Carnê-Leao do titular	0,00
Carnê-Leao dos dependentes	0,00
Imposto Complementar	0,00
Imposto pago no exterior	0,00
Imposto retido na fonte (Lei nº 11.033/2004)	0,00
Imposto retido RRA	0,00
Total do imposto pago	234.140,97
IMPOSTO A RESTITUIR	683,01
SALDO IMPOSTO A PAGAR	0,00
PARCELAMENTO	
Valor da quota	0,00
Número de Quotas	0
INFORMAÇÕES BANCÁRIAS	
Tipo de Conta	Conta Corrente
Banco	077
Agência (sem DV)	001
Conta para crédito	03832884 4

PROTEGIDA POR SIGILO FISCAL

EVOLUÇÃO PATRIMONIAL

Bens e direitos em 31/12/2022	59.091,33
Bens e direitos em 31/12/2023	448.769,18
Dívidas e ônus reais em 31/12/2022	0,00
Dívidas e ônus reais em 31/12/2023	0,00

OUTRAS INFORMAÇÕES

Rendimentos isentos e não tributáveis	0,00
Rendimentos sujeitos à tributação exclusiva/definitiva	64.768,32
Rendimentos tributáveis - imposto com exigibilidade suspensa	0,00
Depósitos judiciais do imposto	0,00
Imposto pago sobre Ganhos de Capital	0,00
Imposto pago Ganhos de Capital Moeda Estrangeira - Bens, direitos e Aplicações Financeiras	0,00
Total do imposto retido na fonte (Lei nº11.033/2004), conforme dados informados pelo contribuinte	0,00
Imposto pago sobre Renda Variável	0,00
Doações a Partidos Políticos e Candidatos a Cargos Eletivos	
Imposto a pagar sobre o Ganho de Capital - Moeda Estrangeira em Espécie	0,00
Imposto diferido dos Ganhos de Capital	0,00
Imposto devido sobre Ganhos de Capital	0,00
Imposto devido sobre ganhos líquidos em Renda Variável	0,00
Imposto devido sobre Ganhos de Capital Moeda Estrangeira - Bens, direitos e aplic. financeiras	0,00

PROTEGIDA POR SIGILO FISCAL

NAME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2025** **CALENDAR YEAR 2024**

TAXPAYER IDENTIFICATION

Name:	BRENO DE CASTRO NOGUEIRA	CPF:	124.679.937-52
Date of Birth:	10/25/1988		
Do you have a spouse or partner? Yes		CPF of the Spouse or partner:	136.245.787-66

Were you a resident abroad and became a resident in Brazil in 2024? No

Were there any changes to the registration details? No

Is one of the declarants a person with a serious illness or a physical or mental disability? No

Address:	RUA JOAO LIRA	Number:	100
Unit:	APT 101	Neighborhood/District:	LEBLON
City:	RIO DE JANEIRO	State:	RJ
ZIP Code:	22430-210	Area Code/Telephone:	
Email:	BRENOCNOG@GMAIL.COM	Area Code/Mobile:	(21) 99775-5575

Occupation Type: 01 - EMPLOYEE OF A PRIVATE SECTOR COMPANY, EXCEPT FINANCIAL INSTITUTIONS

Main Occupation: 212 - SYSTEMS ANALYST, SOFTWARE DEVELOPER, NETWORK AND DATABASE ADMINISTRATOR, AND OTHER INFORMATION TECHNOLOGY SPECIALISTS (EXCEPT TECHNICIAN)

Declaration type: Original Annual Adjustment Declaration

Receipt Number of the last declaration filed in the 2024 tax year: 05.92.92.68.95-92

DEPENDENTS

No Information

ALIMONY RECIPIENTS

No Information

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE TAXPAYER

(Values in Reais)

NAME OF THE PAYING SOURCE	INCOME RECEIVED FROM LEGAL ENTITY	OFFICIAL SOCIAL SECURITY CONTRIBUTION	WITHHELD TAX	13th SALARY	INCOME TAX WITHHELD ON 13th SALARY
REMOTE BRASIL FORNECIMENTO DE SERVICOS LTDA CNPJ/CPF: 39.529.271/0001-74	468.380,75	10.906,20	111.910,51	26.107,19	8.666,86
TOTAL	468.380,75	10.906,20	111.910,51	26.107,19	8.666,86

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY DEPENDENTS

No Information

TAXABLE INCOME RECEIVED FROM INDIVIDUALS AND ABROAD BY THE TAXPAYER

No Information

TAXABLE INCOME RECEIVED FROM INDIVIDUALS AND ABROAD BY DEPENDENTS

No Information

EXEMPT AND NON-TAXABLE INCOME (Values in Reais)

TOTAL	0,00

INCOME SUBJECT TO EXCLUSIVE/DEFINITIVE TAXATION (Values in Reais)

01. 13th salary	26.107,19
06. Income from financial investments	28.812,12

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source	Amount
Taxpayer	124.679.937-52	30.680.829/0001-43	NU FINANCEIRA S.A.	4.345,88
Taxpayer	124.679.937-52	90.400.888/0001-42	BANCO SANTANDER (BRASIL) SA	0,13
Taxpayer	124.679.937-52	09.516.419/0001-75	PICPAY BANK BANCO MULTIPLO S.A.	2.406,42
Taxpayer	124.679.937-52	00.416.968/0001-01	BANCO INTER S.A.	9,44
Taxpayer	124.679.937-52	26.559.284/0001-44	TREND POS-FIXADO FIC FIRF SIMPLE	10.333,23
Taxpayer	124.679.937-52	39.586.835/0001-00	KINEA IPCA DINAMICO II ADVISORY	1.065,84
Taxpayer	124.679.937-52	10.347.493/0001-94	BV BANKS RF CP FI	9.001,22
Taxpayer	124.679.937-52	04.899.128/0001-90	SUL AMERICA EXCELLENCE FI RENDA	1.645,93
Taxpayer	124.679.937-52	37.910.132/0001-60	TREND INB FIC FIRF SIMPLES	4,03

TOTAL	54.919,31

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE TAXPAYER (TAX WITH SUSPENDED EXIGIBILITY)

No Information

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE DEPENDENTS (TAX WITH SUSPENDED EXIGIBILITY)

No Information

TAXABLE INCOME FROM LEGAL ENTITY RECEIVED CUMULATIVELY BY THE TAXPAYER

No Information

TAXABLE INCOME FROM LEGAL ENTITY RECEIVED CUMULATIVELY BY THE DEPENDENTS

No Information

TAX PAID / WITHHELD (Values in Reais)

01. Complementary Tax:	0,00
02. Tax Paid Abroad	0,00
Tax due with income abroad:	0,00
Tax due without income abroad:	0,00
Difference to be considered for tax calculation (legal limit):	0,00
03. Income Tax Withheld at Source (Law 11.033/2004):	0,00
04. Income Tax Withheld at Source for the Taxpayer	111.910,51
05. Income Tax Withheld at Source for the Dependents	0,00
06. Taxpayer's Carnê-Leão*	0,00
07. Dependent's Carnê-Leão	0,00

* Carnê do Leão - (Income tax that must be paid monthly, mandatorily, by individuals residing in Brazil who receive income from another individual or from abroad)

PAYMENTS MADE

(Values in Reais)

CODE	BENEFICIARY NAME	BENEFICIARY CPF/CNPJ	AMOUNT PAID	NON-DEDUCTIBLE PORTION
Taxpayer				
21	ALESSANDRA EVARISTO DANTAS FISIOTERAPIA	27.745.076/0001-00	4.200,00	0,00
Description: PHYSICAL THERAPY RIGHT ANKLE				
21	CLINICA SCHORCHIT LTDA	41.513.293/0001-98	1.060,00	0,00
Description: ENDOCRINOLOGIST				
70	CARLA HENRIQUES DE LIMA	900.956.427-49	76.530,00	0,00
Description: RENT PAID FOR THE YEAR 2024 FOR THE PROPERTY WHERE I LIVE LOCATED AT RUA JOÃO LIRA 100, APARTMENT 101, LEBLON, RIO DE JANEIRO, RJ. ZIP CODE 22430-210				

DONATIONS MADE

No Information

STATEMENTS OF ASSETS AND RIGHTS

(Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
04	02	FIXED-INCOME INVESTMENTS SANTANDER	157,65	43,67
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 90.400.888/0001-42				
04	02	FIXED-INCOME INVESTMENTS NU FINANCEIRA	49.557,07	18.575,95
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 30.680.829/0001-43				
04	02	FIXED-INCOME INVESTMENTS PIC PAY	75.636,48	95.980,79
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 09.516.419/0001-75				
04	02	BANCO INTER - AUTOMATIC INVESTMENT - TAXED	22.712,66	433,77
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 00.416.968/0001-01				

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
04	02	FIXED-INCOME INVESTMENTS XP INVESTIMENTOS - XP INVESTIMENTOS CCTVM S/A	60.000,00	60.000,00
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 02.332.886/0001-04				
06	01	CHECKING ACCOUNT BALANCE AT BANCO C6 S.A., TAXPAYER CPF 124.679.937-52.	151,96	31,46
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 31.872.495/0001-72				
Bank: 336 Branch: 0001 Conta: 20227857-3 Payment Account? No				
06	01	CHECKING ACCOUNT BALANCE AT BANCO INTER, TAXPAYER CPF 124.679.937-52.	0,00	20,00
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 00.416.968/0001-01				
Bank: 077 Branch: 0001 Conta: 03832884-4 Payment Account? No				
06	01	ACCOUNT BALANCE - BANCO XP S/A	0,00	0,01
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 33.264.668/0001-03				
Bank: 348 Branch: 0001 Conta: 1255946-2 Payment Account? No				
06	99	CHECKING ACCOUNT BALANCE AT XP INVESTIMENTOS CCTVM S/A, TAXPAYER CPF 124.679.937-52.	0,25	0,94
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ: 02.332.886/0001-04				
07	01	TREND FLOATING-RATE FIC FIRF SIMPLE	110.716,28	120.870,29
105 - BRAZIL				
Asset or right belonging to: Taxpayer CPF: 124.679.937-52				
CNPJ do Fundo: 26.559.284/0001-44				

STATEMENTS OF ASSETS AND RIGHTS

(Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	01	KINEA IPCA DYNAMIC II ADVISORY	37.645,85	0,00
105 - BRAZIL				
Asset or right belonging to: Taxpayer		CPF: 124.679.937-52		
CNPJ do Fundo: 39.586.835/0001-00				
07	01	BV BANKS RF CP FI	92.190,98	100.973,11
105 - BRAZIL				
Asset or right belonging to: Taxpayer		CPF: 124.679.937-52		
CNPJ do Fundo: 10.347.493/0001-94				
07	01	SUL AMERICA EXCELLENCE INVESTMENT FUND INCOME	0,00	40.357,04
105 - BRAZIL				
Asset or right belonging to: Taxpayer		CPF: 124.679.937-52		
CNPJ do Fundo: 04.899.128/0001-90				
07	01	TREND INB FIC FIRF SIMPLE	0,00	61,60
105 - BRAZIL				
Asset or right belonging to: Taxpayer		CPF: 124.679.937-52		
CNPJ do Fundo: 37.910.132/0001-60				
TOTAL			448.769,18	437.348,63

ENCUMBRANCES AND REAL LIABILITIES

No Information

DONATIONS TO POLITICAL PARTIES AND CANDIDATES FOR ELECTIVE OFFICES

No Information

STATEMENT OF RURAL ACTIVITY - BRAZIL

IDENTIFICATION DATA OF THE EXPLORED PROPERTY - BRAZIL

No Information

INCOME AND EXPENSES - BRAZIL

No Information

CALCULATION OF THE RESULT - BRAZIL

No Information

LIVESTOCK ACTIVITY - BRAZIL

No Information

ASSETS OF RURAL ACTIVITY - BRAZIL

No Information

DEBTS RELATED TO RURAL ACTIVITY - BRAZIL

No Information

STATEMENT OF RURAL ACTIVITY - ABROAD

IDENTIFICATION DATA OF THE EXPLORED PROPERTY - ABROAD

No Information

INCOME AND EXPENSES - ABROAD

No Information

CALCULATION OF THE RESULT - ABROAD

No Information

LIVESTOCK ACTIVITY - ABROAD

No Information

ASSETS OF RURAL ACTIVITY - ABROAD

No Information

DEBTS RELATED TO RURAL ACTIVITY - ABROAD

No Information

STATEMENT OF CAPITAL GAINS CALCULATION

No Information

VARIABLE INCOME - COMMON OPERATIONS/DAY TRADE - TAXPAYER

NET GAINS OR LOSSES - JAN

No Information

NET GAINS OR LOSSES - FEB

No Information

NET GAINS OR LOSSES - MAR

No Information

NET GAINS OR LOSSES - APR

No Information

NET GAINS OR LOSSES - MAY

No Information

NET GAINS OR LOSSES - JUN

No Information

NET GAINS OR LOSSES - JUL

No Information

NET GAINS OR LOSSES - AUG

No Information

NET GAINS OR LOSSES - SEP

No Information

NET GAINS OR LOSSES - OCT

No Information

NET GAINS OR LOSSES - NOV

No Information

NET GAINS OR LOSSES - DEC

No Information

VARIABLE INCOME - COMMON OPERATIONS/DAY TRADE - DEPENDENTS

No Information

REAL ESTATE INVESTMENT FUNDS OR IN AGROINDUSTRIAL PRODUCTION CHAINS - TAXPAYER

No Information

REAL ESTATE INVESTMENT FUNDS OR IN AGROINDUSTRIAL PRODUCTION CHAINS - DEPENDENTS

No Information

NAME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2025** **CALENDAR YEAR 2024**

SUMMARY **TAXATION USING THE STANDARD DEDUCTION**

TAXABLE INCOME AND STANDARD DEDUCTION		
Received from Legal Entity by the Taxpayer		468.380,75
Received from Legal Entity by Dependents		0,00
Received from Individual/Abroad by the Taxpayer		0,00
Received from Individual/Abroad by Dependents		0,00
Received Cumulatively by the Taxpayer		0,00
Received Cumulatively by Dependents		0,00
Taxable Income from Rural Activity		0,00
TOTAL TAXABLE INCOME		468.380,75
Standard Deduction		16.754,34
Taxable Base		451.626,41
Tax Due		113.456,28
Tax Due RRA (on received accumulated income)		0,00
Effective Tax Rate (%)		24,22
Total Tax Due		113.456,28
TAX PAID		
Tax Withheld at Source by the Taxpayer		111.910,51
Tax Withheld at Source by Dependents		0,00
Taxpayer's Carnê-Leão		0,00
Dependents' Carnê-Leão		0,00
Complementary Tax		0,00
Tax Paid Abroad		0,00
Tax Withheld at Source (Law No.11.033/2004)		0,00
Tax Withheld RRA		0,00
Total Tax Paid		111.910,51
TAX TO BE REFUNDED		0,00
BALANCE OF TAX PAYABLE		1.545,77
INSTALLMENT PLAN		
Installment Amount	257,62	
Number of Installments	6	
BANKING INFORMATION		
Automatic debit: NO		
Bank		
Branch (without Checking Digit)		
Account for debit		

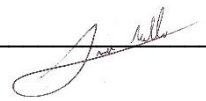
ASSET EVOLUTION

Assets and Rights on 12/31/2023	448.769,18
Assets and Rights on 12/31/2024	437.348,63
Encumbrances and Real Liabilities on 12/31/2023	0,00
Encumbrances and Real Liabilities on 12/31/2024	0,00

OTHER INFORMATION

Exempt and non-taxable income	0,00
Income subject to exclusive/definitive taxation	54.919,31
Taxable income - tax with suspended liability	0,00
Judicial Deposits of Tax	0,00
Tax Paid on Capital Gains	0,00
Tax Paid on Capital Gains Foreign Currency - Assets, Rights, and Financial Investments	0,00
Total tax withheld at source (Law No. 11.033/2004), as per the data provided by the taxpayer	0,00
Tax Paid on Variable Income	0,00
Donations to Political Parties and Candidates for Elective Office	
Tax Payable on Capital Gain - Foreign Currency in Cash	0,00
Deferred Tax on Capital Gains	0,00
Tax Due on Capital Gains	0,00
Tax Due on Net Income from Variable Income	0,00
Tax Due on Capital Gains in Foreign Currency - Assets, Rights, and Financial Investments	0,00

I, André Vinícius Inacio Penna Mello, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.



Date: Janaury 30, 2026.

NOME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **IMPOSTO SOBRE A RENDA - PESSOA FÍSICA**
DECLARAÇÃO DE AJUSTE ANUAL **EXERCÍCIO 2025** **ANO-CALENDÁRIO 2024**

IDENTIFICAÇÃO DO CONTRIBUINTE

Nome:	BRENO DE CASTRO NOGUEIRA	CPF:	124.679.937-52
Data de Nascimento:	25/10/1988		
Possui cônjuge ou companheiro(a)?	Sim	CPF do cônjuge ou companheiro(a):	136.245.787-66

Era residente no exterior e passou a ser residente no Brasil em 2024? Não

Houve alteração de dados cadastrais? Não

Um dos declarantes é pessoa com doença grave ou portadora de deficiência física ou mental? Não

Endereço:	RUA JOAO LIRA	Número:	100
Complemento:	APT 101	Bairro/Distrito:	LEBLON
Município:	RIO DE JANEIRO	UF:	RJ
CEP:	22430-210	DDD/Telefone:	
E-mail:	BRENOCNOG@GMAIL.COM	DDD/Celular:	(21) 99775-5575

Natureza da Ocupação:	01 - EMPREGADO DE EMPRESA DO SETOR PRIVADO, EXCETO DE INSTITUIÇÕES FINANCEIRAS
Ocupação Principal:	212 - ANALISTA DE SISTEMAS, DESENVOLVEDOR DE SOFTWARE, ADMINISTRADOR DE REDES E BANCOS DE DADOS E OUTROS ESPECIALISTAS EM INFORMÁTICA (EXCETO TÉCNICO)
Tipo de declaração:	Declaração de Ajuste Anual Original

Nº do recibo da última declaração entregue do exercício de 2024: 05.92.92.68.95-92

PROTEGIDA POR SIGILO FISCAL

DEPENDENTES

Sem Informações

ALIMENTANDOS

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELO TITULAR

(Valores em Reais)

NOME DA FONTE PAGADORA	REND. RECEBIDOS DE PES. JURÍDICA	CONTR. PREVID. OFICIAL	IMPOSTO RETIDO NA FONTE	13º SALÁRIO	IRRF SOBRE 13º SALÁRIO
REMOTE BRASIL FORNECIMENTO DE SERVICOS LTDA CNPJ/CPF: 39.529.271/0001-74	468.380,75	10.906,20	111.910,51	26.107,19	8.666,86
TOTAL	468.380,75	10.906,20	111.910,51	26.107,19	8.666,86

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELOS DEPENDENTES

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA FÍSICA E DO EXTERIOR PELO TITULAR

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA FÍSICA E DO EXTERIOR PELOS DEPENDENTES

Sem Informações

RENDIMENTOS ISENTOS E NÃO TRIBUTÁVEIS

(Valores em Reais)

TOTAL	0,00

RENDIMENTOS SUJEITOS À TRIBUTAÇÃO EXCLUSIVA / DEFINITIVA

(Valores em Reais)

01. 13º salário	26.107,19
06. Rendimentos de aplicações financeiras	28.812,12

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Valor
Titular	124.679.937-52	30.680.829/0001-43	NU FINANCEIRA S.A.	4.345,88
Titular	124.679.937-52	90.400.888/0001-42	BANCO SANTANDER (BRASIL) SA	0,13
Titular	124.679.937-52	09.516.419/0001-75	PICPAY BANK BANCO MULTIPLO S.A.	2.406,42
Titular	124.679.937-52	00.416.968/0001-01	BANCO INTER S.A.	9,44
Titular	124.679.937-52	26.559.284/0001-44	TREND POS-FIXADO FIC FIRF SIMPLE	10.333,23
Titular	124.679.937-52	39.586.835/0001-00	KINEA IPCA DINAMICO II ADVISORY	1.065,84
Titular	124.679.937-52	10.347.493/0001-94	BV BANKS RF CP FI	9.001,22
Titular	124.679.937-52	04.899.128/0001-90	SUL AMERICA EXCELLENCE FI RENDA	1.645,93
Titular	124.679.937-52	37.910.132/0001-60	TREND INB FIC FIRF SIMPLES	4,03

TOTAL	54.919,31

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELO TITULAR (IMPOSTO COM EXIGIBILIDADE SUSPENSA)

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELOS DEPENDENTES (IMPOSTO COM EXIGIBILIDADE SUSPENSA)

Sem Informações

RENDIMENTOS TRIBUTÁVEIS DE PESSOA JURÍDICA RECEBIDOS ACUMULADAMENTE PELO TITULAR

Sem Informações

RENDIMENTOS TRIBUTÁVEIS DE PESSOA JURÍDICA RECEBIDOS ACUMULADAMENTE PELOS DEPENDENTES

Sem Informações

IMPOSTO PAGO / RETIDO

(Valores em Reais)

01. Imposto complementar:	0,00
02. Imposto pago no exterior	0,00
Imposto devido com os rendimentos no exterior:	0,00
Imposto devido sem os rendimentos no exterior:	0,00
Diferença a ser considerada para cálculo do imposto (limite legal):	0,00
03. Imposto de renda na fonte (Lei 11.033/2004):	0,00
04. Imposto retido na fonte do titular	111.910,51
05. Imposto retido na fonte dos dependentes	0,00
06. Carnê-Leão do titular	0,00
07. Carnê-Leão dos dependentes	0,00

PROTEGIDA POR SIGILO FISCAL

PAGAMENTOS EFETUADOS

(Valores em Reais)

CÓD.	NOME DO BENEFICIÁRIO	CPF/CNPJ DO BENEFICIÁRIO	VALOR PAGO	PARC. NÃO DEDUTÍVEL
Titular				
21	ALESSANDRA EVARISTO DANTAS FISIOTERAPIA	27.745.076/0001-00	4.200,00	0,00
Descrição:	FISIOTERAPIA TORNOZELO DIREITO			
21	CLINICA SCHORCHIT LTDA	41.513.293/0001-98	1.060,00	0,00
Descrição:	ENDOCRINOLOGISTA			
70	CARLA HENRIQUES DE LIMA	900.956.427-49	76.530,00	0,00
Descrição:	ALUGUEL PAGO REFERENTE AO ANO DE 2024 PARA O IMÓVEL NO QUAL EU MORO LOCALIZADO NA RUA JOÃO LIRA 100, APARTAMENTO 101, LEBLON, RIO DE JANEIRO, RJ. CEP 22430-210			

DOAÇÕES EFETUADAS

Sem Informações

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	APLICACOES DE RENDA FIXA SANTANDER	157,65	43,67
105 - BRASIL				
Bem ou direito pertencente ao: Titular		CPF: 124.679.937-52		
CNPJ: 90.400.888/0001-42				
04	02	APLICACOES DE RENDA FIXA NU FINANCEIRA	49.557,07	18.575,95
105 - BRASIL				
Bem ou direito pertencente ao: Titular		CPF: 124.679.937-52		
CNPJ: 30.680.829/0001-43				
04	02	APLICACOES DE RENDA FIXA PIC PAY	75.636,48	95.980,79
105 - BRASIL				
Bem ou direito pertencente ao: Titular		CPF: 124.679.937-52		
CNPJ: 09.516.419/0001-75				
04	02	BANCO INTER - APLICACAO AUTOMATICA - TRIBUTADO	22.712,66	433,77
105 - BRASIL				
Bem ou direito pertencente ao: Titular		CPF: 124.679.937-52		
CNPJ: 00.416.968/0001-01				

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS (Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	APLICACOES DE RENDA FIXA XP INVESTIMENTOS - XP INVESTIMENTOS CCTVM S/A	60.000,00	60.000,00

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52

CNPJ: 02.332.886/0001-04

06	01	SALDO EM CONTA CORRENTE NO BANCO C6 S.A., TITULAR CPF 124.679.937-52.	151,96	31,46

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52

CNPJ: 31.872.495/0001-72

Banco: 336 Agência: 0001 Conta: 20227857-3 Conta Pagamento? Não

06	01	SALDO EM CONTA CORRENTE NO BANCO INTER, TITULAR CPF 124.679.937-52.	0,00	20,00

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52

CNPJ: 00.416.968/0001-01

Banco: 077 Agência: 0001 Conta: 03832884-4 Conta Pagamento? Não

06	01	SALDO EM CONTA - BANCO XP S/A	0,00	0,01

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52

CNPJ: 33.264.668/0001-03

Banco: 348 Agência: 0001 Conta: 1255946-2 Conta Pagamento? Não

06	99	SALDO EM CONTA CORRENTE NO XP INVESTIMENTOS CCTVM S/A, TITULAR CPF 124.679.937-52.	0,25	0,94

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52

CNPJ: 02.332.886/0001-04

07	01	TREND POS-FIXADO FIC FIRF SIMPLE	110.716,28	120.870,29

105 - BRASIL

Bem ou direito pertencente ao: Titular CPF: 124.679.937-52

CNPJ do Fundo: 26.559.284/0001-44

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	01	KINEA IPCA DINAMICO II ADVISORY	37.645,85	0,00
105 - BRASIL				
Bem ou direito pertencente ao: Titular		CPF: 124.679.937-52		
CNPJ do Fundo: 39.586.835/0001-00				
07	01	BV BANKS RF CP FI	92.190,98	100.973,11
105 - BRASIL				
Bem ou direito pertencente ao: Titular		CPF: 124.679.937-52		
CNPJ do Fundo: 10.347.493/0001-94				
07	01	SUL AMERICA EXCELLENCE FI RENDA	0,00	40.357,04
105 - BRASIL				
Bem ou direito pertencente ao: Titular		CPF: 124.679.937-52		
CNPJ do Fundo: 04.899.128/0001-90				
07	01	TREND INB FIC FIRF SIMPLES	0,00	61,60
105 - BRASIL				
Bem ou direito pertencente ao: Titular		CPF: 124.679.937-52		
CNPJ do Fundo: 37.910.132/0001-60				
TOTAL			448.769,18	437.348,63

DÍVIDAS E ÔNUS REAIS

Sem Informações

DOAÇÕES A PARTIDOS POLÍTICOS E CANDIDATOS A CARGOS ELETIVOS

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DEMONSTRATIVO DE ATIVIDADE RURAL - BRASIL

DADOS E IDENTIFICAÇÃO DO IMÓVEL EXPLORADO - BRASIL

Sem Informações

RECEITAS E DESPESAS - BRASIL

Sem Informações

APURAÇÃO DO RESULTADO - BRASIL

Sem Informações

MOVIMENTAÇÃO DO REBANHO - BRASIL

Sem Informações

BENS DA ATIVIDADE RURAL - BRASIL

Sem Informações

DÍVIDAS VINCULADAS À ATIVIDADE RURAL - BRASIL

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DEMONSTRATIVO DE ATIVIDADE RURAL - EXTERIOR

DADOS E IDENTIFICAÇÃO DO IMÓVEL EXPLORADO - EXTERIOR

Sem Informações

RECEITAS E DESPESAS - EXTERIOR

Sem Informações

APURAÇÃO DO RESULTADO - EXTERIOR

Sem Informações

MOVIMENTAÇÃO DO REBANHO - EXTERIOR

Sem Informações

BENS DA ATIVIDADE RURAL - EXTERIOR

Sem Informações

DÍVIDAS VINCULADAS À ATIVIDADE RURAL - EXTERIOR

Sem Informações

DEMONSTRATIVO DA APURAÇÃO DOS GANHOS DE CAPITAL

Sem Informações

PROTEGIDA POR SIGILO FISCAL

RENDA VARIÁVEL - OPERAÇÕES COMUNS/DAYTRADE - TITULAR

GANHOS LÍQUIDOS OU PERDAS - JAN

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - FEV

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - MAR

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - ABR

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - MAI

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - JUN

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - JUL

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - AGO

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - SET

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - OUT

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - NOV

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - DEZ

Sem Informações

RENDA VARIÁVEL - OPERAÇÕES COMUNS/DAYTRADE - DEPENDENTES

Sem Informações

FUNDOS DE INVESTIMENTO IMOBILIÁRIO OU NAS CADEIAS PRODUTIVAS AGROINDUSTRIAIS - TITULAR

Sem Informações

FUNDOS DE INVESTIMENTO IMOBILIÁRIO OU NAS CADEIAS PRODUTIVAS AGROINDUSTRIAIS - DEPENDENTES

Sem Informações

PROTEGIDA POR SIGILO FISCAL

NOME: BRENO DE CASTRO NOGUEIRA
CPF: 124.679.937-52 **IMPOSTO SOBRE A RENDA - PESSOA FÍSICA**
DECLARAÇÃO DE AJUSTE ANUAL **EXERCÍCIO 2025** **ANO-CALENDÁRIO 2024**

RESUMO — TRIBUTAÇÃO UTILIZANDO O DESCONTO SIMPLIFICADO

RENDIMENTOS TRIBUTÁVEIS E DESCONTO SIMPLIFICADO	
Recebidos de Pessoa Jurídica pelo Titular	468.380,75
Recebidos de Pessoa Jurídica pelos Dependentes	0,00
Recebidos de Pessoa Física/Exterior pelo Titular	0,00
Recebidos de Pessoa Física/Exterior pelos Dependentes	0,00
Recebidos acumuladamente pelo titular	0,00
Recebidos acumuladamente pelos dependentes	0,00
Resultado tributável da Atividade Rural	0,00
TOTAL DE RENDIMENTOS TRIBUTÁVEIS	468.380,75
Desconto Simplificado	16.754,34
Base de cálculo do Imposto	451.626,41
Imposto devido	113.456,28
Imposto devido RRA	0,00
Aliquota efetiva (%)	24,22
Total do imposto devido	113.456,28
IMPOSTO PAGO	
Imposto retido na fonte do titular	111.910,51
Imp. retido na fonte dos dependentes	0,00
Carnê-Leao do titular	0,00
Carnê-Leao dos dependentes	0,00
Imposto Complementar	0,00
Imposto pago no exterior	0,00
Imposto retido na fonte (Lei nº 11.033/2004)	0,00
Imposto retido RRA	0,00
Total do imposto pago	111.910,51
IMPOSTO A RESTITUIR	0,00
SALDO IMPOSTO A PAGAR	1.545,77
PARCELAMENTO	
Valor da quota	257,62
Número de Quotas	6

INFORMAÇÕES BANCÁRIAS

Débito automático: NÃO

Banco

Agência (sem DV)

Conta para débito

PROTEGIDA POR SIGILO FISCAL

EVOLUÇÃO PATRIMONIAL

Bens e direitos em 31/12/2023	448.769,18
Bens e direitos em 31/12/2024	437.348,63
Dívidas e ônus reais em 31/12/2023	0,00
Dívidas e ônus reais em 31/12/2024	0,00

OUTRAS INFORMAÇÕES

Rendimentos isentos e não tributáveis	0,00
Rendimentos sujeitos à tributação exclusiva/definitiva	54.919,31
Rendimentos tributáveis - imposto com exigibilidade suspensa	0,00
Depósitos judiciais do imposto	0,00
Imposto pago sobre Ganhos de Capital	0,00
Imposto pago Ganhos de Capital Moeda Estrangeira - Bens, direitos e Aplicações Financeiras	0,00
Total do imposto retido na fonte (Lei nº11.033/2004), conforme dados informados pelo contribuinte	0,00
Imposto pago sobre Renda Variável	0,00
Doações a Partidos Políticos e Candidatos a Cargos Eletivos	
Imposto a pagar sobre o Ganho de Capital - Moeda Estrangeira em Espécie	0,00
Imposto diferido dos Ganhos de Capital	0,00
Imposto devido sobre Ganhos de Capital	0,00
Imposto devido sobre ganhos líquidos em Renda Variável	0,00
Imposto devido sobre Ganhos de Capital Moeda Estrangeira - Bens, direitos e aplic. financeiras	0,00

PROTEGIDA POR SIGILO FISCAL

Software Engineer Salary in Brazil

br.indeed.com/career/engenheiro-de-software/salaries

How much does a Software Engineer earn in Brazil?

Average base salary

R$ 149,671

Pay for:Year

The salary range for a software engineer in Brazil is R$ 149,671 per year. 1.7k salaries reported. Updated February 23, 2026.

Where does a Software Engineer pay the most?

Compare salaries for the Software Engineer position in different locations.
Enter the first location.

x
Enter the second location.

Currency Converter

bcb.gov.br/conversao

Quotation date

Value

Convert from

To

Conversion result

Conversion from: Real/BRL (790)
Amount to convert: 149,671.00

To: United States Dollar/USD (220)
Conversion result: 28,309.2491

Exchange rate used: 03/03/2026
Rate:
1 Real/BRL (790) = 0.1891432 US Dollar/USD (220)
1 US Dollar/USD (220) = 5.287 Real/BRL (790)

GovBR

Exhibit C.II - Second Prong - Letters of Support and Resume

South Carolina, November 20th, 2025

To the USCIS,

In my role as Co-founder and Senior Director of Technology at Kickserv, Inc., now part of EverCommerce, I have overseen engineering teams and product development for almost fifteen years. My responsibilities have spanned system architecture, software strategy, and mentoring teams to deliver SaaS solutions. During this time, I worked closely with Mr. Breno de Castro Nogueira, who quickly became an indispensable contributor to our company.

Mr. Breno's technical acumen was immediately evident, and his ability to combine deep Ruby on Rails expertise with a strategic understanding of product needs has made him a cornerstone of our engineering efforts.

One of Mr. Breno's most significant contributions was the modernization of Kickserv's subscription system. Additionally, his work integrating Stripe Unified enabled a broader array of payment options, while his leadership in developing a new API version established authentication standards and coding best practices that continue to guide the entire engineering team.

Looking at the broader context, Mr. Breno's expertise has direct implications for the United States technology sector. His skill in designing scalable, secure systems and improving operational efficiency aligns with national interests in innovation, productivity, and cybersecurity. His continued contributions would benefit American software companies, enhance service reliability, and support technological growth.

In conclusion, I strongly endorse Breno de Castro Nogueira, and I am eager to continue collaborating with him.

I am available to provide any additional information or clarification, if needed.

Respectfully,

Jonathan Vaught
Co-founder & Senior Director of Technology, Kickserv
jonathan@kickserv.com
803.319.8553

Contact

www.linkedin.com/in/jonathanvaught (LinkedIn)
kickserv.com (Company)
twitter.com/copyhacker (Personal)

Top Skills

Ruby on Rails
Ruby
Copywriting

Jonathan Vaught

Co-founder at Kickserv (now part of EverCommerce). Making service simple.
Columbia, South Carolina Metropolitan Area

Summary

I moved into product management in 2018 after two decades as a software developer and manager. Planning, directing, and socializing a product roadmap has required equal doses of technical background, strategic thinking, and communications skills.

In 2011 I learned to lead a distributed engineering team by serving, mentoring, and eliminating friction.

Before that, I spent thirteen years as a software engineer, with experience in Ruby on Rails, Microsoft .NET and some things in between.

Specialties: Business strategy, software development craft and process, communications, mentoring, copywriting and editing

Experience

Kickserv
14 years 6 months

Senior Director of Technology
August 2023 - Present (2 years 5 months)
Columbia, South Carolina, United States

Chief Technology Officer
June 2021 - August 2023 (2 years 3 months)
Columbia, South Carolina, United States

Director Of Product Development
January 2018 - June 2021 (3 years 6 months)

Director Of Engineering
July 2011 - January 2018 (6 years 7 months)

CrankApps
Director of Development
May 2011 - July 2011 (3 months)

Merged with ServiceSidekick to become Kickserv

Geezeo
Developer
June 2010 - May 2011 (1 year)

Ministry Centered Technologies
Lead Developer
July 2009 - April 2010 (10 months)

Urbis, LLC
Senior Developer
October 2008 - July 2009 (10 months)

Elevated Rails
Software Developer
February 2007 - September 2008 (1 year 8 months)

Ruby on Rails web application development

Biowatch Medical, Inc.
Software Development Team Leader
June 2002 - March 2006 (3 years 10 months)

Impressa
Applications Developer
January 1998 - August 2001 (3 years 8 months)

Education

University of South Carolina
B.S., Computer Engineering · (August 1992 - December 1996)

December 1, 2025

Dear reader,

I first met Breno Nogueira in December 2021, shortly after I joined Kickserv as a Junior Backend Engineer. From the very beginning, Breno took me under his wing, introducing me to the codebase, the team's best practices, and the technologies that drive our projects. What struck me immediately was not only his technical expertise, but the patience and care with which he shared his knowledge. He never rushed explanations or assumed understanding.

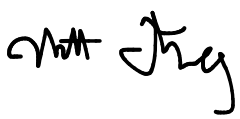
Working alongside Breno over the years has been transformative for me. He guided me from my first commits to more complex architectural discussions, always encouraging curiosity and critical thinking. Every interaction with him was an opportunity to learn not just about coding, but about how to approach problems methodically, communicate clearly, and uphold standards of quality.

Breno's influence was not limited to my personal growth. By fostering a culture of collaboration, he elevated the performance of the entire team. I witnessed firsthand how his guidance improved our development process, from code reviews to system architecture, creating a lasting impact on the quality and maintainability of our software. His ability to balance hands-on mentorship with strategic thinking made him a cornerstone of our team's success, and his dedication inspired myself and others to step up and contribute at their best.

What I admire most about Breno is that he understands when to challenge, when to support, and how to make learning an engaging experience. Through his example, I gained confidence not only in my coding abilities but also in my capacity to take initiative and solve problems creatively. The lessons I learned from him continue to guide me daily and have played a central role in my progression from a junior engineer to my current level.

Simply put, Breno has been fundamental to my professional journey, and I carry the lessons he imparted with me in every project I undertake.

Best regards,



Matt Toensing
Software Engineer at EverCommerce
Email: matthew.toensing@gmail.com
Phone: 720-885-1581

Contact

www.linkedin.com/in/matt-toensing (LinkedIn)

Top Skills

Ruby on Rails
Ruby
HTML

Matt Toensing

Software Engineer
Pagosa Springs, Colorado, United States

Summary

Software Engineer at Kickserv!

Experience

EverCommerce
Software Engineer
August 2023 - Present (2 years 5 months)
Colorado, United States

Kickserv
Junior Software Engineer (Backend)
December 2021 - Present (4 years 1 month)

Turing School of Software & Design
Student
May 2021 - November 2021 (7 months)
Denver, Colorado, United States

Education

Turing School of Software & Design
Computer Software Engineering · (May 2021 - November 2021)

Western Colorado University
Bachelor of Arts - BA, Biology, General

Dear Immigration Officer,

I am writing to provide my professional recommendation for Mr. Breno Nogueira. I have had the privilege of working closely with Mr. Nogueira at the IT Superintendence of the Universidade Federal Fluminense (STI-UFF), where both of us were software developers. At the time, I was working with Ruby on Rails, while Mr. Nogueira was primarily focused on Java development. As he transitioned into Ruby on Rails, I had the opportunity to guide him on technical practices and system architecture.

Over time, I was promoted to Tech Lead, and Mr. Nogueira joined my team directly under my technical leadership. During this period, I observed his rapid growth and ability to tackle complex problems autonomously and effectively. He contributed to multiple internal applications, particularly those serving the university's academic and administrative departments. Notably, he played a critical role in the development of Ruby on Rails microservices that expanded the capabilities of the university's academic systems, supporting thousands of students and staff.

At STI-UFF, the Ruby on Rails microservices that Mr. Nogueira worked on supported core academic operations at the university. He contributed to Administração Acadêmica ("Academic Administration"), the main system for managing the full academic lifecycle of all undergraduate students, used daily by academic administration staff and departments. He also worked on Lançamento de Notas ("Grade Submission"), which enables faculty and staff to record and manage student grades each term in a timely and accurate way. In addition, he contributed to Quadro de Horários ("Class Schedule"), which is used to create and manage class schedules and course offerings, and is widely used by students to plan their terms and check class times and instructor assignments. Together, these systems support thousands of students and staff and are a vital part of UFF's academic and administrative infrastructure.

Mr. Nogueira's work directly strengthened the integration of academic and administrative systems and modernized the university's software infrastructure. He demonstrated exceptional skill in bridging Java and Ruby on Rails systems, ensuring data consistency and reliability across institutional workflows.

Throughout our collaboration, Mr. Nogueira consistently demonstrated a high level of technical competence, including strong understanding of object-oriented design, software engineering principles, design patterns, and test automation. His ability to learn quickly, apply best practices, and share knowledge with colleagues distinguishes him as a professional capable of driving significant impact in the field of software engineering.

Given his proven expertise, dedication, and leadership, I would gladly work with Mr. Nogueira again and I am confident that his continued contributions will be valuable in any professional setting.

Cordially,

Gabriel Guadalupe Rodríguez
Senior Software Engineer, ecoPortal
Email: gabriel.rdrguez@gmail.com
Phone: +55 21 98834-0305

Contact

www.linkedin.com/in/gabrielrodríguez (LinkedIn)

Top Skills

Elasticsearch
Kubernetes
Amazon Web Services

Languages

Inglês (Full Professional)
Português (Native or Bilingual)
Espanhol (Full Professional)

Gabriel Rodríguez

Sr Software Engineer | Tech Lead | Ruby on Rails
Niterói, Rio de Janeiro, Brazil

Summary

Ruby on Rails software engineer working with the stack for the past 8 years.
Also interested in Elixir and anything else that could be used as a backend software development tool.
I value adhering to best practices in coding and embracing well-organized processes.

Experience

ecoPortal
Senior Software Engineer
April 2024 - Present (1 year 9 months)
Nova Zelândia

grupoQ
Tech lead
January 2022 - April 2024 (2 years 4 months)

Lead 2 teams in planning, development and architecture of solutions using Ruby on Rails, MySQL, PostgreSQL, Elasticsearch, AWS, Kubernetes. Also support product manager with product decisions and roadmap

One team focuses on the experience of our students through a white-label multitenant platform that serves courses and graduate courses from our partners as a B2B2C solution with 500k+ active users.
The other team works on development of our flagship product. Mainly on the journey of Qconcursos's students, who aspire to be public servants.

I also led the first B2B solution that Qconcursos (now GrupoQ) offered for YDUQS. A multitenant white-label application integrated with the client's academic platform, made for students to exercise subjects through applied questions and to take exams. This application has already served over 1M exercises in the first 6 months and over 700k college students from the YDUQS holding

Additionally, this system allows the import and registration of questions, providing valuable insights into the quantity and quality of questions relative to each module.

Qconcursos.com
Software Engineer
February 2021 - January 2022 (1 year)

- Development and maintenance of Ruby on Rails monolith application
- Monitoring applications and services on Amazon Web Services platform
- Performing Technical Interviews
- Mentoring team members and reviewing code
- Technical Reviewer of checkout, payment and monetization domains

Key work done: I implemented Brazil's PIX payment method in the application but also supported other teams in development and maintenance of features for students of the platform

Reclame Aqui
Software Engineer
March 2020 - February 2021 (1 year)

- Development and maintenance of Ruby on Rails, Elixir and Ember applications.
- Monitoring kubernetes environment on Google Cloud Platform.
- Work with scrum and continuous integration, also providing code reviews for the team.

Key work done: Development and maintenance of RESTful APIs with Ruby on Rails, optimizations on XLSX and CSV reports, background processing and indexing of data with Elixir and Elasticsearch. Development of resource authorization on key applications and security flaws fixes.

STI UFF - Superintendência de Tecnologia da Informação
3 years 9 months

Tech Lead Ruby on Rails
March 2018 - March 2020 (2 years 1 month)
Rio de Janeiro e Região, Brasil

- Development and maintenance of Ruby on Rails academic applications.
- Work with scrum and continuous integration, also providing code reviews for the team.

- Develop and migrate RoR applications to Docker and Rancher environments, also utilizing Jenkins as a deploy automation tool.
- Spread design patterns and define applications architectures across teams.
- Coach new developers.
- Apply Challenges and evaluate aspiring tech leads

Key work done: Install, configure and integrate RedHat Keycloak authentication server to obtain Single Sign On integration across all ruby on rails applications utilizing the OpenID Connect Protocol, to achieve that goal, developing a gem was also necessary and done. Integrate RoR applications with G Suite and Google Classroom API's.
Software design patterns and good practices: Service, Factory, Presenter, Decorator, Strategy, Facade, DRY, KISS, Single Responsibility, Sandi Metz Rules, Rubystyle.guide

Ruby on Rails developer
July 2016 - February 2018 (1 year 8 months)
Rio de Janeiro e Região, Brasil

FEC - Fundação Euclides da Cunha
Tech Lead
August 2017 - April 2019 (1 year 9 months)
Niteroi

- Integrate RoR applications with SAP solutions through B1IF e SAP B1 Service Layer.
- Integrate RoR applications with DocuSign Electronic signature.

Education

Universidade Federal Fluminense
Bacharelado em Sistemas de Informação, Tecnologia da Informação · (2013 - 2018)

Universidade Federal Fluminense
Bachelor of Information Systems, Information Technology · (2013 - 2018)

Niterói, November 25, 2025

Supervisor: Prof. Dr.-Ing. Raphael Pereira de Oliveira Guerra.

Qualification: Associate Professor and Researcher at the Institute of Computing, Federal Fluminense University (UFF), in Niterói, Rio de Janeiro, Brazil. Holds a degree in Computer Science, a master's in Parallel and Distributed Computing Systems, and a PhD in Computer Engineering, with international experience gained during doctoral studies at Technische Universität Kaiserslautern, Germany. Experience in software development, distributed systems engineering, performance analysis, and higher education teaching. Participation in research and outreach projects focused on technological innovation and the training of information technology professionals.

To the United States Immigration Service,

I had the opportunity to supervise Mr. Breno de Castro Nogueira in his Undergraduate Thesis in the Bachelor's program in Information Systems at Federal Fluminense University. For approximately one year, I closely followed his research and practical development of mobile applications in the study entitled *"Performance Analysis of Native, Cross-Compiled, Hybrid, and Interpreted Mobile Applications."* In this work, Mr. Breno developed and compared four versions of the same set of mobile applications using Java (native), Ionic (hybrid), React Native (interpreted), and Flutter (cross-compiled), measuring CPU and memory consumption, execution time, and application size, demonstrating that, in several scenarios, cross-platform solutions can approach native performance.

During the supervision period, I observed Breno's exceptional analytical ability, his autonomy, and his technical rigor in conducting research. He demonstrated skill in transforming experimental data into practical conclusions applicable to the development of mobile systems. His work reflected not only advanced theoretical mastery of software engineering but also a practical vision focused on efficiency, scalability, and technical quality. This study provided a practical contribution to the technology market by offering objective data that help guide the selection of the most suitable approaches for mobile application development.

Having reviewed Mr. Nogueira's curriculum, I can affirm that his extensive professional experience in systems development, with significant work on large-scale SaaS platforms and web and mobile applications, can contribute to the advancement of software engineering, particularly in the areas of web development, systems architecture, and performance optimization. His combination of solid academic training, international experience, and practical insight enables him to participate in technological innovation projects and process improvement initiatives, benefiting organizations and sectors that rely on enhanced digital solutions and strengthening the country's technological competitiveness.

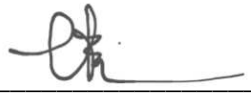
I specifically highlight his contribution to the planning and development of critical systems at Kickserv in the United States, including the implementation of new features, integrations, and performance improvements, as well as the leadership of teams of junior developers.

I am available to provide any additional details that may be required regarding Mr. Breno Nogueira's academic and professional performance.

Sincerely,

Prof. Dr.-Ing. Raphael Pereira de Oliveira Guerra.
Associate Professor - Institute of Computing, Federal Fluminense University
Email: rguerra@ic.uff.br
Phone: +55 21 97169 4633

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.


_____ Date: January 28, 2026.

Niterói, 25 de novembro de 2025

Subscritor: Prof. Dr.-Ing. Raphael Pereira de Oliveira Guerra.

Qualificação: Professor Associado e Pesquisador no Instituto de Computação da Universidade Federal Fluminense (UFF), em Niterói, Rio de Janeiro, Brasil. Graduado em Ciência da Computação, mestre em Sistemas de Computação Paralelos e Distribuídose doutor em Engenharia da Computação com experiência internacional obtida durante o doutorado na Technische Universität Kaiserslautern, Alemanha. Experiência com desenvolvimento de software, engenharia de sistemas distribuídos e análise de desempenho e ensino superior. Participação em projetos de pesquisa e extensão voltados para inovação tecnológica e formação de profissionais em tecnologia da informação.

Ao Serviço de Imigração dos Estados Unidos,

Tive a oportunidade de orientar o Sr. Breno de Castro Nogueira em seu Trabalho de Conclusão de Curso no Bacharelado em Sistemas de Informação da Universidade Federal Fluminense. Durante aproximadamente um ano, acompanhei de perto sua pesquisa e desenvolvimento prático de aplicações móveis no estudo intitulado *"Análise de Desempenho de Aplicações Móveis Nativas, Cross-Compiladas, Híbridas e Interpretadas"*, em que o Sr. Breno desenvolveu e comparou quatro versões de um mesmo conjunto de aplicações móveis em Java (nativo), Ionic (híbrido), React Native (interpretado) e Flutter (cross-compilado), medindo consumo de CPU e memória, tempo de execução e tamanho dos aplicativos, e demonstrando que, em vários cenários, as soluções cross-platform podem se aproximar do desempenho nativo.

Durante o período de orientação, observei a capacidade analítica excepcional de Breno, sua autonomia e rigor técnico na condução da pesquisa. Ele demonstrou habilidade em transformar dados experimentais em conclusões práticas, aplicáveis ao desenvolvimento de sistemas móveis . O trabalho evidenciou não apenas domínio teórico avançado em engenharia de software, mas também visão prática voltada à eficiência, escalabilidade e qualidade técnica. Esse estudo ofereceu contribuição prática ao mercado de tecnologia ao fornecer dados objetivos que auxiliam na escolha das abordagens mais adequadas para o desenvolvimento de aplicações móveis.

Analisando hoje o currículo do Sr. Nogueira, posso afirmar que sua ampla experiência profissional em desenvolvimento de sistemas, com atuação significativa em plataformas SaaS de larga escala e aplicações web e mobile, podem contribuir para o avanço da engenharia de software, especialmente nas áreas de desenvolvimento web, arquitetura de sistemas e otimização de desempenho. Sua combinação de formação acadêmica sólida, experiência internacional e visão prática permitem que ele participe de projetos de inovação tecnológica e melhoria de processos, beneficiando organizações e setores que dependem do aprimoramento de soluções digitais e fortalecendo a competitividade tecnológica no país.

Destaco especificamente sua contribuição no planejamento e evolução de sistemas críticos na Kickserv, nos Estados Unidos, incluindo desenvolvimento de novas funcionalidades, integrações e melhorias de performance, bem como a liderança de equipes de desenvolvedores juniores.

Estou à disposição para fornecer quaisquer detalhes adicionais que venham a ser necessários sobre a atuação acadêmica e profissional do Sr. Breno Nogueira.

Atenciosamente,

Prof. Dr.-Ing. Raphael Pereira de Oliveira Guerra
Professor Associado – Instituto de Computação da Universidade Federal Fluminense
E-mail: rguerra@ic.uff.br
Telefone: +55 21 97169 4633

Contact

www.linkedin.com/in/raphaelguerra (LinkedIn)
www.ic.uff.br/~rguerra (Personal)
www.ic.uff.br (Company)

Top Skills

C++
Programming
C

Languages

Portuguese
English
German
Spanish

Honors-Awards

Excellent academic performance award
Best exercise-class award
Highest honors doctorate ("Summa Cum Laude")
4th best exercise-class
Best paper award

Publications

Resource Management on Multicore Systems: The ACTORS Approach
Building a WSN infrastructure with COTS components for the thermal monitoring of datacenters
OSIRIS framework: sensOr-baSed monItoRIng Systems
Sistema Computacional de Monitoramento de Qualidade de Água baseado em Arduino
A MAC Timestamp independent flooding time synchronization protocol

Raphael Guerra

Tenured Associate Professor at the Institute of Computing at Universidade Federal Fluminense, Rio de Janeiro, Brazil
Niterói, Rio de Janeiro, Brazil

Summary

Prof. Dr.-Ing. Raphael Guerra started the Computer Science course at UFF (Universidade Federal Fluminense), Niterói, Brazil in 2001, when he passed the admission exam in 3rd place among 1476 applicants. He graduated in 2004 as the second best student ever gradutated in the department, and receveid his M.Sc. Degree in 2006.

He received his Ph.D Degree with honors in June 2011 from Technische Universität Kaiserslautern, Germany. His research work won a best paper award in ECRTS'08, a leading international conference on real-time systems, and an award from the "Freundeskreis der TU Kaiserslautern" for outstanding academic results.

He is currently a Tenured Associate Professor at the Institute of Computing at Universidade Federal Fluminense, Rio de Janeiro, Brazil. His topics of interest include real-time systems, energy efficient computing, multimedia, wireless sensor networks and IoT.

Experience

Universidade Federal Fluminense
13 years 4 months

Associate Professor
September 2020 - Present (5 years 4 months)
Niterói, Rio de Janeiro, Brazil

Working on real-time and embedded operating systems with applications in drones, IoT, among others at the Institute of Computing. Teaching focuses mainly on computer architecture, operating systems, computer networks, structured and object-oriented programming, data structures and distributed embedded systems (IoT).

Assistant Professor

September 2012 - September 2020 (8 years 1 month)
Niterói, Rio de Janeiro, Brazil

Working on real-time and embedded operating systems with applications in drones, IoT, among others at the Institute of Computing. Teaching focuses mainly on computer architecture, operating systems, computer networks, structured and object-oriented programming, data structures and distributed embedded systems (IoT).

University of Kaiserslautern
Research Assistant
November 2006 - August 2012 (5 years 10 months)

Ph.D. candidate and Post-Doc on adaptive real-time scheduling working on EU Projects FRESCOR and ACTORS. Activities included research project management, scientific publication, conference and journal paper review, exam preparation and grading, student supervision, teaching, and development of simulation tools in Java and C for real-time task scheduling using mixed-integer linear programming and other optimization techniques.

Education

Technische Universität Kaiserslautern
Doctorate (hons.), Adaptive and flexible real-time scheduling · (2006 - 2011)

Universidade Federal Fluminense
MSc, Parallel and distributed computing · (2005 - 2006)

Universidade Federal Fluminense
BSc (hons), Computer Science · (2001 - 2004)

December 1, 2025

To the United States Immigration Service,

My name is James Moseley, and I am a Diretor of Engineering at Joist/Kickserv, a U.S.-based service management software company. I hold a degree in Computer Science from California State University – San Bernardino and possess multiple certifications, including AWS SysOps Administrator Associate, Developer Associate, Solutions Architect Associate, A+, and MCP. Since 2018, I have led initiatives in cloud infrastructure modernization, DevOps operations, and collaboration with software engineering teams at Kickserv, gaining extensive experience in scalable software systems, automation, and operational reliability.

I have had the privilege of working closely with Breno de Castro Nogueira since he joined Kickserv as a Software Engineer. Initially joining as a mid-level developer, Breno quickly demonstrated technical aptitude and a strong understanding of software quality and testing practices. Over time, as the engineering team evolved, Breno assumed the role of technical lead for Ruby on Rails, providing guidance on architecture, integration, and code quality, while mentoring junior developers. This close professional interaction has allowed me to observe his skills, leadership, and contributions firsthand.

During his time at Kickserv, Breno played a central role in several critical initiatives that significantly enhanced the company's platform and operations. For instance, he led the evolution of the subscription system, enabling flexible pricing, automated discounts, and quotas, which directly contributed to increased revenue and customer satisfaction. He also spearheaded the integration with Stripe Unified, expanding payment options and supporting differentiated rates for a broader client base. In addition, Breno was instrumental in developing a new version of the platform API, establishing authentication standards and coding best practices now adopted by the entire team, improving development efficiency, reducing errors, and accelerating deployment cycles.

He also enhanced the coverage and quality of automated tests (RSpec), reducing production errors and strengthening the overall codebase. His work on spam prevention and security measures minimized downtime and risk exposure, safeguarding client data and ensuring consistent service delivery. Collectively, these initiatives strengthened Kickserv's platform stability, operational efficiency, and market competitiveness, benefiting thousands of U.S.-based clients while reinforcing the company's engineering culture and collaborative practices.

Compared to his peers, Breno demonstrates exceptional proficiency in software engineering. His combination of technical knowledge, problem-solving skills, and ability to mentor others places him above the typical professional in his field. His contributions to system architecture, code quality, and

operational reliability have set benchmarks within the team, making him a reference for Ruby on Rails engineering and scalable software development.

In conclusion, I fully endorse Breno for the EB-2 NIW and am certainly interested in collaborating with him should he continue his work in the United States. I am confident that his technical expertise, leadership, and innovative approach will make meaningful contributions to the U.S. technology sector.

Please feel free to contact me should you have any questions.

James Moseley
Director of Engineering Joist Kickserv
Email: james@kickserv.com
Phone: +1 (951) 204-0755

Contact

www.linkedin.com/in/james-moseley-011793a8 (LinkedIn)

Top Skills

Python
Django
CentOS

Languages

English

Certifications

SysOps Administrator Associate
Developer Associate
A+
MCP
AWS Certified Solutions Architect – Associate

James Moseley

DevOps Engineer at Kickserv
Cedarpines Park, California, United States

Experience

Kickserv
DevOps Engineer
September 2018 - Present (7 years 4 months)
Woodland Hills, California

Independent Devops Consultant
Independent Devops Consultant
January 2018 - May 2020 (2 years 5 months)
remote

Working with building out existing apps on modern operating systems. Creating custom salt states for configuration of apps. Creating programmatic solutions to infrastructure problems.

Languages
Python
Bash
Power-Shell

Synctree
Devops
February 2017 - September 2018 (1 year 8 months)
Pasadena, California

Provide system administration and Devops support to customers. Work with a small team to provide support for more than 20 indavidual apps. Worked in AWS, Rackspace, VM Ware and, Google Cloud environments to support applications. Worked with Docker, Rancher, Terraform, Anisble, Salt, Openshift, AWS Code Build and ECR to containerize applications.

Languages
Pyhton
Bash
Ruby

Acorn Technology Corporation

TSR1
March 2013 - February 2017 (4 years)
Riverside CA

- Travel to customer locations to make repairs or install new equipment.
- Survey customer equipment and recommend upgrades to their IT systems.
- Provide users with assistance solving hardware and software malfunctions.
- Work with customers and 3rd party vendors to solve issues.
- Provide phone support to customers.
- Learn software for customers and develop documentation.

Education

California State University-San Bernardino

BA Computer Systems, Computer Science · (2013 - 2016)

December 3, 2025

Centerville, Tennessee, United States

To whom it may concern,

I am Todd Eccles, farmer, entrepreneur and executive with over 30 years of experience in managing technology and service companies in the United States. I co-founded and served as CEO of Kickserv, Inc. for over 17 years, where I was responsible for product direction and go to market strategies. Prior to that, I held leadership roles including Chief Operations Officer at Drain Patrol, overseeing operations across multiple locations, managing budgets, and leading corporate teams. My professional experience encompasses Software Product Management, SaaS, Business Development, Budgeting, and Executive Planning, and I have been recognized with awards such as "Best Practices in Exceeding Customer Expectations" and "Strategic Leadership" from the Sacramento Area Commerce and Trade Organization (SACTO).

Over approximately two years, Mr. Nogueira played a pivotal role at Kickserv, modernizing and advancing our platform, particularly leading critical projects that connected technical development to strategic business outcomes. Despite our distinct areas of focus (myself on management and strategy, and Mr. Nogueira on technical execution), we maintained close collaboration on high-impact initiatives, especially the migration of the subscription and billing system, which was directly tied to the company's recurring revenue.

During the subscription system migration, Mr. Nogueira demonstrated exceptional technical leadership and strategic foresight. He ensured no service interruptions, safeguarded revenue continuity, and implemented system improvements that enhanced flexibility for plan creation and billing adjustments.

Mr. Nogueira's contributions had a measurable impact on Kickserv's operational stability and financial performance. The improvements he led in our billing and subscription system increased revenue by enabling greater flexibility in plan configuration, simplified the administration of coupons and pricing rules, resolved long-standing technical limitations, and streamlined critical billing processes that directly support customer acquisition, retention, and recurring revenue growth.

In comparison to other software engineers in the SaaS and service management sector, Mr. Nogueira clearly stands at the top of his field, and his work has consistently exceeded the high standards expected in the industry. So much so that his contributions were highly valued by both the team and the company's leadership, which led to him receiving the Most Valuable Employee award (2022). My partner and I considered all 15 employees and it was a clear decision that Breno stood out the most as he would take the risks to forge ahead of the company building things that would make the biggest effect if successful but also wreck havoc if not. He always would pull through with success which showed his competence.

In conclusion, Mr Nogueira's technical expertise, strategic insight, and record of tangible impact on business outcomes make him an exceptional candidate for the EB2 Visa. I am confident that his continued presence in the United States will contribute meaningfully to the technology sector and broader business community.

I stand ready to furnish any additional details or aid you may require.

Sincerely,

Todd Eccles
Contact information: todd@eccles.one cell: 931-994-7776

Contact

www.linkedin.com/in/toddeccles (LinkedIn)
www.kickserv.com/blog (Blog)

Top Skills

SaaS
Budgeting
Software Product Management

Languages

French

Todd Eccles

Farm builder & entrepreneur
Centerville, Tennessee, United States

Summary

SOFTWARE DEVELOPMENT EXPERIENCE
•Helped design and implement a database and ticket tracking system for a growing plumbing company 1992 to 1996 using a PICK database.
•Helped design and implement an online .NET software solution to replace the above archaic platform modernizing the company ahead of its time. 2000 to 2002
•Worked as the product manager to develop ServiceSidekick with the CTO and Co-Founders who coincidentally worked with me on the above software platforms. 2008 to present.

SERVICE COMPANY EXPERIENCE
•Grew service company from 300 to 600 employees and increased revenues from 18M to 30M as Chief Operations Officer between 1996 to 2003
•Developed and expanded an outbound phone sales strategy that increased revenues from 9MM to 30MM over 10 years
•Executed annual marketing plans with an yellow page advertising budget of over $4MM
•Trained and managed over 25 sales reps as District Sales Manager from 1992 to 1996
•Succeeded in launching 12 locations managing the executive team directly.
•Created and implemented weekly operational statistic reviews with each manager
•Reviewed and approved monthly budgets and P or L statements with CFO, managers
•Lead executive and manager recruiting and training
•Negotiated insurance procurement and managed insurance claims
•Managed corporate office consisting of 30 employees in various SG&A roles
•Built a centralized call center with 25 employees booking over 100,000 service calls yearly on a 24 hour schedule

•Company received Best Practices awards in Exceeding Customer Expectations and for Strategic Leadership presented by SACTO during my tenure as COO
•Assisted in the eventual succession plan and management buyout completed in 2007

Specialties: Software Product Management, Business Development, Operations, Budgeting, Executive Planning, SaaS

Experience

Andys Farm
Owner
January 2015 - Present (11 years)
Centerville, Tennessee, United States

Kickserv
Co Founder & CEO of Kickserv
September 2006 - December 2023 (17 years 4 months)
Murfreesboro, Tennessee, United States

Responsible for product direction and go to market strategies for Kickserv.

Expansion Enterprises
Business Consultant
January 2003 - December 2011 (9 years)
Rocklin, CA

Owner of a Business Consulting company helping business owners plan and execute for expansion.

Infinite Mortgage
Owner
December 2004 - June 2008 (3 years 7 months)

A WA State only company. This was a part time secondary income job for me.

Cure Water Damage
Chief Operations Officer
October 2003 - October 2004 (1 year 1 month)

I managed 4 different franchises for a franchisee then went to the corporate office in Seattle to work for the Franchisor selling franchises and managing his 20+ offices that were franchises.

Drain Patrol

11 years 4 months

Chief Operations Officer

May 1996 - September 2003 (7 years 5 months)

Auburn, California

Responsible for managing 18 stores with 2 operations managers. I did projections, budgets and managed a corporate staff of 35 people.

VP of Business Development

June 1992 - May 1996 (4 years)

Auburn, California

I managed a team of up to 25 sales staff over 10 locations responsible for multi locational accounts and new business development through telemarketing and marketing campaigns.

Adventure Outings

Group Tour guide and leader

January 1991 - June 1992 (1 year 6 months)

Lead students on trips to the back country and destinations like Yosemite or Lassen Park.

Students Restoring Decks

Founder & Senior Deck Stainer

June 1988 - August 1991 (3 years 3 months)

We restored decks, railings and patios for homeowners.

Education

California State University-Chico

· (1990 - 1992)

Colfax High School

Highschool, All · (1987 - 1990)

November 30, 2025

To whom it may concern,

I am writing this letter at the request of Mr. Breno de Castro Nogueira, whom I met during his tenure at the Information Technology Superintendence of Federal Fluminense University (UFF). At that time, Mr. Nogueira was under my direct supervision, and I had the opportunity to closely observe his technical skills and professional development. I am currently continuing my work at UFF - Information Technology Superintendence, in Niterói. In this role, I lead initiatives essential to the university's academic and administrative operations, coordinating teams responsible for critical systems that serve thousands of students, faculty members, and staff on a daily basis.

Additionally, I hold a degree in Software Development from the Fluminense Federal Institute, a degree in Information Systems from Estácio de Sá University, and a graduate degree in Software Engineering from the Integrated College of Greater Fortaleza and my career has been dedicated to the strategic use of technology to enhance large-scale institutional processes.

One of Mr. Nogueira's most significant contributions to the institution was his work in collecting and consolidating institutional data submitted to the Ministry of Education (MEC) as part of the Higher Education Census. MEC is the agency responsible for formulating and implementing public education policies in Brazil, regulating and supervising higher education institutions. The Census serves as the main official source of information on students, programs, faculty members, and infrastructure, acting as a national reference for government decision-making. This is a highly complex process that requires absolute accuracy and complete confidentiality.

The results of the Census influence MEC financial transfers, the allocation of public resources, program evaluations, and the definition of policies that impact the entire educational system. Mr. Nogueira's work was essential in ensuring the integrity and confidentiality of the data reported by UFF, contributing to institutional credibility, the optimization of administrative and academic management processes, and the maintenance of essential parameters for university funding and evaluation.

In addition, Mr. Nogueira was responsible for maintaining and improving Java-based academic systems used by the entire university community. The continuity of these systems is vital for academic routines such as enrollment, document issuance, class management, and integration with federal databases. His contributions significantly enhanced the stability and performance of the Java academic systems, reducing technical incidents, optimizing sensitive processes such as enrollment and academic data queries, and ensuring the continuous operation of functionalities essential to the university community.

Over time, Mr. Nogueira expanded his role to the development of microservices in Ruby on Rails, contributing to the creation of new modules for the university's president's office and

program coordination offices. These solutions modernized administrative workflows and enhanced integration between departments. As a result, there was a significant reduction in interdepartmental request processing times and greater efficiency in academic management. His ability to transition between technological environments, such as Java to Ruby on Rails, combined with his capacity to understand broad institutional workflows, clearly positions him above the industry average.

In terms of leadership, Mr. Nogueira assumed the role of interim manager during my vacation, coordinating a team of five professionals responsible for undergraduate systems. In this capacity, he ensured operational continuity, met critical deadlines, addressed urgent requests from the president's office, and maintained the full functionality of essential systems.

Professionals capable of developing robust systems for educational institutions, creating scalable microservices, and integrating critical data are essential for modernizing public agencies, universities, health techs, edtechs, and any organization that relies on reliable infrastructure. I would certainly work with him again in the future and highly recommend him to any institution seeking excellence, responsibility, and a high level of execution capability.

I am available to provide any additional information that may be required.

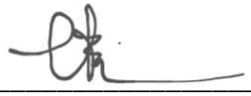
Sincerely,

Rozana de Oliveira Guimarães Moreira

Email: rozanamoreira@id.uff.br
Phone: +55 21 980820848

Niterói, Rio de Janeiro, Brazil

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.


_____ Date: January 28, 2026.

30 de novembro de 2025

A quem possa interessar,

Escrevo esta carta a pedido do Sr. Breno de Castro Nogueira, a quem conheci durante seu período de serviço na Superintendência de Tecnologia da Informação da Universidade Federal Fluminense (UFF). Na época, o Sr. Nogueira estava sob minha supervisão direta, e tive a oportunidade de observar de perto sua capacidade técnica e evolução profissional. Atualmente, sigo exercendo minhas funções na UFF – Superintendência de Tecnologia da Informação, em Niterói. Nesse cargo, lidero iniciativas essenciais para o funcionamento acadêmico e administrativo da universidade, coordenando equipes responsáveis por sistemas críticos que atendem diariamente milhares de estudantes, docentes e servidores.

Além disso, sou graduada em Desenvolvimento de Software pelo Instituto Federal Fluminense, em Sistemas de Informação pela Universidade Estácio de Sá e pós-graduada em Engenharia de Software pela Faculdade Integrada da Grande Fortaleza, e minha carreira é dedicada ao uso estratégico da tecnologia para aprimorar processos institucionais de larga escala.

Uma das contribuições mais relevantes do Sr. Nogueira para a instituição foi sua atuação na coleta e consolidação dos dados institucionais enviados ao Ministério da Educação (MEC) no âmbito do Censo da Educação Superior. O MEC é o órgão responsável por formular e implementar políticas públicas para educação no Brasil, regulando e supervisionando instituições de ensino superior. O Censo constitui a principal base oficial de informações sobre estudantes, cursos, docentes e infraestrutura, servindo como referência nacional para a tomada de decisão governamental. Trata-se de um processo de alta complexidade, que exige precisão absoluta e sigilo integral.

Os resultados do Censo influenciam repasses financeiros do MEC, distribuição de recursos públicos, avaliação de cursos e definição de políticas que impactam todo o sistema educacional. A atuação do Sr. Nogueira foi essencial para garantir a integridade e o sigilo dos dados reportados pela UFF, contribuindo para a credibilidade institucional, otimização de processos de gestão administrativa e acadêmica, bem como para a manutenção de parâmetros essenciais ao financiamento e à avaliação da universidade.

Além disso, o Sr. Nogueira foi responsável por manter e evoluir sistemas acadêmicos desenvolvidos em Java utilizados por toda a comunidade universitária. A continuidade desses sistemas é vital para rotinas acadêmicas como matrícula, emissão de documentos, controle de turmas e integração com bases de dados federais. Sua contribuição aprimorou significativamente a estabilidade e o desempenho dos sistemas acadêmicos em Java, reduzindo incidentes técnicos, otimizando processos sensíveis como matrícula e consulta de dados acadêmicos, e assegurando a operação contínua de funcionalidades essenciais à comunidade universitária.

Com o tempo, o Sr. Nogueira expandiu sua atuação para o desenvolvimento de microserviços em Ruby on Rails, colaborando na criação de novos módulos destinados à reitoria e às

coordenações de curso. Essas soluções modernizaram os fluxos administrativos e aumentaram a integração entre setores. Como resultado, houve redução significativa no tempo de atendimento das solicitações interdepartamentais e maior agilidade na gestão acadêmica. A sua habilidade de migrar entre ambientes tecnológicos, como Java para Ruby on Rails, somada à capacidade de compreender fluxos institucionais amplos, o posiciona claramente acima da média do setor.

Em termos de liderança, o Sr. Nogueira assumiu o papel de gerente interino durante meu período de férias, coordenando uma equipe de cinco profissionais responsáveis pelos sistemas de graduação. Nessa função, garantiu a continuidade operacional, manteve prazos críticos, solucionou demandas urgentes da reitoria e assegurou o pleno funcionamento de sistemas essenciais.

Profissionais capazes de desenvolver sistemas robustos para instituições educacionais, criar microserviços escaláveis e integrar dados críticos são fundamentais para modernizar órgãos públicos, universidades, health techs, edtechs e quaisquer empresas que dependam de infraestrutura confiável. Certamente voltaria a trabalhar com ele no futuro e o recomendo para qualquer instituição que busque excelência, responsabilidade e capacidade de execução em alto nível.

Estou à disposição para fornecer quaisquer detalhes adicionais que venham a ser necessários.

Insert text here

Atenciosamente,

Rozana de Oliveira Guimarães Moreira

E-mail: rozanamoreira@id.uff.br
Telefone: +55 21 980820848

Niterói, Rio de Janeiro, Brasil

Contact

www.linkedin.com/in/rozanamoreira (LinkedIn)

Key Skills

Project Management
Team Management
Scrum

Rozana Moreira

Software Engineer
Niterói, Rio de Janeiro, Brazil

Summary

Graduated in Software Development from IFF and in Information Systems from UNESA in 2009, with a graduate degree in Software Engineering from FGF. Experience as a Scrum Master and in managing development teams.

Work Experience

STI UFF - Information Technology Superintendence
14 years 9 months

Systems Operations Manager
October 2012 - Present (13 years, 3 months)
Niterói, Rio de Janeiro, Brazil

Business Analysis.

Requirements Management.

Development Team Management.

Information Technology Analyst
April 2011 - Present (14 years, 9 months)
Niterói

Project Management.

PMI Rio de Janeiro Chapter
Volunteer
January 2021 - October 2021 (10 months)

Volunteer in Filiation VP

Campos dos Goytacazes City Hall
Administrative Assistant
December 2007 - April 2011 (3 years, 5 months)
Campos dos Goytacazes

Human Resources Department (payroll, attendance control, and general administrative activities)

Hiperlink Cursos de Informática

IT Instructor
January 2007 - April 2011 (4 years, 4 months)
Campos dos Goytacazes

Instructor for basic and advanced courses in MS Office, Windows, web technologies, IT for public exams, and academic support for computer science courses.

Academic background

Federal Fluminense University
Graduate Lato Sensu - MBA, Data Science · (2021)

FGF
Specialist, Software Engineering · (2012 - 2013)

IFF - Fluminense Federal Institute
Undergraduate Technological Degree, Software Development · (2006 - 2009)

Estácio de Sá University
Bachelor's Degree, Information Systems · (2006 - 2009)

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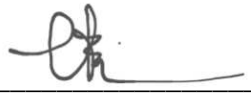

_____ Date: January 28, 2026.

Contato

www.linkedin.com/in/rozanamoreira (LinkedIn)

Principais competências

Gestão de projetos
Gestão de equipes
Scrum

Rozana Moreira

Software Engineer
Niterói, Rio de Janeiro, Brasil

Resumo

Graduada em Desenvolvimento de Software pelo IFF e Sistemas de Informação pela UNESA em 2009, pós graduada em Engenharia de Software pela FGF. Experiência como Scrum Master e gestão de equipes de desenvolvimento.

Experiência

STI UFF - Superintendência de Tecnologia da Informação
14 anos 9 meses

Gerente de operações de sistemas
outubro de 2012 - Present (13 anos 3 meses)
Niterói, Rio de Janeiro, Brasil

Análise de Negócio.

Gestão de Requisitos.

Gestão de Equipe de desenvolvimento.

Analista de Tecnologia da Informação
abril de 2011 - Present (14 anos 9 meses)
Niterói

Gestão de Projetos.

PMI Rio de Janeiro Chapter
Volunteer
janeiro de 2021 - outubro de 2021 (10 meses)

Volunteer in Filiation VP

Prefeitura Municipal de Campos dos Goytacazes
Assistente Administrativo
dezembro de 2007 - abril de 2011 (3 anos 5 meses)
campos dos goytacazes

Departamento Pessoal (folha de pagamento, controle de frequência e atividades administrativas em geral)

Hiperlink Cursos de Informática

Instrutor de TI
janeiro de 2007 - abril de 2011 (4 anos 4 meses)
Campos dos Goytacazes

Instrutora em cursos básicos e avançados de pacote MSOffice, Windows, web, informática para concursos, reforço acadêmico de disciplinas de curso de Computação.

Formação acadêmica

Universidade Federal Fluminense
Pós-graduação Lato Sensu - MBA, Ciência de Dados · (2021)

FGF
Especialista, Engenharia de Software · (2012 - 2013)

IFF - Instituto Federal Fluminense
Graduação Tecnológica, Desenvolvimento de Software · (2006 - 2009)

Universidade Estácio de Sá
Bacharelado, Sistemas de Informação · (2006 - 2009)

Exhibit C.II - Second Prong - Proof of Financial Feasibility

September 8, 2025

To Whom It May Concern,

My name is Ronaldo Correa Nogueira, and I am currently retired after more than 42 years of professional experience at Petrobras, the Brazilian oil company, where I worked in the offshore oil and gas sector from 1979 to 2021. I hold a degree in Metallurgical Engineering from the Federal University of Rio de Janeiro (UFRJ), obtained in 1978. I later completed a specialization in equipment inspection engineering in 1979 and a Master of Business Administration (MBA) in Project Management at FIA-USP in 2009. During the final decade of my career, I served as a Subsea Project Coordinator and subsequently as a Subsea Maintenance Project Manager, with responsibility for planning Petrobras' subsea equipment and managing complex offshore projects. My professional background has given me extensive experience evaluating technical projects and assessing their strategic viability.

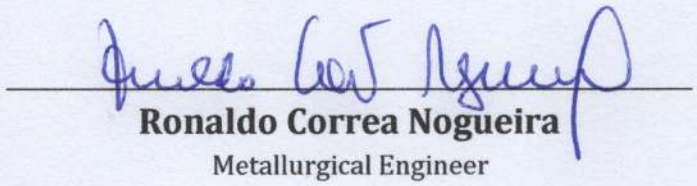
I am familiar with Breno de Castro Nogueira's professional background and have reviewed the business plan he prepared for a new company in the United States. The project outlines a software development and consulting business focused on helping companies modernize their operations. The company is expected to provide services such as custom software development, process automation, and system integration, primarily through a remote model that allows serving clients in various regions of the country. This type of service addresses a clear market need for businesses seeking to adopt more efficient and modern technological solutions.

My decision to invest is based on both the project's structure and my assessment of Mr. Nogueira's capabilities in this field. He has worked for more than ten years as a software developer and is currently a Senior Software Engineer at a U.S.-based company that operates a software-as-a-service platform. In that role, he has demonstrated strong technical leadership and a comprehensive understanding of developing and maintaining scalable software solutions. His experience includes overseeing significant development initiatives, managing complex integrations, and contributing to the architectural design and stability of critical systems. This background aligns with the services described in the business plan and gives me confidence that he has the technical and practical expertise to implement the proposed project successfully.

After reviewing the available information and considering my professional experience evaluating and managing technical projects, I have decided to support this initiative. I hereby express my intention to invest USD 30,000 in the company to be established by Mr. Nogueira. This amount is intended to contribute to the initial implementation and development of the business.

Should you require any additional information, I remain available.

Sincerely,



Ronaldo Correa Nogueira
Metallurgical Engineer

rcnog3@gmail.com / +55 21 965778599

Name: Ronaldo Corrêa Nogueira

Age: 69 years old

Address: Rua Dr. Nilo Peçanha 90 apt 503 – Ingá

ZIP Code; 24210-480 Niteroi - RJ

Telephone: (21) 965778599

Email: rcnog3@gmail.com

DESIRED POSITION

Static Equipment Maintenance Manager

ACADEMIC BACKGROUND

1971-1973	**Technical Course in Electrotechnics**
RJ	**Federal Technical School Celso Suckow da Fonseca**
1974-1978	**Bachelor's Degree in Metallurgical Engineering**
RJ	**Federal University of Rio de Janeiro**
1979	**Specialization in Equipment Inspection**
RJ	**Petrobras Study Center**
2008-2009	**MBA Specialization in Project Management**
RJ	**FIA-USP**
2023-	**Currently pursuing a Bachelor's Degree in History (7th semester)**
Niterói	**Fluminense Federal University**

Languages : **English: Intermediate**
Spanish: Itermediate

Software: Proficient in Microsoft Office Suite

PROFESSIONAL EXPERIENCE

1979-2021 Petrobras - Petróleo Brasileiro SA

Retired in 2021 as a Master-Level Senior Professional
(Senior Equipment Engineer)

Missions and duties performed: worked in various roles in the operational and managerial areas of offshore activities related to oil and gas production gathering, such as:

- oversight of subsea equipment installation and inspection activities;

- contracting of specialized vessels (DSV and PLSV);

- coordination of offshore production gathering projects;

- management of subsea equipment inspection;

- management of contracts for subsea equipment construction in Europe and China;

- management of subsea equipment maintenance.

<u>Recent managerial roles:</u>

From 2007 to 2014: Subsea Major Projects Coordinator

From 2014 to 2019: Subsea Maintenance Manager

ACTIVITIES AND INTERESTS

Sports: practices road running, mountain biking, and outrigger canoeing

Interests: planning and control of static equipment maintenance, equipment reliability, equipment failure modes, and Global History

I, André Vinícius Inacio Penna Mello, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Date: February 3, 2026.

Nome: Ronaldo Corrêa Nogueira

Idade: 69 anos

Endereço: Rua Dr. Nilo Peçanha 90 apt 503 – Ingá

CEP; 24210-480 Niteroi - RJ

Telefone: (21) 965778599

E-mail: rcnog3@gmail.com

POSIÇÃO DESEJADA

Gerente de manutenção de equipamentos estáticos

EDUCAÇÃO

1971-1973	**Curso técnico de Eletrotécnica**
RJ	**Escola Técnica Federal Celso Suckow da Fonseca**
1974-1978	**Graduação em Engenharia Metalurgica**
RJ	**Universidade Federal do Rio de janeiro**
1979	**Especialização em Inspeção de Equipamentos**
RJ	**Centro de Estudos da Petrobras**
2008-2009	**MBA Especialização em Gerenciamento de Projeto**
RJ	**FIA-USP**
2023-	**Cursando bacharelado em História (7º período)**
Niterói	**Universidade Federal Fluminense**

Idiomas : **Inglês: Intermediário**
Espanhol: Itermediário

Software : Conhecimento pacote Office

EXPERIÊNCIA PROFISSIONAL

1979-2021 Petrobras - Petróleo Brasileiro SA

Aposentado em 2021 como Profissional de Nível Superior Master (Engenheiro de Equipamentos Senior)

Missões e tarefas desenvolvidas: atuei em diversas funções nas áreas operacional e gerencial de atividades offshore ligadas à coleta da produção de óleo e gas, como:

- fiscalização de atividades de instalação e inspeção equipamentos subsea;

- contratação de embarcações especiais (DSV e PLSV);

- coordenação de projetos off-shore de coleta da produção;

- gerenciamento de inspeção de equipamentos submarinos;

- gerenciamento de contratos de construção de equipamentos subsea na Europa e China;

- gerenciamento de manutenção de equipamentos submarinos.

<u>Funções gerenciais recentes</u>:

De 2007 a 2014: Coordenador de Grandes Projetos Submarinos

De 2014 a 2019: Gerente de Manutenção Submarina

ATIVIDADES E INTERESSES

Esportes: pratica corrida de rua, mtb e canoa havaiana

Interesses: planejamento e controle de manutenção de equipamentos estacionários, confiabilidade de equipamentos, modos de falha de equipamentos e História Global

NAME: RONALDO CORREA NOGUEIRA
CPF: 598.798.747-49 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2025** **CALENDAR YEAR 2024**

TAXPAYER IDENTIFICATION

Name:	RONALDO CORREA NOGUEIRA	CPF:	598.798.747-49
Date of Birth:	10/14/1956		
Do you have a spouse or partner?	Yes	CPF of the Spouse or partner:	441.717.817-87

Were you a resident abroad and became a resident in Brazil in 2024? No

Were there any changes to the registration details? No

Is one of the declarants a person with a serious illness or a physical or mental disability? No

Address:	RUA DOUTOR NILO PECANHA	Number:	90
Unit:	APT 503	Neighborhood/District:	INGA
City:	NITEROI	State:	RJ
ZIP Code:	24210-480	Area Code/Telephone:	
Email:	RCNOG3@GMAIL.COM	Area Code/Mobile:	(21) 99937-8339

Occupation Type: 61 - Retired person, reserve or retired military personnel, and social security pensioner, except those covered by code 62

Main Occupation:

Declaration type: Original Annual Adjustment Declaration

Receipt Number of the last declaration filed in the 2024 tax year: 41.61.47.17.03-64

DEPENDENTS

No Information

ALIMONY RECIPIENTS

No Information

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE TAXPAYER

(Values in Reais)

NAME OF THE PAYING SOURCE	INCOME RECEIVED FROM LEGAL ENTITY	OFFICIAL SOCIAL SECURITY CONTRIBUTION	WITHHELD TAX	13th SALARY	INCOME TAX WITHHELD ON 13th SALARY
FRGPS – GENERAL SOCIAL SECURITY REGIME FUND CNPJ/CPF: 16.727.230/0001-97	84.072,26	0,00	3.907,48	4.636,84	327,01
PETROBRAS SOCIAL SECURITY FOUNDATION PETROS CNPJ/CPF: 34.053.942/0001-50	317.323,80	0,00	68.547,72	18.315,51	5.711,39
TOTAL	401.396,06	0,00	72.455,20	22.952,35	6.038,40

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY DEPENDENTS

No Information

TAXABLE INCOME RECEIVED FROM INDIVIDUALS AND ABROAD BY THE TAXPAYER

No Information

TAXABLE INCOME RECEIVED FROM INDIVIDUALS AND ABROAD BY DEPENDENTS

No Information

EXEMPT AND NON-TAXABLE INCOME

(Values in Reais)

09. Profits and received dividends — 4.086,61

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source	Amount
Taxpayer	598.798.747-49	51.466.860/0001-56	SAO MARTINHO S/A	90,10
Taxpayer	598.798.747-49	08.902.291/0001-15	* CSN MINERACAO S.A CMIN3	2.875,58
Taxpayer	598.798.747-49	16.590.234/0001-76	* AREZZO INDUSTRIA E COMERCIO S.A.	162,22
Taxpayer	598.798.747-49	00.000.000/0001-91	BANCO DO BRASIL SA	5,36
Taxpayer	598.798.747-49	58.430.828/0001-60	BLAU FARMACEUTICA S.A.	6,99
Taxpayer	598.798.747-49	17.155.730/0001-64	COMPANHIA ENERGETICA DE MINAS GERAIS	532,52
Taxpayer	598.798.747-49	76.483.817/0001-20	* COPEL	2,51
Taxpayer	598.798.747-49	33.611.500/0001-19	GERDAU	11,83
Taxpayer	598.798.747-49	89.850.341/0001-60	GRENDENE SA - MATRIZCAP	121,59
Taxpayer	598.798.747-49	60.543.816/0001-93	IGUATEMI	15,46
Taxpayer	598.798.747-49	60.872.504/0001-23	* ITAU UNIBANCO HOLDING SA	28,12
Taxpayer	598.798.747-49	33.000.167/0001-01	PETROLEO BRASILEIRO S.A.PETROBRAS	47,47
Taxpayer	598.798.747-49	18.328.118/0001-09	* PETZ PET CENTER COM E PART SA	116,42
Taxpayer	598.798.747-49	33.592.510/0001-54	VALE S.A.	21,90
Taxpayer	598.798.747-49	84.429.695/0001-11	* WEG	48,54

10. Tax-exempt portion of retirement income, paid reserve, retirement, and pension of a taxpayer aged 65 or older (including amounts related to Accumulated Income Received if taxed under the annual adjustment) — 24.751,74

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source
Taxpayer	598.798.747-49	34.053.942/0001-50	PETROBRAS SOCIAL SECURITY FOUNDATION PETROS

Amount: 22.847,76 — 13th Salary: 1.903,98

12. Income from savings accounts, mortgage bonds, agribusiness, and real estate letters of credit (LCA and LCI), and certificates of agribusiness and real estate receivables (CRA and CRI) — 9.725,04

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source	Amount
Taxpayer	598.798.747-49	00.360.305/0001-04	CAIXA ECONOMICA FEDERAL	3.100,16
Taxpayer	598.798.747-49	60.701.190/0001-04	ITAU UNIBANCO SA	1.228,17
Taxpayer	598.798.747-49	02.332.886/0001-04	DIRF 2024XP INVESTIMENTOS CCTVM S/A	5.396,71

99. Others — 54.570,63

Beneficiary	CPF	CPF/CNPJ of the Paying Source	Name of the Paying Source	Description	Amount
Taxpayer	598.798.747-49	13.873.457/0001-52	FII RIO BRAVO RENDA EDUCACIONAL FII	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	1.002,15

Taxpayer	598.798.747-49	12.005.956/0001-65	KINEA RENDA IMOBILIARIA-FII - KNRI11	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	3.720,00
Taxpayer	598.798.747-49	24.960.430/0001-13	KINEA INDICE DE PRECOS FII - KNIP11	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	2.572,50
Taxpayer	598.798.747-49	30.091.444/0001-40	FUNDO DE FUNDOS DE INVESTIMENT	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	3.907,30
Taxpayer	598.798.747-49	42.754.342/0001-47	KINEA HEDGE FUND FUNDO DE INVE	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	1.828,80
Taxpayer	598.798.747-49	11.664.201/0001-00	FATOR VERITA FII	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	1.010,00
Taxpayer	598.798.747-49	18.979.895/0001-13	CAPITANIA SECURITIES II FDO IN	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	899,00
Taxpayer	598.798.747-49	27.529.279/0001-51	FDO INV IMOB RBR ALPHA FUNDOS DE FUNDOS	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	2.033,64
Taxpayer	598.798.747-49	28.830.325/0001-10	FII IRIDIUM RECEBIVEIS IMOBILIARIOS	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	454,00
Taxpayer	598.798.747-49	29.467.977/0001-03	FII RBR RENDIMENTO HIGH GRADE	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	2.979,30
Taxpayer	598.798.747-49	30.629.603/0001-18	FII VBI LOGISTICO	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	1.074,00
Taxpayer	598.798.747-49	97.521.225/0001-25	FII MAXI RENDA	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	3.481,00
Taxpayer	598.798.747-49	20.748.515/0001-81	BRESCO LOGISTICA FII RL	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	1.056,00

Taxpayer	598.798.747-49	17.554.274/0001-25	VINCI SHOPPING CENTERS FUNDO DE INVESTIMENTO IMOBILIARIO FII	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	2.929,24
Taxpayer	598.798.747-49	21.408.063/0001-51	FUNDO DE INVESTIMENTO IMOBILIARIO RBR PROPERTIES FII	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	2.360,06
Taxpayer	598.798.747-49	36.445.587/0001-90	VINCI IMOVEIS URBANOS FUNDO DE INVESTIMENTO IMOBILIARIO	FINANCIAL INVESTMENTS IN REAL ESTATE INVESTMENT FUNDS	2.743,18
Taxpayer	598.798.747-49	30.578.417/0001-05	HABIT11 FII HABITAT RECEBIVEIS	HABT11 REAL ESTATE INVESTMENT FUND	1.766,10
Taxpayer	598.798.747-49	11.728.688/0001-47	FUNDO IMOBILIARIO PATRIA LOG	HABT11 REAL ESTATE INVESTMENT FUND	3.366,00
Taxpayer	598.798.747-49	29.641.226/0001-53	CSHG RENDA URBANA	HABT11 REAL ESTATE INVESTMENT FUND	3.402,00
Taxpayer	598.798.747-49	28.152.272/0001-26	RECR11 FII REC RECEBIVEIS IMOBILIARIOS	HABT11 REAL ESTATE INVESTMENT FUND	8.568,50
Taxpayer	598.798.747-49	24.853.044/0001-22	VILG11 FII VINCI LOGISTICA	HABT11 REAL ESTATE INVESTMENT FUND	1.536,15
Taxpayer	598.798.747-49	12.516.185/0001-70	VINO11 FII VINCI OFFICES	HABT11 REAL ESTATE INVESTMENT FUND	1.233,56
Taxpayer	598.798.747-49	30.654.849/0001-40	XPPR11 FII XP PROPERTIES	HABT11 REAL ESTATE INVESTMENT FUND	648,15

TOTAL 93.134,02

INCOME SUBJECT TO EXCLUSIVE/DEFINITIVE TAXATION

(Values in Reais)

01. 13th salary 22.952,35

06. Income from financial investments 123.484,31

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source	Amount
Taxpayer	598.798.747-49	09.636.393/0001-07	BNP PARIBAS MATCH DI FI REFERENCIADO CREDITO PRIVADO	207,06
Taxpayer	598.798.747-49	29.206.196/0001-57	QUASAR ADVANTAGE FIRF CP LP	1.621,50
Taxpayer	598.798.747-49	31.024.343/0001-10	SELECAO ABSOLUTE VERTEX FICFIM	10.354,86
Taxpayer	598.798.747-49	32.972.925/0001-90	ITAU GLOBAL DIN RF LG FICFI	16.342,10
Taxpayer	598.798.747-49	39.303.195/0001-84	ITAU KINEA IPCA DI II RF FICFI	7.356,18
Taxpayer	598.798.747-49	40.498.539/0001-37	ITAU OPTIMUS RF LP FIC	11.384,75
Taxpayer	598.798.747-49	33.000.167/0001-01	PETROLEO BRASILEIRO S.A.PETROBRAS	0,22
Taxpayer	598.798.747-49	00.000.000/0001-91	BANCO DO BRASIL SA	0,12
Taxpayer	598.798.747-49	90.400.888/0001-42	BANCO SANTANDER (BRASIL) SA	12,76
Taxpayer	598.798.747-49	02.332.886/0001-04	DIRF 2024XP INVESTIMENTOS CCTVM S/A NTN-B	5.068,43
Taxpayer	598.798.747-49	61.194.353/0001-64	ITAU CORRETORA DE VALORES S/A	25.698,44

Taxpayer	598.798.747-49	40.498.539/0001-37	ITAU OPTIMUS RF LP FIC	11.384,75
Taxpayer	598.798.747-49	32.972.925/0001-90	ITAU GLOBAL DIN RF LG FICFI	16.342,10
Taxpayer	598.798.747-49	39.303.195/0001-84	ITAU KINEA IPCA DI II RF FICFI	7.356,18
Taxpayer	598.798.747-49	31.024.343/0001-10	SELECAO ABSOLUTE VERTEX FICFIM	10.354,86

10. Interest on Equity 3.397,28

Beneficiary	CPF	CNPJ of the Paying Source	Name of the Paying Source	Amount
Taxpayer	598.798.747-49	89.850.341/0001-60	GRENDENE SA - MATRIZCAP	70,67
Taxpayer	598.798.747-49	07.206.816/0001-15	M DIAS BRANCO S.A. INDUSTRIA E COMERCIO DE ALIMENTOS	30,60
Taxpayer	598.798.747-49	16.590.234/0001-76	AZZAS 2154 S.A	146,66
Taxpayer	598.798.747-49	17.155.730/0001-64	COMPANHIA ENERGETICA DE MINAS GERAIS	428,48
Taxpayer	598.798.747-49	33.592.510/0001-54	VALE S.A.	621,41
Taxpayer	598.798.747-49	51.466.860/0001-56	SAO MARTINHO S/A	152,56
Taxpayer	598.798.747-49	58.430.828/0001-60	BLAU FARMACEUTICA S.A.	148,89
Taxpayer	598.798.747-49	00.000.000/0001-91	BANCO DO BRASIL SA	193,62
Taxpayer	598.798.747-49	21.314.559/0001-66	MOVIDA PARTICIPACOES S. A.	78,39
Taxpayer	598.798.747-49	07.526.557/0001-00	AMBEV SA	228,89
Taxpayer	598.798.747-49	92.754.738/0001-62	LOJAS RENNER S/A	167,65
Taxpayer	598.798.747-49	97.837.181/0001-47	* DEXCO S.A.	91,51
Taxpayer	598.798.747-49	08.902.291/0001-15	* CSN MINERACAO S.A.	616,92
Taxpayer	598.798.747-49	76.483.817/0001-20	* COPEL	17,64
Taxpayer	598.798.747-49	60.872.504/0001-23	* ITAU UNIBANCO HOLDING SA	26,11
Taxpayer	598.798.747-49	16.670.085/0001-55	* LOCALIZA RENT A CAR	5,87
Taxpayer	598.798.747-49	18.328.118/0001-09	* PETZ PET CENTER COM E PART SA	2,21
Taxpayer	598.798.747-49	02.932.074/0001-91	* HYPERA	3,92
Taxpayer	598.798.747-49	84.429.695/0001-11	* WEG	62,18
Taxpayer	598.798.747-49	24.990.777/0001-09	GROUP MATEUS GMAT3	5,68
Taxpayer	598.798.747-49	33.000.167/0001-01	PETROLEO BRASILEIRO S.A.PETROBRAS	13,79
Taxpayer	598.798.747-49	43.776.517/0001-80	SABESP	7,35
Taxpayer	598.798.747-49	07.594.978/0001-78	SMART FIT SMFT3	1,45
Taxpayer	598.798.747-49	02.558.157/0001-62	* TELEFONICA BRASIL S.A	274,83

TOTAL 149.833,94

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE TAXPAYER (TAX WITH SUSPENDED EXIGIBILITY)

No Information

TAXABLE INCOME RECEIVED FROM LEGAL ENTITY BY THE DEPENDENTS (TAX WITH SUSPENDED EXIGIBILITY)

No Information

TAXABLE INCOME FROM LEGAL ENTITY RECEIVED CUMULATIVELY BY THE TAXPAYER

No Information

TAXABLE INCOME FROM LEGAL ENTITY RECEIVED CUMULATIVELY BY THE DEPENDENTS

No Information

TAX PAID / WITHHELD

(Values in Reais)

01. Complementary Tax	0,00
02. Tax paid abroad by the taxpayer and dependents	0,00
Tax due with income abroad	0,00
Tax due without income abroad	0,00
Difference to be considered for tax calculation (legal limit)	0,00
03. Income Tax Withheld at Source (Law 11.033/2004):	0,00
04. Income Tax Withheld at Source for the Taxpayer	72.455,20
05. Income Tax Withheld at Source for the Dependents	0,00
06. Taxpayer's Carnê-Leão	0,00
07. Dependent's Carnê-Leão	0,00

CARNÊ-LEÃO - (Income tax that must be paid monthly, mandatorily, by individuals residing in Brazil who receive income from another individual or from abroad)

PAYMENTS MADE

(Values in Reais)

CODE	BENEFICIARY NAME	BENEFICIARY CPF/CNPJ	AMOUNT PAID	NON-DEDUCTIBLE PORTION
Taxpayer				
26	PETROBRAS HEALTH ASSOCIATION APS	39.427.632/0001-71	9.885,94	0,00
Description:				
36	PETROBRAS SOCIAL SECURITY FOUNDATION PETROS	34.053.942/0001-50	29.001,00	0,00
Description: SUPPLEMENTARY PENSION PLAN				

DONATIONS MADE

No Information

STATEMENTS OF ASSETS AND RIGHTS

(Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
01	01	50% APARTMENT 204 AT AV. ENG. RICHARD 30, GRAJAU RJ ACQUIRED BY INHERITANCE FROM THE ESTATE OF HELIO MOREIRA DE CASTRO, IN JAN//2014. WITH IMPROVEMENTS CARRIED OUT IN 2019 IN THE KITCHEN, BATHROOM, AND AREA.	115.000,00	115.000,00

105 - Brazil

Municipal Registration (IPTU): 0.024.002-8

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
01	01	APARTMENT AT RUA PEREIRA DE SIQUEIRA N 44, APT 401, LOCATED IN THE ENGENHO VELHO PARISH, REGISTRATION 126.955 AT THE 11th REAL ESTATE REGISTRY OFFICE, STATE REGISTRATION 07919-4. ACQUIRED ON 04/12/2013 FROM REJANE PINTO COSTA CPF 008.575.367-02 FOR R$600000,00.	600.000,00	600.000,00

105 - Brazil

Municipal Registration (IPTU): 3.204.155-0

Address: RUA PEREIRA DE SIQUEIRA
Unit: APT 401
City:
Total Area: 71,0 m²
Registered at the Registry Office: Yes
Registration: 126955

No.: 44
Neighborhood: TIJUCA
State: RJ ZIP Code: 20550-020
Acquisition Date: 04/12/2013
Name of the Registry Office: 11th Real Estate Registry Office of Rio de Janeiro

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
01	02	50% OFFICE SUITE 1102 AT AV. PRES. VARGAS 542, ACQUIRED BY INHERITANCE FROM THE ESTATE OF HELIO MOREIRA DE CASTRO, IN JAN /2014. IN ADVERSE POSSESSION PROCEEDINGS 0299110-24.2016.8.19.0001	55.000,00	55.000,00

105 - Brazil

Municipal Registration (IPTU): 0.485.724-9

Address: AVN. PRESIDENTE VARGAS
Unit: ROOM 1102
City:
Total Area: 57,0 m²
Registered at the Registry Office: No

No.: 542
Neighborhood:
State: RJ ZIP Code: 20071-000
Acquisition Date: 01/30/2014

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
01	11	APARTMENT 503 AT RUA NILO PECANHA 90 - INGA - NITEROI - RJ. MUNICIPAL REGISTRATION 186854-6.	392.563,31	392.563,31

105 - Brazil

Municipal Registration (IPTU): 186854-6

Address: RUA DR. NILO PECANHA
Unit: APT 503
City:
Total Area: 115,0 m²
Registered at the Registry Office: Yes
Registration: 13502

No.: 90
Neighborhood: INGA
State: RJ ZIP Code: 24210-480
Acquisition Date: 11/08/2007
Name of the Registry Office: GENERAL REGISTRY OF THE FIRST DISTRICT OF NITEROI

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
01	11	APARTMENT AT RUA PROFESSOR GABIZO 161 APT 303, ENGENHO VELHO PARISH. FISCAL REGISTRATION 1961830-5 STREET CODE 07982-2 PURCHASED ON 05/30/2011 FOR R$ 455.000,00 FROM SIMONE AMARAL DO NASCIMENTO CPF 002.127.937-30 AND DOUGLAS PAIVA DO NASCIMENTO CPF 810.331.927-91	455.000,00	455.000,00

105 - Brazil

Municipal Registration (IPTU): 1.961.830-5

Address: RUA PROFESSOR GABIZO
No.: 161
Unit: APT 303
Neighborhood: TIJUCA
City:
State: RJ ZIP Code: 20271-000
Total Area: 100,0 m²
Acquisition Date: 05/30/2011
Registered at the Registry Office: Yes
Name of the Registry Office: 11th Real Estate Registry Office of Rio de Janeiro
Registration: 92086

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
01	12	HOUSE 152 M2 ON A 450 M2 LOT , AV. CENTRAL L6Q97, PRAIA DAS LAGOAS SUBDIVISION, MARICA, GARAGE CONSTRUCTION 36 M2 IN 1997, TOTAL 188 M2 . SWIMMING POOL CONSTRUCTION 18 M2 IN 2001(R$4200). PARTIAL ROOF REPLACEMENT JUN/2004(R$3150,00). REF. WALL AND COLUMN RENOVATION FEB/2007 (R$7200). RECONSTRUCTION OF STRUCTURAL COLUMNS AND GARAGE FLOOR MAY/2008 (R$ 2117). STRUCTURAL RENOVATION OF VERANDA ON 03/22/11 (R$3100). STRUCTURAL COLUMN RENOVATION JUN/12(R$ 4200,00). STRUCTURAL COLUMN REINFORCEMENT. JUN/2014 R$2.700. STRUCTURAL COLUMN RENOVATION AUG 2019 R$11.300,00. PARTIAL ROOF RENOVATION AUG/2022(R$6300). STRUCTURAL REPAIR MAY/25 4,7 THOUSAND	44.925,96	49.625,96

105 - Brazil

Municipal Registration (IPTU): 22904454110170000

Address: AV. MAYSA
No.: Q 97
Unit: LOT 6 PRAIA DAS LAGOAS SUBDIVISION
Neighborhood: GUARATIBA
City:
State: RJ ZIP Code: 24916-000
Total Area: 310,0 m²
Acquisition Date: 09/30/1987
Registered at the Registry Office: Yes
Name of the Registry Office: 2nd NOTARY OFFICE OF MARICA - RJ
Registration: 19445

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
01	99	50% OF GARAGE SPACE 2405 AT RUA TEOFILO OTONI N 89 CENTRO RJ ACQUIRED BY INHERITANCE FROM NEUZA DA HORA TOLEDO, CPF 080.159.767-66, PURSUANT TO PUBLIC DEED OF THE 15th NOTARY OFFICE, BOOK 2701, PAGES 054/056, RJ, EXECUTED ON 09/13/2011	6.879,49	6.879,49

105 - Brazil

Municipal Registration (IPTU): 0.943.602-3

Address: RUA TEOFILO OTONI
No.: 89
Unit: BOX 2405
Neighborhood: CENTRO
City:
State: RJ ZIP Code: 20090-080
Total Area: 0,0
Acquisition Date: 09/13/2011
Registered at the Registry Office: No

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
02	01	VOLKSWAGEN UP MOVE 1.0 AUTOMOBILE YEAR 2016 ACQUIRED FROM REAL VEICULOS COM SERVICOS LTDA CNPJ 45.502.492/0001-63 105 - Brazil RENAVAM (National Registry of Motor Vehicles): 01078065818	45.900,00	45.900,00
02	01	FORD RANGER PICKUP TRUCK LICENSE PLATE RJE4E68 XLS CD 4A22C DIESEL MANUFACTURING YEAR 2021 MODEL YEAR 2022. PURCHASED ON 09/22/21 FROM FORD MOTOR COMPANY BRASIL LTDA CNPJ 03.470.727/0041-18, PAID IN FULL FOR R$208.200,00. 105 - Brazil RENAVAM: 01277963220	208.200,00	208.200,00
02	01	VESPA PIAGGIO MOTORCYCLE YEAR 1987 ELESTART MODEL, ACQUIRED FROM ROBERTO ARCIPRETE ON 7/7/2017, FOR R$5600,00 105 - Brazil RENAVAM: 00110570510	5.600,00	5.600,00
03	01	400 SHARES PETZ3 AVG PRICE R$8,58 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 18.328.118/0001-09 Traded on the Stock Exchange: Yes Trading Code: PETZ3	3.432,00	1.628,00
03	01	4400 SHARES CMIN3 AVG PRICE R$ 9.53 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 08.902.291/0001-15 Traded on the Stock Exchange: Yes Trading Code: CMIN3	41.932,00	22.660,00
03	01	500 SHARES GRND3 AVG PRICE R$6,57 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 89.850.341/0001-60 Traded on the Stock Exchange: Yes Trading Code: GRND3	3.285,00	2.440,00

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
03	01	600 SHARES MOVI3 AVG PRICE R$13,10	7.860,00	2.202,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 21.314.559/0001-66
Traded on the Stock Exchange: Yes Trading Code: MOVI3

03	01	26 SHARES ITUB4 AVG PRICE 24,69	641,94	641,94

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 60.872.504/0001-23
Traded on the Stock Exchange: Yes Trading Code: ITUB4

03	01	300 SHARES ARZZ3 AVG PRICE 59,88	17.964,00	17.964,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 16.590.234/0001-76
Traded on the Stock Exchange: Yes Trading Code: ARZZ3

03	01	500 SHARES BLAU3 AVG PRICE 16,05	8.025,00	8.025,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 58.430.828/0001-60
Traded on the Stock Exchange: Yes Trading Code: BLAU3

03	01	600 SHARES CMIG3 AVG PRICE 14,82	8.892,00	8.892,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 17.155.730/0001-64
Traded on the Stock Exchange: Yes Trading Code: CMIG3

03	01	59 SHARES CPLE6 AVG PRICE 7,37	434,83	434,83

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 76.483.817/0001-20
Traded on the Stock Exchange: Yes Trading Code: CPLE6

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
03	01	900 SHARES CRFB3 AVG PRICE 9,86	8.874,00	8.874,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 75.315.333/0001-09
Traded on the Stock Exchange: Yes Trading Code: CRFB3

03	01	16 SHARES EQTL3 AVG PRICE 25,02	400,32	400,32

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 03.220.438/0001-73
Traded on the Stock Exchange: Yes Trading Code: EQTL3

03	01	300 SHARES LREN3 AVG PRICE 15,60	4.680,00	4.680,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 92.754.738/0001-62
Traded on the Stock Exchange: Yes Trading Code: LREN3

03	01	7 SHARES PETR4 AVG PRICE 26,76	187,32	187,32

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 33.000.167/0001-01
Traded on the Stock Exchange: Yes Trading Code: PETR4

03	01	12 SHARES PRIO3 AVG PRICE 32,21	386,52	386,52

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 10.629.105/0001-68
Traded on the Stock Exchange: Yes Trading Code: PRIO3

03	01	25 SHARES RAIL3 AVG PRICE 21,21	530,25	530,25

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 02.387.241/0001-60
Traded on the Stock Exchange: Yes Trading Code: RAIL3

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
03	01	9 SHARES RENT3 AVG PRICE 56,67	510,03	0,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 16.670.085/0001-55
Traded on the Stock Exchange: Yes Trading Code: RENT3

03	01	8 SHARES SBSP3 AVG PRICE 59,66	477,28	0,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 43.776.517/0001-80
Traded on the Stock Exchange: Yes Trading Code: SBSP3

03	01	6 SHARES VALE3 AVG PRICE 89,09	534,54	534,54

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 33.592.510/0001-54
Traded on the Stock Exchange: Yes Trading Code: VALE3

03	01	19 SHARES VIVA3 AVG PRICE 29,90	568,10	568,10

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 33.839.910/0001-11
Traded on the Stock Exchange: Yes Trading Code: VIVA3

03	01	600 SHARES WEGE3 AVG PRICE 34,91 SOLD	20.946,00	0,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 84.429.695/0001-11
Traded on the Stock Exchange: Yes Trading Code: WEGE3

04	01	ITAU SAVINGS ACCOUNTS	17.756,38	14.242,55

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ: 60.701.190/0001-04
Bank: 341 Branch: 9287 Account: 11481-4

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
04	01	CAIXA SAVINGS ACCOUNTS 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 00.360.305/0001-04 Bank: 104 Branch: 4144 Account: 000755697307-8	57.847,09	41.164,55
04	02	* BANCO AGIBANK SA CDB (Certificate of Deposit) FLU CDB2221K642 04/04/2024 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	50.000,00	0,00
04	02	*BANCO PAN SA CDB FLU CDB2221K7W6 04/04/2024 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	53.000,00	0,00
04	02	* BANCO PINE SA CDB FLU CDB419D1LPF 12/13/2026 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	50.000,00	50.000,00
04	02	* CDB AGIBANK AUG/2025 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	31.000,00	31.000,00
04	02	* CDB BMG APR/2024 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	50.000,00	0,00
04	02	* CDB BMG JUL/2024 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	38.900,00	0,00

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
04	02	* CDB VOITER - BANCO INDUSVAL - NOV/2024	50.000,00	0,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	BANCO SANTANDER ACCOUNT 1621-000010083495	11.282,99	7.504,27
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 90.400.888/0001-42				
04	02	* LEBES FINANCEIRA SA CDB FLU CDB2221K5BH 04/04/2025	100.000,00	100.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	NATIONAL TREASURY (LFT 010325)	18.314,90	18.314,90
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 43.644.285/0001-06				
04	02	NATIONAL TREASURY (NTNBP 150826)	21.818,15	21.818,15
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 61.194.353/0001-64				
04	02	* NATIONAL TREASURY NTN-B 760199 08/15/2028	98.282,67	98.282,67
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* BANCO C6 CONSIGNADO SA CDB FLU CDB12332T0E 01/09/25	35.000,00	35.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
04	02	* FACTA FINANCEIRA SA CREDIT F CDB FLU CDB323PPE1T 08/25/2025	24.000,00	24.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* BANCO MASTER SA CDB FLU CDB2236XMWN 10/06/2025	36.000,00	36.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* BIORC NEON FINANCEIRA CREDITO FINANCI CDB FLU CDB223SVV2H 12/01/2025	50.000,00	50.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* BANCO C6 CONSIGNADO SA CDB FLU CDB323PR09R 08/24/2026	23.000,00	23.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* * CDB BMG - BANCO BMG SA 122LI9KT 04/15/2024	130.000,00	0,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 61.194.353/0001-64				
04	02	**CDB - BANCO BMG SA 223AVIM 05/15/25	60.000,00	60.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 61.194.353/0001-64				
04	02	WILL FINANCEIRA SA CFI CDB FLU CDB4243GLRQ 08/24/2026	0,00	65.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
04	02	BANCO VOITER SA CDB FLU CDB42461DJW 09/04/2026	0,00	25.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	BANCO AFINZ SA BANCO MULTIPLO CDB FLU CDB424AN9NA 04/20/2026	0,00	25.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	BANCO BMG SA CDB FLU CDB424AN9SR 04/20/2026	0,00	25.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	BANCO ORIGINAL SA CDB FLU CDB424AN94A 04/20/2026	0,00	15.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	BANCO PAULISTA CDB FLU CDB7246U5IH 07/16/2026	0,00	50.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	BANCO PAN SA CDB FLU CDB92458XV1 09/11/2026	0,00	40.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	BANCO LUSO BRASILEIRO SA CDB FLU CDBB246LLGX 11/18/2026	0,00	70.000,00
105 - Brazil				
Asset or right belonging to:		Taxpayer CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
04	03	* BANCO ABC BRASIL SA LCA 23D01460639 09/10/2024	35.000,00	0,00
105 - Brazil				
Asset or right belonging to: Taxpayer CPF: 598.798.747-49				
CNPJ: 02.332.886/0001-04				
06	01	BANCO ITAU CNPJ 60.701.190/0001-04 CC 9287 -11481-4	0,00	1,05
105 - Brazil				
Asset or right belonging to: Taxpayer CPF: 598.798.747-49				
CNPJ: 60.701.190/0001-04				
Bank: 341 Branch: 9287 Account: 11481-4 Payment Account? No				
06	99	XP INVESTIMENTOS CCTVM S/A BALANCE IN CHECKING ACCOUNT BRANCH 0001 ACCOUNT 2624416	7.981,20	5.892,52
105 - Brazil				
Asset or right belonging to: Taxpayer CPF: 598.798.747-49				
CNPJ: 02.332.886/0001-04				
07	01	* QUASAR ADVANTAGE FIRF CP LP	19.312,33	20.933,91
105 - Brazil				
Asset or right belonging to: Taxpayer CPF: 598.798.747-49				
CNPJ do Fundo: 29.206.196/0001-57				
07	01	* ITAU GLOBAL DYNAMIC FIXED INCOME LP FICFI	162.430,31	178.772,44
105 - Brazil				
Asset or right belonging to: Taxpayer CPF: 598.798.747-49				
CNPJ do Fundo: 32.972.925/0001-90				
07	01	* ABSOLUTE VERTEX SELECAO FIC MM	95.329,40	105.684,28
105 - Brazil				
Asset or right belonging to: Taxpayer CPF: 598.798.747-49				
CNPJ do Fundo: 31.024.343/0001-10				
07	01	** ITAU OPTIMUS RF LP FIC	119.658,64	131.043,43
105 - Brazil				
Asset or right belonging to: Taxpayer CPF: 598.798.747-49				
CNPJ do Fundo: 40.498.539/0001-37				

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	01	* ITAU KINEA IPCA DYNAMIC II FIXED INCOME FICFI 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 39.303.195/0001-84	94.331,91	101.688,11
07	03	3370 SHARES VIUR11 REAL ESTATE INVESTMENT FUND WITH PRICE REDUCTION R$9,03 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 36.445.587/0001-90 Traded on the Stock Exchange: Yes Trading Code: VIUR11	30.431,10	30.431,10
07	03	100 SHARES LVBI11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$98,80 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 30.629.603/0001-18 Traded on the Stock Exchange: Yes Trading Code: LVBI11	9.880,00	9.880,00
07	03	100 SHARES VRTA11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$102,40 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 11.664.201/0001-00 Traded on the Stock Exchange: Yes Trading Code: VRTA11	10.240,00	10.240,00
07	03	145 SHARES HABT11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$105,27 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 30.578.417/0001-05 Traded on the Stock Exchange: Yes Trading Code: HABT11	15.264,15	15.264,15
07	03	150 SHARES TORD11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$ 8.04 105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 30.230.870/0001-18 Traded on the Stock Exchange: Yes Trading Code: TORD11	1.206,00	1.206,00

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	180 SHARES HGLG11 AVERAGE PRICE R$164,17	29.885,23	29.885,23

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 11.728.688/0001-47
Traded on the Stock Exchange: Yes Trading Code: HGLG11

07	03	209 SHARES VILG11, REAL ESTATE INVESTMENT FUND AVERAGE SHARE PRICE R$ 119,15	24.902,34	24.902,34

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 24.853.044/0001-22
Traded on the Stock Exchange: Yes Trading Code: VILG11

07	03	250 SHARES KNIP11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$ 101,55	25.387,50	25.387,50

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 24.960.430/0001-13
Traded on the Stock Exchange: Yes Trading Code: KNIP11

07	03	250 SHARES TORD11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$8,05	2.012,50	0,00

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 30.230.870/0001-18
Traded on the Stock Exchange: Yes Trading Code: TORD11

07	03	268 SHARES VISC11, REAL ESTATE INVESTMENT FUND AVERAGE SHARE PRICE R$ 112,12	30.048,27	30.048,27

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 13.486.793/0001-42
Traded on the Stock Exchange: Yes Trading Code: VISC11

07	03	2700 SHARES RBRF11, REAL ESTATE INVESTMENT FUND AVERAGE SHARE PRICE R$ 92,20.	24.894,36	24.894,36

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 27.529.279/0001-51
Traded on the Stock Exchange: Yes Trading Code: RBRF11

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	280 SHARES HGRU11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$114,12	31.953,60	31.953,60

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49

CNPJ do Fundo: 29.641.226/0001-53

Traded on the Stock Exchange: Yes Trading Code: HGRU11

07	03	2950 SHARES MXRF11, REAL ESTATE INVESTMENT FUND AVERAGE SHARE PRICE R$10,45	30.827,14	30.827,14

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49

CNPJ do Fundo: 97.521.225/0001-25

Traded on the Stock Exchange: Yes Trading Code: MXRF11

07	03	300 SHARES RBRR11 , REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$101,74	30.522,00	30.522,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49

CNPJ do Fundo: 29.467.977/0001-03

Traded on the Stock Exchange: Yes Trading Code: RBRR11

07	03	310 SHARES KNRI11 , REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$148,20	45.942,00	45.942,00

105 - Brazil

Asset or right belonging to: Taxpayer CPF: 598.798.747-49

CNPJ do Fundo: 12.005.956/0001-65

Traded on the Stock Exchange: Yes Trading Code: KNRI11

07	03	1855 SHARES VINO11	25.008,33	25.008,33

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49

CNPJ do Fundo: 12.516.185/0001-70

Traded on the Stock Exchange: Yes Trading Code: VINO11

07	03	394 SHARES RBRP11	34.455,30	34.455,30

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49

CNPJ do Fundo: 21.408.063/0001-51

Traded on the Stock Exchange: Yes Trading Code: RBRP11

STATEMENTS OF ASSETS AND RIGHTS (Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	410 SHARES KFOF11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$ 76,02	31.168,20	31.168,20

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 30.091.444/0001-40
Traded on the Stock Exchange: Yes Trading Code: KFOF11

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	45 SHARES RBED11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$118,75	5.343,75	5.343,75

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 13.873.457/0001-52
Traded on the Stock Exchange: Yes Trading Code: RBED11

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	50 SHARES IRDM11 REAL ESTATE INVESTMENT FUND AVERAGE PRICE R$108,09	5.404,50	5.404,50

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 28.830.325/0001-10
Traded on the Stock Exchange: Yes Trading Code: IRDM11

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	745 SHARES XPPR11 REAL ESTATE INVESTMENT FUND AVERAGE SHARE PRICE R$66,97	49.895,05	49.895,05

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 30.654.849/0001-40
Traded on the Stock Exchange: Yes Trading Code: XPPR11

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	808 SHARES RECR11, REAL ESTATE INVESTMENT FUND AVERAGE SHARE PRICE R$ 98,70.	79.749,60	79.749,60

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 28.152.272/0001-26
Traded on the Stock Exchange: Yes Trading Code: RECR11

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	100 SHARES FFI BRCO11 PM	9.999,00	9.999,00
99,99				

105 - Brazil
Asset or right belonging to: Taxpayer CPF: 598.798.747-49
CNPJ do Fundo: 20.748.515/0001-81
Traded on the Stock Exchange: Yes Trading Code: BRCO11

STATEMENTS OF ASSETS AND RIGHTS

(Values in Reais)

Did you update the value of any real estate property and pay the capital gain tax by 12/16/2024 in accordance with Law No. 14.973/2024?	No

GROUP	CODE	DISCLOSURE	STATUS ON 12/31/2023	STATUS ON 12/31/2024
07	03	3100 SHARES CPTS-11 REAL ESTATE INVESTMENT FUND AVG PRICE 8,2.. SOLD ON 04/16/24; R$8,46 UNIT R$ 26226,00	25.420,00	0,00
105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 18.979.895/0001-13 Traded on the Stock Exchange: Yes Trading Code: CPTS11				
07	03	75 SHARES HGLG11 REAL ESTATE INVESTMENT FUND AVG PRICE 154,17	11.562,75	11.562,75
105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 11.728.688/0001-47 Traded on the Stock Exchange: Yes Trading Code: HGLG11				
07	03	254 SHARES KNHF11 REAL ESTATE INVESTMENT FUND SHARE PRICE R$101,80	0,00	25.857,00
105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 42.754.342/0001-47 Traded on the Stock Exchange: Yes Trading Code: KNHF11				
07	10	* SAFRA INCENTIVIZED DEBENTURES	13.000,00	13.000,00
105 - Brazil Asset or right belonging to: Taxpayer CPF: 598.798.747-49 CNPJ do Fundo: 18.623.722/0001-68 Traded on the Stock Exchange: No				
99	06	* VGBL ITAU VIDA E PREVIDENCIA SA CNPJ 92.661.388/0001-90	210.110,00	210.110,00
105 - Brazil CNPJ: 92.661.388/0001-90				
TOTAL			4.444.388,53	4.327.097,58

ENCUMBRANCES AND REAL LIABILITIES

No Information

DONATIONS TO POLITICAL PARTIES AND CANDIDATES FOR ELECTIVE OFFICES

No Information

STATEMENT OF RURAL ACTIVITY - BRAZIL

IDENTIFICATION DATA OF THE EXPLORED PROPERTY - BRAZIL

No Information

INCOME AND EXPENSES - BRAZIL

No Information

CALCULATION OF THE RESULT - BRAZIL

No Information

LIVESTOCK ACTIVITY - BRAZIL

No Information

ASSETS OF RURAL ACTIVITY - BRAZIL

No Information

DEBTS RELATED TO RURAL ACTIVITY - BRAZIL

No Information

STATEMENT OF RURAL ACTIVITY - ABROAD

IDENTIFICATION DATA OF THE EXPLORED PROPERTY - ABROAD

No Information

INCOME AND EXPENSES - ABROAD

No Information

CALCULATION OF THE RESULT - ABROAD

No Information

LIVESTOCK ACTIVITY - ABROAD

No Information

ASSETS OF RURAL ACTIVITY - ABROAD

No Information

DEBTS RELATED TO RURAL ACTIVITY - ABROAD

No Information

STATEMENT OF CAPITAL GAINS CALCULATION

No Information

VARIABLE INCOME - COMMON OPERATIONS/DAY TRADE - TAXPAYER

NET GAINS OR LOSSES - JAN

No Information

NET GAINS OR LOSSES - FEB

No Information

NET GAINS OR LOSSES - MAR

No Information

NET GAINS OR LOSSES - APR

No Information

NET GAINS OR LOSSES - MAY

No Information

NET GAINS OR LOSSES - JUN

No Information

NET GAINS OR LOSSES - JUL

No Information

NET GAINS OR LOSSES - AUG

No Information

NET GAINS OR LOSSES - SEP

No Information

NET GAINS OR LOSSES - OCT

No Information

NET GAINS OR LOSSES - NOV

No Information

NET GAINS OR LOSSES - DEC

No Information

VARIABLE INCOME - COMMON OPERATIONS/DAY TRADE - DEPENDENTS

No Information

REAL ESTATE INVESTMENT FUNDS OR IN AGRO-INDUSTRIAL PRODUCTION CHAINS - TAXPAYER

No Information

REAL ESTATE INVESTMENT FUNDS OR IN AGRO-INDUSTRIAL PRODUCTION CHAINS - DEPENDENTS

No Information

DONATIONS DIRECTLY IN THE DECLARATION – ECA (STATUTE OF THE CHILD AND ADOLESCENT)

No Information

DONATIONS DIRECTLY IN THE DECLARATION - ELDERLY

No Information

NAME: RONALDO CORREA NOGUEIRA
CPF: 598.798.747-49 **INCOME TAX - INDIVIDUAL**
ANNUAL ADJUSTMENT DECLARATION **TAX YEAR 2025** **CALENDAR YEAR 2024**

SUMMARY — TAXATION USING THE LEGAL DEDUCTION

TAXABLE INCOME

Received from Legal Entity by the taxpayer	401.396,06
Received from Legal Entity by dependents	0,00
Received from Individual/Abroad by the taxpayer	0,00
Received from Individual/Abroad by Dependents	0,00
Received Cumulatively by the taxpayer	0,00
Received Cumulatively by dependents	0,00
Taxable Income from Rural Activity	0,00
TOTAL	401.396,06

DEDUCTIONS

Contributions to the official and closed complementary pension systems referred to in § 15 of Article 40 of the CF (Federal Constitution)/1988 (up to the sponsor limit)	0,00
Contribution to the official pension system (Income received cumulatively)	0,00
Contribution to the complementary pension system, including the amount for the closed systems referred to in Article 40, § 15, of the CF (Federal Constitution)/1988, which exceeds the sponsor's limit	29.001,00
Dependents	0,00
Education Expenses	0,00
Medical Expenses	9.885,94
Judicial Alimony	0,00
Alimony by Public Deed	0,00
Judicial Alimony (Income received cumulatively)	0,00
Cash Book	0,00
TOTAL	38.886,94

TAX DUE

Tax Base	362.509,12
Tax Due	88.949,02
Incentive Deduction	0,00
Tax Due I	88.949,02
Tax Due RRA (on received accumulated income)	0,00
Effective Tax Rate (%)	22,15
Total Tax Due	88.949,02

TAX TO BE REFUNDED	0,00
BALANCE OF TAX PAYABLE	16.493,82

INSTALLMENT PLAN

Installment Amount	2.061,72
Number of Installments	8

TAX PAID

Tax Withheld at Source by the Taxpayer	72.455,20
Tax Withheld at Source by Dependents	0,00
Taxpayer's Carnê-Leão	0,00
Dependents' Carnê-Leão	0,00
Complementary Tax	0,00
Tax Paid Abroad	0,00
Tax Withheld at Source (Law No. 11.033/2004)	0,00
Tax Withheld RRA	0,00
Total Tax Paid	72.455,20

BANKING INFORMATION

Automatic Debit: YES
From the 2nd installment

Bank	341
Branch (without Checking Digit)	9287
Account for debit	11481 4

ASSET EVOLUTION

Assets and Rights on 12/31/2023	4.444.388,53
Assets and Rights on 12/31/2024	4.327.097,58
Encumbrances and Real Liabilities on 12/31/2023	0,00
Encumbrances and Real Liabilities on 12/31/2024	0,00

OTHER INFORMATION

Exempt and non-taxable income	93.134,02
Income subject to exclusive/definitive taxation	149.833,94
Taxable income - tax with suspended liability	0,00
Judicial Deposits of Tax	0,00
Tax Paid on Capital Gains	0,00
Tax Paid on Capital Gains Foreign Currency - Assets, Rights, and Financial Investments	0,00
Total tax withheld at source (Law No. 11.033/2004), as per the data provided by the taxpayer	0,00
Tax Paid on Variable Income	0,00
Donations to Political Parties and Candidates for Elective Office	0,00
Tax Payable on Capital Gain - Foreign Currency in Cash	0,00
Deferred Tax on Capital Gains	0,00
Tax Due on Capital Gains	0,00
Tax Due on Net Income from Variable Income	0,00
Tax Due on Capital Gains in Foreign Currency - Assets, Rights, and Financial Investments	0,00

I, André Vinícius Inacio Penna Mello, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

_____ **Date: February 3, 2026**

NOME: RONALDO CORREA NOGUEIRA
CPF: 598.798.747-49 **IMPOSTO SOBRE A RENDA - PESSOA FÍSICA**
DECLARAÇÃO DE AJUSTE ANUAL **EXERCÍCIO 2025** **ANO-CALENDÁRIO 2024**

IDENTIFICAÇÃO DO CONTRIBUINTE

Nome:	RONALDO CORREA NOGUEIRA	CPF:	598.798.747-49
Data de Nascimento:	14/10/1956		
Possui cônjuge ou companheiro(a)?	Sim	CPF do cônjuge ou companheiro(a):	441.717.817-87

Era residente no exterior e passou a ser residente no Brasil em 2024? Não

Houve alteração de dados cadastrais? Não

Um dos declarantes é pessoa com doença grave ou portadora de deficiência física ou mental? Não

Endereço:	RUA DOUTOR NILO PECANHA	Número:	90
Complemento:	APT 503	Bairro/Distrito:	INGA
Município:	NITEROI	UF:	RJ
CEP:	24210-480	DDD/Telefone:	
E-mail:	RCNOG3@GMAIL.COM	DDD/Celular:	(21) 99937-8339

Natureza da Ocupação: 61 - Aposentado, militar da reserva ou reformado e pensionista de previdência, exceto os abrangidos pelo código 62

Ocupação Principal:

Tipo de declaração: Declaração de Ajuste Anual Original

Nº do recibo da última declaração entregue do exercício de 2024: 41.61.47.17.03-64

PROTEGIDA POR SIGILO FISCAL

DEPENDENTES

Sem Informações

ALIMENTANDOS

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELO TITULAR

(Valores em Reais)

NOME DA FONTE PAGADORA	REND. RECEBIDOS DE PES. JURÍDICA	CONTR. PREVID. OFICIAL	IMPOSTO RETIDO NA FONTE	13º SALÁRIO	IRRF SOBRE 13º SALÁRIO
FRGPS - FUNDO DO REGIME GERAL DE PREVIDENCIA SOCIAL CNPJ/CPF: 16.727.230/0001-97	84.072,26	0,00	3.907,48	4.636,84	327,01
FUNDACAO PETROBRAS DE SEGURIDADE SOCIAL PETROS CNPJ/CPF: 34.053.942/0001-50	317.323,80	0,00	68.547,72	18.315,51	5.711,39
TOTAL	401.396,06	0,00	72.455,20	22.952,35	6.038,40

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELOS DEPENDENTES

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA FÍSICA E DO EXTERIOR PELO TITULAR

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA FÍSICA E DO EXTERIOR PELOS DEPENDENTES

Sem Informações

RENDIMENTOS ISENTOS E NÃO TRIBUTÁVEIS

(Valores em Reais)

09. Lucros e dividendos recebidos — 4.086,61

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Valor
Titular	598.798.747-49	51.466.860/0001-56	SAO MARTINHO S/A	90,10
Titular	598.798.747-49	08.902.291/0001-15	* CSN MINERACAO S.A CMIN3	2.875,58
Titular	598.798.747-49	16.590.234/0001-76	* AREZZO INDUSTRIA E COMERCIO S.A.	162,22
Titular	598.798.747-49	00.000.000/0001-91	BANCO DO BRASIL SA	5,36
Titular	598.798.747-49	58.430.828/0001-60	BLAU FARMACEUTICA S.A.	6,99
Titular	598.798.747-49	17.155.730/0001-64	COMPANHIA ENERGETICA DE MINAS GERAIS	532,52
Titular	598.798.747-49	76.483.817/0001-20	* COPEL	2,51
Titular	598.798.747-49	33.611.500/0001-19	GERDAU	11,83
Titular	598.798.747-49	89.850.341/0001-60	GRENDENE SA - MATRIZCAP	121,59
Titular	598.798.747-49	60.543.816/0001-93	IGUATEMI	15,46
Titular	598.798.747-49	60.872.504/0001-23	* ITAU UNIBANCO HOLDING SA	28,12
Titular	598.798.747-49	33.000.167/0001-01	PETROLEO BRASILEIRO S.A.PETROBRAS	47,47
Titular	598.798.747-49	18.328.118/0001-09	* PETZ PET CENTER COM E PART SA	116,42
Titular	598.798.747-49	33.592.510/0001-54	VALE S.A.	21,90
Titular	598.798.747-49	84.429.695/0001-11	* WEG	48,54

10. Parcela isenta de proventos de aposentadoria, reserva remunerada, reforma e pensão de declarante com 65 anos ou mais (inclusive referentes a Rendimentos Recebidos Acumuladamente se tributado pelo ajuste anual) — 24.751,74

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora
Titular	598.798.747-49	34.053.942/0001-50	FUNDACAO PETROBRAS DE SEGURIDADE SOCIAL PETROS

Valor: 22.847,76 13º Salário: 1.903,98

12. Rendimentos de cadernetas de poupança, letras hipotecárias, letras de crédito do agronegócio e imobiliário (LCA e LCI) e certificados de recebíveis do agronegócio e imobiliários (CRA e CRI) — 9.725,04

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Valor
Titular	598.798.747-49	00.360.305/0001-04	CAIXA ECONOMICA FEDERAL	3.100,16
Titular	598.798.747-49	60.701.190/0001-04	ITAU UNIBANCO SA	1.228,17
Titular	598.798.747-49	02.332.886/0001-04	DIRF 2024XP INVESTIMENTOS CCTVM S/A	5.396,71

99. Outros — 54.570,63

Beneficiário	CPF	CPF/CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Descrição	Valor
Titular	598.798.747-49	13.873.457/0001-52	FII RIO BRAVO RENDA EDUCACIONAL FII	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	1.002,15

PROTEGIDA POR SIGILO FISCAL

Titular	598.798.747-49	12.005.956/0001-65	KINEA RENDA IMOBILIARIA-FII - KNRI11	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	3.720,00
Titular	598.798.747-49	24.960.430/0001-13	KINEA INDICE DE PRECOS FII - KNIP11	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	2.572,50
Titular	598.798.747-49	30.091.444/0001-40	FUNDO DE FUNDOS DE INVESTIMENT	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	3.907,30
Titular	598.798.747-49	42.754.342/0001-47	KINEA HEDGE FUND FUNDO DE INVE	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	1.828,80
Titular	598.798.747-49	11.664.201/0001-00	FATOR VERITA FII	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	1.010,00
Titular	598.798.747-49	18.979.895/0001-13	CAPITANIA SECURITIES II FDO IN	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	899,00
Titular	598.798.747-49	27.529.279/0001-51	FDO INV IMOB RBR ALPHA FUNDOS DE FUNDOS	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	2.033,64
Titular	598.798.747-49	28.830.325/0001-10	FII IRIDIUM RECEBIVEIS IMOBILIARIOS	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	454,00
Titular	598.798.747-49	29.467.977/0001-03	FII RBR RENDIMENTO HIGH GRADE	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	2.979,30
Titular	598.798.747-49	30.629.603/0001-18	FII VBI LOGISTICO	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	1.074,00
Titular	598.798.747-49	97.521.225/0001-25	FII MAXI RENDA	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	3.481,00
Titular	598.798.747-49	20.748.515/0001-81	BRESCO LOGISTICA FII RL	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	1.056,00

PROTEGIDA POR SIGILO FISCAL

Titular	598.798.747-49	17.554.274/0001-25	VINCI SHOPPING CENTERS FUNDO DE INVESTIMENTO IMOBILIARIO FII	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	2.929,24
Titular	598.798.747-49	21.408.063/0001-51	FUNDO DE INVESTIMENTO IMOBILIARIO RBR PROPERTIES FII	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	2.360,06
Titular	598.798.747-49	36.445.587/0001-90	VINCI IMOVEIS URBANOS FUNDO DE INVESTIMENTO IMOBILIARIO	APLICACOES FINANCEIRAS EM FUNDOS DE INVESTIMENTO IMOBILIARIO	2.743,18
Titular	598.798.747-49	30.578.417/0001-05	HABIT11 FII HABITAT RECEBIVEIS	FII HABT11	1.766,10
Titular	598.798.747-49	11.728.688/0001-47	FUNDO IMOBILIARIO PATRIA LOG	FII HGLG11	3.366,00
Titular	598.798.747-49	29.641.226/0001-53	CSHG RENDA URBANA	FII HGRU11	3.402,00
Titular	598.798.747-49	28.152.272/0001-26	RECR11 FII REC RECEBIVEIS IMOBILIARIOS	FII RECR11	8.568,50
Titular	598.798.747-49	24.853.044/0001-22	VILG11 FII VINCI LOGISTICA	FII VILG11	1.536,15
Titular	598.798.747-49	12.516.185/0001-70	VINO11 FII VINCI OFFICES	FII VINO11	1.233,56
Titular	598.798.747-49	30.654.849/0001-40	XPPR11 FII XP PROPERTIES	FII XPPR11	648,15

TOTAL 93.134,02

RENDIMENTOS SUJEITOS À TRIBUTAÇÃO EXCLUSIVA / DEFINITIVA (Valores em Reais)

01. 13º salário 22.952,35

06. Rendimentos de aplicações financeiras 123.484,31

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Valor
Titular	598.798.747-49	09.636.393/0001-07	BNP PARIBAS MATCH DI FI REFERENCIADO CREDITO PRIVADO	207,06
Titular	598.798.747-49	29.206.196/0001-57	QUASAR ADVANTAGE FIRF CP LP	1.621,50
Titular	598.798.747-49	31.024.343/0001-10	SELECAO ABSOLUTE VERTEX FICFIM	10.354,86
Titular	598.798.747-49	32.972.925/0001-90	ITAU GLOBAL DIN RF LG FICFI	16.342,10
Titular	598.798.747-49	39.303.195/0001-84	ITAU KINEA IPCA DI II RF FICFI	7.356,18
Titular	598.798.747-49	40.498.539/0001-37	ITAU OPTIMUS RF LP FIC	11.384,75
Titular	598.798.747-49	33.000.167/0001-01	PETROLEO BRASILEIRO S.A.PETROBRAS	0,22
Titular	598.798.747-49	00.000.000/0001-91	BANCO DO BRASIL SA	0,12
Titular	598.798.747-49	90.400.888/0001-42	BANCO SANTANDER (BRASIL) SA	12,76
Titular	598.798.747-49	02.332.886/0001-04	DIRF 2024XP INVESTIMENTOS CCTVM S/A NTN-B	5.068,43
Titular	598.798.747-49	61.194.353/0001-64	ITAU CORRETORA DE VALORES S/A	25.698,44

PROTEGIDA PELO SIGILO FISCAL

Titular	598.798.747-49	40.498.539/0001-37	ITAU OPTIMUS RF LP FIC	11.384,75
Titular	598.798.747-49	32.972.925/0001-90	ITAU GLOBAL DIN RF LG FICFI	16.342,10
Titular	598.798.747-49	39.303.195/0001-84	ITAU KINEA IPCA DI II RF FICFI	7.356,18
Titular	598.798.747-49	31.024.343/0001-10	SELECAO ABSOLUTE VERTEX FICFIM	10.354,86

10. Juros sobre capital próprio 3.397,28

Beneficiário	CPF	CNPJ da Fonte Pagadora	Nome da Fonte Pagadora	Valor
Titular	598.798.747-49	89.850.341/0001-60	GRENDENE SA - MATRIZCAP	70,67
Titular	598.798.747-49	07.206.816/0001-15	M DIAS BRANCO S.A. INDUSTRIA E COMERCIO DE ALIMENTOS	30,60
Titular	598.798.747-49	16.590.234/0001-76	AZZAS 2154 S.A	146,66
Titular	598.798.747-49	17.155.730/0001-64	COMPANHIA ENERGETICA DE MINAS GERAIS	428,48
Titular	598.798.747-49	33.592.510/0001-54	VALE S.A.	621,41
Titular	598.798.747-49	51.466.860/0001-56	SAO MARTINHO S/A	152,56
Titular	598.798.747-49	58.430.828/0001-60	BLAU FARMACEUTICA S.A.	148,89
Titular	598.798.747-49	00.000.000/0001-91	BANCO DO BRASIL SA	193,62
Titular	598.798.747-49	21.314.559/0001-66	MOVIDA PARTICIPACOES S. A.	78,39
Titular	598.798.747-49	07.526.557/0001-00	AMBEV SA	228,89
Titular	598.798.747-49	92.754.738/0001-62	LOJAS RENNER S/A	167,65
Titular	598.798.747-49	97.837.181/0001-47	* DEXCO S.A.	91,51
Titular	598.798.747-49	08.902.291/0001-15	* CSN MINERACAO S.A.	616,92
Titular	598.798.747-49	76.483.817/0001-20	* COPEL	17,64
Titular	598.798.747-49	60.872.504/0001-23	* ITAU UNIBANCO HOLDING SA	26,11
Titular	598.798.747-49	16.670.085/0001-55	* LOCALIZA RENT A CAR	5,87
Titular	598.798.747-49	18.328.118/0001-09	* PETZ PET CENTER COM E PART SA	2,21
Titular	598.798.747-49	02.932.074/0001-91	* HYPERA	3,92
Titular	598.798.747-49	84.429.695/0001-11	* WEG	62,18
Titular	598.798.747-49	24.990.777/0001-09	GRUPO MATEUS GMAT3	5,68
Titular	598.798.747-49	33.000.167/0001-01	PETROLEO BRASILEIRO S.A.PETROBRAS	13,79
Titular	598.798.747-49	43.776.517/0001-80	SABESP	7,35
Titular	598.798.747-49	07.594.978/0001-78	SMART FIT SMFT3	1,45
Titular	598.798.747-49	02.558.157/0001-62	* TELEFONICA BRASIL S.A	274,83

TOTAL 149.833,94

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELO TITULAR (IMPOSTO COM EXIGIBILIDADE SUSPENSA)

Sem Informações

RENDIMENTOS TRIBUTÁVEIS RECEBIDOS DE PESSOA JURÍDICA PELOS DEPENDENTES (IMPOSTO COM EXIGIBILIDADE SUSPENSA)

Sem Informações

PROTEGIDA POR SIGILO FISCAL

RENDIMENTOS TRIBUTÁVEIS DE PESSOA JURÍDICA RECEBIDOS ACUMULADAMENTE PELO TITULAR

Sem Informações

RENDIMENTOS TRIBUTÁVEIS DE PESSOA JURÍDICA RECEBIDOS ACUMULADAMENTE PELOS DEPENDENTES

Sem Informações

IMPOSTO PAGO / RETIDO

(Valores em Reais)

01. Imposto complementar	0,00
02. Imposto pago no exterior pelo titular e pelos dependentes	0,00
Imposto devido com os rendimentos no exterior	0,00
Imposto devido sem os rendimentos no exterior	0,00
Diferença a ser considerada para cálculo do imposto (limite legal)	0,00
03. Imposto sobre a renda na fonte (Lei 11.033/2004)	0,00
04. Imposto retido na fonte do titular	72.455,20
05. Imposto retido na fonte dos dependentes	0,00
06. Carnê-Leão do titular	0,00
07. Carnê-Leão dos dependentes	0,00

PAGAMENTOS EFETUADOS

(Valores em Reais)

CÓD.	NOME DO BENEFICIÁRIO	CPF/CNPJ DO BENEFICIÁRIO	VALOR PAGO	PARC. NÃO DEDUTÍVEL
Titular				
26	ASSOCIACAO PETROBRAS DE SAUDE APS	39.427.632/0001-71	9.885,94	0,00
Descrição:				
36	FUNDACAO PETROBRAS DE SEGURIDADE SOCIAL PETROS	34.053.942/0001-50	29.001,00	0,00
Descrição:	PREVIDENCIA COMPLEMENTAR			

DOAÇÕES EFETUADAS

Sem Informações

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
01	01	50% APARTAMENTO 204 DA AV. ENG. RICHARD 30, GRAJAU RJ HAVIDO POR HERANCA DO ESPOLIO DE HELIO MOREIRA DE CASTRO, EM JAN//2014. COM BENFEITORIAS REALIZADA EM 2019 NA COZINHA, BANHEIRO E AREA.	115.000,00	115.000,00

105 - Brasil

Inscrição Municipal (IPTU): 0.024.002-8

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS (Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
		Logradouro: AVN. ENGENHEIRO RICHARD Comp.: 204 Município: Área Total: 67,0 m² Registrado no Cartório: Sim Matrícula: 64590	Nº: 30 Bairro: GRAJAU UF: RJ CEP: 20561-096 Data de Aquisição: 30/01/2014 Nome Cartório: RGI DO 10O OFICIO	
01	01	APARTAMENTO NA RUA PEREIRA DE SIQUEIRA N 44, APT 401, LOCALIZADO NA FREGUESIA DO ENGENHO VELHO, MATR 126.955 DO 11 OFICIO DE REGISTRO DE IMOVEIS, INSCRICAO ESTADUAL 07919-4. ADQUIRIDO EM 12/04/2013 DE REJANE PINTO COSTA CPF 008.575.367-02 POR R$600000,00.	600.000,00	600.000,00
		105 - Brasil Inscrição Municipal (IPTU): 3.204.155-0 Logradouro: RUA PEREIRA DE SIQUEIRA Comp.: APT 401 Município: Área Total: 71,0 m² Registrado no Cartório: Sim Matrícula: 126955	Nº: 44 Bairro: TIJUCA UF: RJ CEP: 20550-020 Data de Aquisição: 12/04/2013 Nome Cartório: 11 OFICIO DE REGISTRO DE IMOVEIS DO RIO DE JANEIRO	
01	02	50% GRUPO SALA 1102 DA AV. PRES. VARGAS 542, HAVIDO DE HERANCA DO ESPOLIO DE HELIO MOREIRA DE CASTRO, EM JAN /2014. EM PROCESSO DE USUCAPIAO 0299110-24.2016.8.19.0001	55.000,00	55.000,00
		105 - Brasil Inscrição Municipal (IPTU): 0.485.724-9 Logradouro: AVN. PRESIDENTE VARGAS Comp.: SALA 1102 Município: Área Total: 57,0 m² Registrado no Cartório: Não	Nº: 542 Bairro: UF: RJ CEP: 20071-000 Data de Aquisição: 30/01/2014	
01	11	APARTAMENTO 503 NA RUA NILO PECANHA 90 - INGA - NITEROI - RJ. INSCRICAO MUNICIPAL 186854-6.	392.563,31	392.563,31
		105 - Brasil Inscrição Municipal (IPTU): 186854-6 Logradouro: RUA DR. NILO PECANHA Comp.: APT 503 Município: Área Total: 115,0 m² Registrado no Cartório: Sim Matrícula: 13502	Nº: 90 Bairro: INGA UF: RJ CEP: 24210-480 Data de Aquisição: 08/11/2007 Nome Cartório: PRIMEIRA CIRCUNCSCRICAO DE NITEROI REGISTRO GERAL	

PROTEGIDO POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
01	11	APARTAMENTO RUA PROFESSOR GABIZO 161 APT 303, FREGUESIA ENGENHO VELHO. INSCRICAO FISCAL 1961830-5 CODIGO LOGRADOURO 07982-2 COMPRADO EM 30/05/2011 POR R4 455.000,00 DE SIMONE AMARAL DO NASCIMENTO CPF 002.127.937-30 E DOUGLAS PAIVA DO NASCIMENTO CPF 810.331.927-91	455.000,00	455.000,00

105 - Brasil

Inscrição Municipal (IPTU): 1.961.830-5

Logradouro: RUA PROFESSOR GABIZO
Nº: 161
Comp.: APT 303
Bairro: TIJUCA
Município:
UF: RJ CEP: 20271-000
Área Total: 100,0 m²
Data de Aquisição: 30/05/2011
Registrado no Cartório: Sim
Nome Cartório: 11 OFICIO DE REGISTRO DE IMOVEIS DO RIO DE JANEIRO
Matrícula: 92086

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
01	12	CASA 152 M2 NUM TERRENO 450 M2 , AV. CENTRAL L6Q97, LOT. PRAIA DAS LAGOAS, MARICA, CONSTR. GARAGEM 36 M2 EM 1997, TOT. 188 M2 . CONST. PISC. 18 M2 EM 2001(R$4200). TROC. PARC. TEL JUN/2004(R$3150,00). REF. MURO E COL. FEV/2007 (R$7200). REFAZ. COLUNAS ESTRUT.E PISO GAR MAIO/2008 (R$ 2117). REF. ESTR.. VARAN. EM 22/03/11 (R$3100). REF. COLUNAS ESTR. JUN/12(R$ 4200,00). REFOR. COL. ESTRUT. JUN/2014 R$2.700. REF ESTR COL AGO2019 R$11.300,00. REF. PARC. TEL AGOS/2022(R$6300). REPAR EST MAIO25 4,7MIL	44.925,96	49.625,96

105 - Brasil

Inscrição Municipal (IPTU): 22904454110170000

Logradouro: AV. MAYSA
Nº: Q 97
Comp.: LOTE 6 LOTEAMENTO PRAIA DAS LAGOAS
Bairro: GUARATIBA
Município:
UF: RJ CEP: 24916-000
Área Total: 310,0 m²
Data de Aquisição: 30/09/1987
Registrado no Cartório: Sim
Nome Cartório: CARTORIO DO 2 OFICIO DE MARICA - RJ
Matrícula: 19445

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
01	99	50% DO BOX(GARAGE) 2405 DO RUA TEOFILO OTONI N 89 CENTRO RJ HAVIDO DE HERANCA DE NEUZA DA HORA TOLEDO, CPF 080.159.767-66, SEGUNDO ESCRITURA PUBLICA DO 15 OFICIO DE NOTAS LIVRO 2701 FOLHAS 054/056 RJ LAVRADO EM 13/09/11	6.879,49	6.879,49

105 - Brasil

Inscrição Municipal (IPTU): 0.943.602-3

Logradouro: RUA TEOFILO OTONI
Nº: 89
Comp.: VAGA 2405
Bairro: CENTRO
Município:
UF: RJ CEP: 20090-080
Área Total: 0,0
Data de Aquisição: 13/09/2011
Registrado no Cartório: Não

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
02	01	AUTOMOVEL VOLKSWAGEN UP MOVE 1.0 ANO 2016 ADQUIRIDO DE REAL VEICULOS COM SEVICOS LTDA CNPJ 45.502.492/0001-63	45.900,00	45.900,00
105 - Brasil				
RENAVAM: 01078065818				
02	01	CAMIONETE FORD RANGER PLACA RJE4E68 XLS CD 4A22C DIESEL ANO FABRICACAO 2021 MODELO 2022. COMPRADA EM 22/09/21, DA FORD MOTOR COMPANY BRASIL LTDA CNPJ 03.470.727/0041-18, A VISTA POR R$208.200,00.	208.200,00	208.200,00
105 - Brasil				
RENAVAM: 01277963220				
02	01	MOTO VESPA PIAGGIO ANO 1987 MODELO ELESTART, ADQUIRIDO DE ROBERTO ARCIPRETE EM 7/7/2017, POR R$5600,00	5.600,00	5.600,00
105 - Brasil				
RENAVAM: 00110570510				
03	01	400 ACOES PETZ3 PM R$8,58	3.432,00	1.628,00
105 - Brasil				
Bem ou direito pertencente ao: Titular CPF: 598.798.747-49				
CNPJ: 18.328.118/0001-09				
Negociados em Bolsa: Sim Código de Negociação: PETZ3				
03	01	4400 ACOES CMIN3 PM R$ 9,53	41.932,00	22.660,00
105 - Brasil				
Bem ou direito pertencente ao: Titular CPF: 598.798.747-49				
CNPJ: 08.902.291/0001-15				
Negociados em Bolsa: Sim Código de Negociação: CMIN3				
03	01	500 ACOES GRND3 PM R$6,57	3.285,00	2.440,00
105 - Brasil				
Bem ou direito pertencente ao: Titular CPF: 598.798.747-49				
CNPJ: 89.850.341/0001-60				
Negociados em Bolsa: Sim Código de Negociação: GRND3				

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
03	01	600 ACOES MOVI3 PM R$13,10	7.860,00	2.202,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 21.314.559/0001-66
Negociados em Bolsa: Sim Código de Negociação: MOVI3

03	01	26 ACOES ITUB4 PM 24,69	641,94	641,94

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 60.872.504/0001-23
Negociados em Bolsa: Sim Código de Negociação: ITUB4

03	01	300 ACOES ARZZ3 PM 59,88	17.964,00	17.964,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 16.590.234/0001-76
Negociados em Bolsa: Sim Código de Negociação: ARZZ3

03	01	500 ACOES BLAU3 PM 16,05	8.025,00	8.025,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 58.430.828/0001-60
Negociados em Bolsa: Sim Código de Negociação: BLAU3

03	01	600 ACOES CMIG3 PM 14,82	8.892,00	8.892,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 17.155.730/0001-64
Negociados em Bolsa: Sim Código de Negociação: CMIG3

03	01	59 ACOES CPLE6 PM 7,37	434,83	434,83

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 76.483.817/0001-20
Negociados em Bolsa: Sim Código de Negociação: CPLE6

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
03	01	900 ACOES CRFB3 PM 9,86	8.874,00	8.874,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 75.315.333/0001-09
Negociados em Bolsa: Sim Código de Negociação: CRFB3

03	01	16 ACOES EQTL3 PM 25,02	400,32	400,32

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 03.220.438/0001-73
Negociados em Bolsa: Sim Código de Negociação: EQTL3

03	01	300 ACOES LREN3 PM 15,60	4.680,00	4.680,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 92.754.738/0001-62
Negociados em Bolsa: Sim Código de Negociação: LREN3

03	01	7 ACOES PETR4 PM 26,76	187,32	187,32

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 33.000.167/0001-01
Negociados em Bolsa: Sim Código de Negociação: PETR4

03	01	12 ACOES PRIO3 PM 32,21	386,52	386,52

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 10.629.105/0001-68
Negociados em Bolsa: Sim Código de Negociação: PRIO3

03	01	25 ACOES RAIL3 PM 21,21	530,25	530,25

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 02.387.241/0001-60
Negociados em Bolsa: Sim Código de Negociação: RAIL3

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
03	01	9 ACOES RENT3 PM 56,67	510,03	0,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 16.670.085/0001-55
Negociados em Bolsa: Sim Código de Negociação: RENT3

03	01	8 ACOES SBSP3 PM 59,66	477,28	0,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 43.776.517/0001-80
Negociados em Bolsa: Sim Código de Negociação: SBSP3

03	01	6 ACOES VALE3 PM 89,09	534,54	534,54

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 33.592.510/0001-54
Negociados em Bolsa: Sim Código de Negociação: VALE3

03	01	19 ACOES VIVA3 PM 29,90	568,10	568,10

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 33.839.910/0001-11
Negociados em Bolsa: Sim Código de Negociação: VIVA3

03	01	600 ACOES WEGE3 PM 34,91 VENDIDA	20.946,00	0,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 84.429.695/0001-11
Negociados em Bolsa: Sim Código de Negociação: WEGE3

04	01	CONTAS DE POUPANCAS ITAU	17.756,38	14.242,55

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 60.701.190/0001-04
Banco: 341 Agência: 9287 Conta: 11481-4

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	01	POUPANCA CAIXA	57.847,09	41.164,55

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 00.360.305/0001-04
Banco: 104 Agência: 4144 Conta: 000755697307-8

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	* BANCO AGIBANK SA CDB FLU CDB2221K642 04/04/4024	50.000,00	0,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 02.332.886/0001-04

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	*BANCO PAN SA CDB FLU CDB2221K7W6 04/04/2024	53.000,00	0,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 02.332.886/0001-04

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	* BANCO PINE SA CDB FLU CDB419D1LPF 13/12/2026	50.000,00	50.000,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 02.332.886/0001-04

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	* CDB AGIBANK AGO/2025	31.000,00	31.000,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 02.332.886/0001-04

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	* CDB BMG ABR/2024	50.000,00	0,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 02.332.886/0001-04

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	* CDB BMG JUL/2024	38.900,00	0,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ: 02.332.886/0001-04

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS (Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	* CDB VOITER - BANCO INDUSVAL - NOV/2024 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	50.000,00	0,00
04	02	CONTA BANCO SANTANDER 1621-000010083495 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 90.400.888/0001-42	11.282,99	7.504,27
04	02	* LEBES FINANCEIRA SA CDB FLU CDB2221K5BH 04/04/2025 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	100.000,00	100.000,00
04	02	TESOURO NACIONAL (LFT 010325) 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 43.644.285/0001-06	18.314,90	18.314,90
04	02	TESOURO NACIONAL (NTNBP 150826) 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 61.194.353/0001-64	21.818,15	21.818,15
04	02	* TESOURO NACIONAL NTN-B 760199 15/08/2028 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	98.282,67	98.282,67
04	02	* BANCO C6 CONSIGNADO SA CDB FLU CDB12332T0E 09/01/25 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	35.000,00	35.000,00

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS (Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	* FACTA FINANCEIRA SA CREDITO F CDB FLU CDB323PPE1T 25/08/2025	24.000,00	24.000,00
105 - Brasil				
Bem ou direito pertencente ao: Titular		CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* BANCO MASTER SA CDB FLU CDB2236XMWN 06/10/2025	36.000,00	36.000,00
105 - Brasil				
Bem ou direito pertencente ao: Titular		CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* BIORC NEON FINANCEIRA CREDITO FINANCI CDB FLU CDB223SVV2H 01/12/2025	50.000,00	50.000,00
105 - Brasil				
Bem ou direito pertencente ao: Titular		CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* BANCO C6 CONSIGNADO SA CDB FLU CDB323PR09R 24/08/2026	23.000,00	23.000,00
105 - Brasil				
Bem ou direito pertencente ao: Titular		CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				
04	02	* * CDB BMG - BANCO BMG SA 122LI9KT 15/04/2024	130.000,00	0,00
105 - Brasil				
Bem ou direito pertencente ao: Titular		CPF: 598.798.747-49		
CNPJ: 61.194.353/0001-64				
04	02	**CDB - BANCO BMG SA 223AVIM 15/05/25	60.000,00	60.000,00
105 - Brasil				
Bem ou direito pertencente ao: Titular		CPF: 598.798.747-49		
CNPJ: 61.194.353/0001-64				
04	02	WILL FINANCEIRA SA CFI CDB FLU CDB4243GLRQ 24/08/2026	0,00	65.000,00
105 - Brasil				
Bem ou direito pertencente ao: Titular		CPF: 598.798.747-49		
CNPJ: 02.332.886/0001-04				

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	02	BANCO VOITER SA CDB FLU CDB42461DJW 09/04/2026 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	0,00	25.000,00
04	02	BANCO AFINZ SA BANCO MULTIPLO CDB FLU CDB424AN9NA 20/04/2026 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	0,00	25.000,00
04	02	BANCO BMG SA CDB FLU CDB424AN9SR 20/04/2026 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	0,00	25.000,00
04	02	BANCO ORIGINAL SA CDB FLU CDB424AN94A 20/04/2026 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	0,00	15.000,00
04	02	BANCO PAULISTA CDB FLU CDB7246U5IH 16/07/2026 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	0,00	50.000,00
04	02	BANCO PAN SA CDB FLU CDB92458XV1 11/09/2026 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	0,00	40.000,00
04	02	BANCO LUSO BRASILEIRO SA CDB FLU CDBB246LLGX 18/11/2026 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	0,00	70.000,00

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
04	03	* BANCO ABC BRASIL SA LCA 23D01460639 10/09/2024 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	35.000,00	0,00
06	01	BANCO ITAU CNPJ 60.701.190/0001-04 CC 9287 -11481-4 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 60.701.190/0001-04 Banco: 341 Agência: 9287 Conta: 11481-4 Conta Pagamento? Não	0,00	1,05
06	99	SALDO EM CONTA CORRENTE XP INVESTIMENTOS CCTVM S/A AGENCIA 0001 CONTA 2624416 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ: 02.332.886/0001-04	7.981,20	5.892,52
07	01	* QUASAR ADVANTAGE FIRF CP LP 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ do Fundo: 29.206.196/0001-57	19.312,33	20.933,91
07	01	* ITAU GLOBAL DINAMICO RENDA FIXA LP FICFI 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ do Fundo: 32.972.925/0001-90	162.430,31	178.772,44
07	01	* ABSOLUTE VERTEX SELECAO FIC MM 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ do Fundo: 31.024.343/0001-10	95.329,40	105.684,28
07	01	** ITAU OPTIMUS RF LP FIC 105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ do Fundo: 40.498.539/0001-37	119.658,64	131.043,43

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	01	* ITAU KINEA IPCA DINAMICO II RENDA FIXA FICFI	94.331,91	101.688,11

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 39.303.195/0001-84

07	03	3370 COTAS FII VIUR11 COM REDUCAO VALOR R$9,03	30.431,10	30.431,10

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 36.445.587/0001-90
Negociados em Bolsa: Sim Código de Negociação: VIUR11

07	03	100 COTAS FII LVBI11 PRECO MEDIO R$98,80	9.880,00	9.880,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 30.629.603/0001-18
Negociados em Bolsa: Sim Código de Negociação: LVBI11

07	03	100 COTAS FII VRTA11 PRECO MEDIO R$102,40	10.240,00	10.240,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 11.664.201/0001-00
Negociados em Bolsa: Sim Código de Negociação: VRTA11

07	03	145 COTAS FII HABT11 PRECO MEDIO R$105,27	15.264,15	15.264,15

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 30.578.417/0001-05
Negociados em Bolsa: Sim Código de Negociação: HABT11

07	03	150 COTAS FII TORD11 PRECO MEDIO R$ 8.04	1.206,00	1.206,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 30.230.870/0001-18
Negociados em Bolsa: Sim Código de Negociação: TORD11

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	180 COTAS HGLG11 PRECO MEDIO R$164,17	29.885,23	29.885,23

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 11.728.688/0001-47
Negociados em Bolsa: Sim Código de Negociação: HGLG11

07	03	209 COTAS FII VILG11, VALOR MEDIO DA COTA R$ 119,15	24.902,34	24.902,34

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 24.853.044/0001-22
Negociados em Bolsa: Sim Código de Negociação: VILG11

07	03	250 COTA FII KNIP11 PRECO MEDIO R$ 101,55	25.387,50	25.387,50

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 24.960.430/0001-13
Negociados em Bolsa: Sim Código de Negociação: KNIP11

07	03	250 COTAS FII TORD11 PRECO MEDIO R$8,05	2.012,50	0,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 30.230.870/0001-18
Negociados em Bolsa: Sim Código de Negociação: TORD11

07	03	268 COTAS FII VISC11, VALOR MEDIO DA COTA R$ 112,12	30.048,27	30.048,27

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 13.486.793/0001-42
Negociados em Bolsa: Sim Código de Negociação: VISC11

07	03	2700 COTAS FII RBRF11, VALOR MEDIO COTA R$ 92,20.	24.894,36	24.894,36

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 27.529.279/0001-51
Negociados em Bolsa: Sim Código de Negociação: RBRF11

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	280 COTAS FII HGRU11 PRECO MEDIO R$114,12	31.953,60	31.953,60

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 29.641.226/0001-53
Negociados em Bolsa: Sim Código de Negociação: HGRU11

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	2950 COTAS FII MXRF11, VALOR MEDIO COTA R$10,45	30.827,14	30.827,14

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 97.521.225/0001-25
Negociados em Bolsa: Sim Código de Negociação: MXRF11

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	300 COTAS FII RBRR11 PRECO MEDIO R$101,74	30.522,00	30.522,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 29.467.977/0001-03
Negociados em Bolsa: Sim Código de Negociação: RBRR11

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	310 COTAS FII KNRI11 PRECO MEDIO R$148,20	45.942,00	45.942,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 12.005.956/0001-65
Negociados em Bolsa: Sim Código de Negociação: KNRI11

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	1855 COTAS VINO11	25.008,33	25.008,33

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 12.516.185/0001-70
Negociados em Bolsa: Sim Código de Negociação: VINO11

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	394 COTAS RBRP11	34.455,30	34.455,30

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 21.408.063/0001-51
Negociados em Bolsa: Sim Código de Negociação: RBRP11

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	410 COTAS FII KFOF11 PRECO MEDIO R$ 76,02	31.168,20	31.168,20

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 30.091.444/0001-40
Negociados em Bolsa: Sim Código de Negociação: KFOF11

07	03	45 COTAS FII RBED11 PRECO MEDIO R$118,75	5.343,75	5.343,75

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 13.873.457/0001-52
Negociados em Bolsa: Sim Código de Negociação: RBED11

07	03	50 COTAS FII IRDM11 PRECO MEDIO R$108,09	5.404,50	5.404,50

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 28.830.325/0001-10
Negociados em Bolsa: Sim Código de Negociação: IRDM11

07	03	745 COTAS FII XPPR11, VALOR MEDIO CORA R$66,97	49.895,05	49.895,05

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 30.654.849/0001-40
Negociados em Bolsa: Sim Código de Negociação: XPPR11

07	03	808 COTAS FII RECR11, VALOR MEDIO COTA R$ 98,70.	79.749,60	79.749,60

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 28.152.272/0001-26
Negociados em Bolsa: Sim Código de Negociação: RECR11

07	03	100 COTAS FFI BRCO11 PM 99,99	9.999,00	9.999,00

105 - Brasil

Bem ou direito pertencente ao: Titular CPF: 598.798.747-49
CNPJ do Fundo: 20.748.515/0001-81
Negociados em Bolsa: Sim Código de Negociação: BRCO11

PROTEGIDA POR SIGILO FISCAL

DECLARAÇÃO DE BENS E DIREITOS

(Valores em Reais)

Atualizou o valor de algum bem imóvel e pagou o ganho de capital até 16/12/2024 de acordo com a Lei nº 14.973/2024?	Não

GRUPO	CÓDIGO	DISCRIMINAÇÃO	SITUAÇÃO EM 31/12/2023	SITUAÇÃO EM 31/12/2024
07	03	3100 COTAS FFI CPTS-11 PM 8,2.. VENDIDA EM 16/04/24; R$8,46 UNID, R$ 26226,00	25.420,00	0,00
105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ do Fundo: 18.979.895/0001-13 Negociados em Bolsa: Sim Código de Negociação: CPTS11				
07	03	75 COTAS FII HGLG11 PM 154,17	11.562,75	11.562,75
105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ do Fundo: 11.728.688/0001-47 Negociados em Bolsa: Sim Código de Negociação: HGLG11				
07	03	254 COTAS FII KNHF11 VALOR DA COTA R$101,80	0,00	25.857,00
105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ do Fundo: 42.754.342/0001-47 Negociados em Bolsa: Sim Código de Negociação: KNHF11				
07	10	*SAFRA DEBENTURES INCENTIVADAS	13.000,00	13.000,00
105 - Brasil Bem ou direito pertencente ao: Titular CPF: 598.798.747-49 CNPJ do Fundo: 18.623.722/0001-68 Negociados em Bolsa: Não				
99	06	* VGBL ITAU VIDA E PREVIDENCIA SA CNPJ 92.661.388/0001-90	210.110,00	210.110,00
105 - Brasil CNPJ: 92.661.388/0001-90				
TOTAL			4.444.388,53	4.327.097,58

DÍVIDAS E ÔNUS REAIS

Sem Informações

DOAÇÕES A PARTIDOS POLÍTICOS E CANDIDATOS A CARGOS ELETIVOS

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DEMONSTRATIVO DE ATIVIDADE RURAL - BRASIL

DADOS E IDENTIFICAÇÃO DO IMÓVEL EXPLORADO - BRASIL

Sem Informações

RECEITAS E DESPESAS - BRASIL

Sem Informações

APURAÇÃO DO RESULTADO - BRASIL

Sem Informações

MOVIMENTAÇÃO DO REBANHO - BRASIL

Sem Informações

BENS DA ATIVIDADE RURAL - BRASIL

Sem Informações

DÍVIDAS VINCULADAS À ATIVIDADE RURAL - BRASIL

Sem Informações

PROTEGIDA POR SIGILO FISCAL

DEMONSTRATIVO DE ATIVIDADE RURAL - EXTERIOR

DADOS E IDENTIFICAÇÃO DO IMÓVEL EXPLORADO - EXTERIOR

Sem Informações

RECEITAS E DESPESAS - EXTERIOR

Sem Informações

APURAÇÃO DO RESULTADO - EXTERIOR

Sem Informações

MOVIMENTAÇÃO DO REBANHO - EXTERIOR

Sem Informações

BENS DA ATIVIDADE RURAL - EXTERIOR

Sem Informações

DÍVIDAS VINCULADAS À ATIVIDADE RURAL - EXTERIOR

Sem Informações

DEMONSTRATIVO DA APURAÇÃO DOS GANHOS DE CAPITAL

Sem Informações

PROTEGIDA POR SIGILO FISCAL

RENDA VARIÁVEL - OPERAÇÕES COMUNS/DAYTRADE - TITULAR

GANHOS LÍQUIDOS OU PERDAS - JAN

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - FEV

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - MAR

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - ABR

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - MAI

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - JUN

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - JUL

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - AGO

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - SET

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - OUT

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - NOV

Sem Informações

GANHOS LÍQUIDOS OU PERDAS - DEZ

Sem Informações

RENDA VARIÁVEL - OPERAÇÕES COMUNS/DAYTRADE - DEPENDENTES

Sem Informações

FUNDOS DE INVESTIMENTO IMOBILIÁRIO OU NAS CADEIAS PRODUTIVAS AGROINDUSTRIAIS - TITULAR

Sem Informações

FUNDOS DE INVESTIMENTO IMOBILIÁRIO OU NAS CADEIAS PRODUTIVAS AGROINDUSTRIAIS - DEPENDENTES

Sem Informações

DOAÇÕES DIRETAMENTE NA DECLARAÇÃO - ECA

Sem Informações

DOAÇÕES DIRETAMENTE NA DECLARAÇÃO - IDOSO

Sem Informações

PROTEGIDA POR SIGILO FISCAL

NOME: RONALDO CORREA NOGUEIRA
CPF: 598.798.747-49 **IMPOSTO SOBRE A RENDA - PESSOA FÍSICA**
DECLARAÇÃO DE AJUSTE ANUAL **EXERCÍCIO 2025** **ANO-CALENDÁRIO 2024**

RESUMO — TRIBUTAÇÃO UTILIZANDO AS DEDUÇÕES LEGAIS

RENDIMENTOS TRIBUTÁVEIS

Recebidos de Pessoa Jurídica pelo titular	401.396,06
Recebidos de Pessoa Jurídica pelos dependentes	0,00
Recebidos de Pessoa Física/Exterior pelo titular	0,00
Recebidos de Pessoa Física/Exterior pelos dependentes	0,00
Recebidos acumuladamente pelo titular	0,00
Recebidos acumuladamente pelos dependentes	0,00
Resultado tributável da Atividade Rural	0,00
TOTAL	401.396,06

DEDUÇÕES

Contribuições às previdências oficial e complementar fechada de que trata o § 15 do art. 40 da CF/1988 (até o limite do patrocinador)	0,00
Contribuição à previdência oficial (Rendimentos recebidos acumuladamente)	0,00
Contribuição à prev. complementar, inclusive o valor para as fechadas de que trata o § 15 do art. 40 da CF/1988 que exceder o limite do patrocinador	29.001,00
Dependentes	0,00
Despesas com instrução	0,00
Despesas médicas	9.885,94
Pensão alimentícia judicial	0,00
Pensão alimentícia por escritura pública	0,00
Pensão alimentícia judicial (Rendimentos recebidos acumuladamente)	0,00
Livro caixa	0,00
TOTAL	38.886,94

IMPOSTO DEVIDO

Base de cálculo do imposto	362.509,12
Imposto devido	88.949,02
Dedução de incentivo	0,00
Imposto devido I	88.949,02
Imposto devido RRA	0,00
Aliquota efetiva (%)	22,15
Total do imposto devido	88.949,02

IMPOSTO PAGO

Imposto retido na fonte do titular	72.455,20
Imp. retido na fonte dos dependentes	0,00
Carnê-Leão do titular	0,00
Carnê-Leão dos dependentes	0,00
Imposto complementar	0,00
Imposto pago no exterior	0,00
Imposto retido na fonte (Lei nº 11.033/2004)	0,00
Imposto retido RRA	0,00
Total do imposto pago	72.455,20

IMPOSTO A RESTITUIR	0,00
SALDO DE IMPOSTO A PAGAR	16.493,82

PARCELAMENTO

Valor da quota	2.061,72
Número de Quotas	8

INFORMAÇÕES BANCÁRIAS

Débito automático: SIM
A partir da 2a quota

Banco	341
Agência (sem DV)	9287
Conta para débito	11481 4

PROTEGIDA POR SIGILO FISCAL

EVOLUÇÃO PATRIMONIAL

Bens e direitos em 31/12/2023	4.444.388,53
Bens e direitos em 31/12/2024	4.327.097,58
Dívidas e ônus reais em 31/12/2023	0,00
Dívidas e ônus reais em 31/12/2024	0,00

OUTRAS INFORMAÇÕES

Rendimentos isentos e não tributáveis	93.134,02
Rendimentos sujeitos à tributação exclusiva/definitiva	149.833,94
Rendimentos tributáveis - imposto com exigibilidade suspensa	0,00
Depósitos judiciais do imposto	0,00
Imposto pago sobre Ganhos de Capital	0,00
Imposto pago Ganhos de Capital Moeda Estrangeira - Bens, direitos e Aplicações Financeiras	0,00
Total do imposto retido na fonte (Lei nº11.033/2004), conforme dados informados pelo contribuinte	0,00
Imposto pago sobre Renda Variável	0,00
Doações a Partidos Políticos e Candidatos a Cargos Eletivos	0,00
Imposto a pagar sobre o Ganho de Capital - Moeda Estrangeira em Espécie	0,00
Imposto diferido dos Ganhos de Capital	0,00
Imposto devido sobre Ganhos de Capital	0,00
Imposto devido sobre ganhos líquidos em Renda Variável	0,00
Imposto devido sobre Ganhos de Capital Moeda Estrangeira - Bens, direitos e aplic. financeiras	0,00

PROTEGIDA POR SIGILO FISCAL

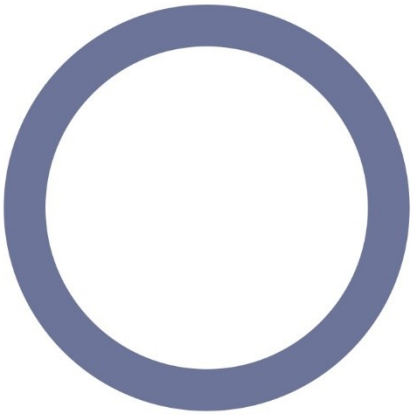
BRENO DE CASTRO NOGUEIRA

XP Account	12559462
Investment Advisor Code	A7307
Investment Advisor Name	Paulo Victor De Abreu Santarem
Investor Profile	Outdated

CURRENT PORTFOLIO ALLOCATION

PRODUCT CLASS

100%
Investment Funds
R$ 72.872,09



PORTFOLIO VALUES

ASSETS
R$ 72.872,09

INVESTIMENT
R$ 72.872,09

AVAILABLE CASH BALANCE
R$ 0,00

PORTFOLIO ADHERENCE LEVEL

100%

INVESTMENT FUNDS

POSITION
R$ 72.872,09

100% POST-FIXED INCOME FUNDS

ASSET	NAV DATE	NAV PER SHARE	SHARES HELD	PENDING SETTLEMENT	POSITION	NET VALUE
SULAMÉRICA EXCELLENCE FIRF CP	12/15/2025	128,37867950	353.93665793	R$ 0,00	R$ 45.437,92	R$ 45.197,92
TREND PÓS-FIXADO FIC FIRF SIMPLES RL	12/15/2025	2,10704734	7255.81699543	R$ 0,00	R$ 15.288,35	R$ 15.231,53
TREND INVESTBACK FIC FIRF SIMPLES RL	12/15/2025	1,68673247	41.10483415	R$ 0,00	R$ 69,33	R$ 68,93
TIVIO BANKS RF CP FIF RL	12/15/2025	4,95043950	2439.47866264	R$ 0,00	R$ 12.076,49	R$ 12.064,51

TOTAL ASSETS

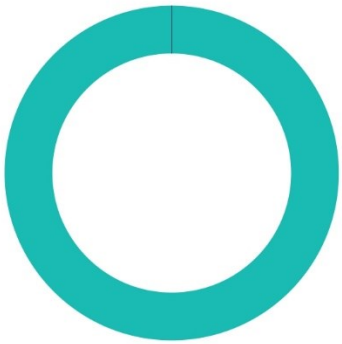
AMOUNT
R$ 72.872,09

PORTFOLIO COMPLIANCE LEVEL

BRENO DE CASTRO NOGUEIRA

XP Account	12559462
Investment Advisor Code	A7307
Investment Advisor Name	Paulo Victor De Abreu Santarem
Investor Profile	Outdated

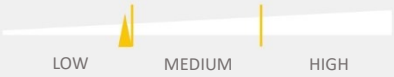
CURRENT PORTFOLIO



YOUR INVESTMENTS AT XP

R$ 72.872,09

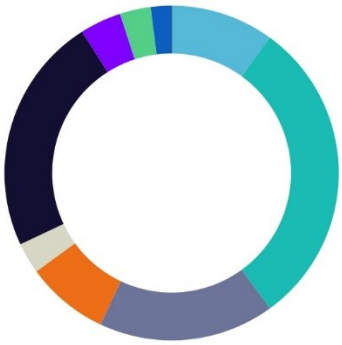
ADHERENCE TO THE RECOMMENDED PORTFOLIO



Investor Profile: Moderate
Investment Policy: -

Current Portfolio Risk		8 pts
0%	Fixed Rate	10%
100%	Floating Rate	30%
0%	Multi-Asset Funds	17%
0%	Brazilian Equities	8%
0%	Alternative Investments	3%
0%	Inflation-Linked	23%
0%	Global Equities	4%
0%	Global Fixed Income	3%
0%	Listed Funds	2%
0%		0%

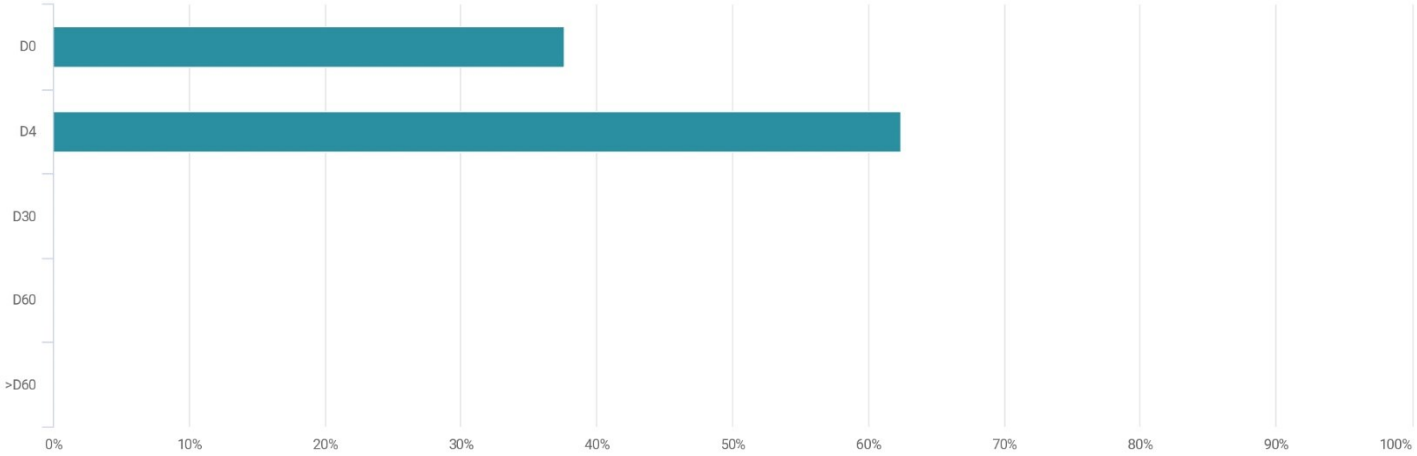
RECOMMENDED PORTFOLIO



TOTAL FINANCIAL INVESTMENTS

R$ 72.872,09

PORTFOLIO LIQUIDITY ALLOCATION



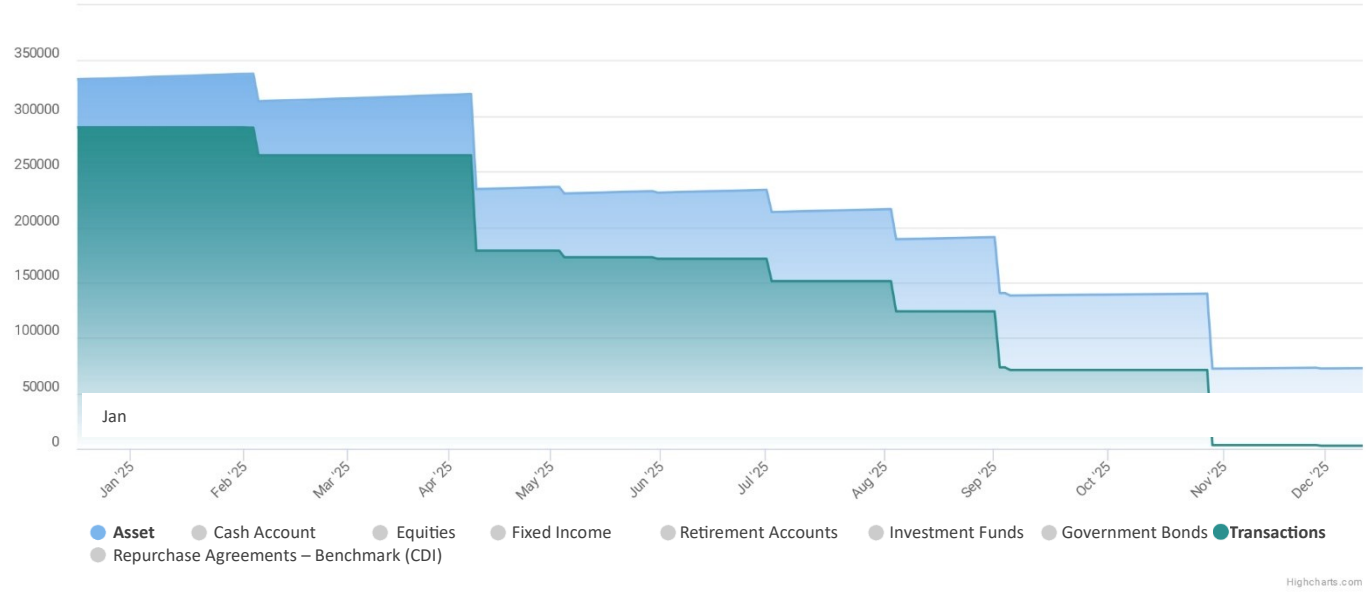
BRENO DE CASTRO NOGUEIRA

XP Account	12559462
Investment Advisor Code	A7307
Investment Advisor Name	Paulo Victor De Abreu Santarem
Investor Profile	Outdated

ASSET EVOLUTION

Amounts for the period

OPENING ASSETS	CLOSING ASSETS	CHANGE IN ASSETS
R$ 332.897,45	R$ 72.749,66	R$ 26.841,20



BRENO DE CASTRO NOGUEIRA

XP Account	12559462
Investment Advisor Code	A7307
Investment Advisor Name	Paulo Victor De Abreu Santarem
Investor Profile	Outdated

MONTHLY ASSET CHANGE

MONTH	OPENING ASSETS (R$)	CONTRIBUTIONS AND WITHDRAWALS (R$)	INCOME TAX PAID (R$)	CLOSING ASSETS (R$)	CHANGE IN ASSETS (R$)	GROSS RETURN (R$)	GROSS RETURN (% OF CDI)
01/2025	334.409,42	0,00	0,00	337.918,33	3.508,92	1,05%	103,93%
02/2025	337.918,33	-25.000,95	151,38	315.785,71	3.019,70	0,95%	96,86%
03/2025	315.785,71	0,00	0,00	318.928,43	3.142,72	1,00%	103,61%
04/2025	318.928,43	-85.001,32	828,68	235.841,92	2.743,49	1,05%	99,91%
05/2025	235.841,92	-6.000,39	1.471,37	230.905,83	2.535,67	1,10%	96,70%
06/2025	230.905,83	0,00	0,00	233.296,70	2.390,87	1,04%	94,46%
07/2025	233.296,70	-20.006,04	123,96	215.806,18	2.639,47	1,23%	96,26%
08/2025	215.806,18	-27.001,07	228,93	190.635,15	2.058,98	1,07%	91,91%
09/2025	190.635,15	-50.001,75	2.853,65	138.893,99	1.114,24	0,77%	62,87%
10/2025	138.893,99	-67.515,25	145,70	72.326,67	1.093,63	0,84%	65,61%
11/2025	72.326,67	0,00	658,55	72.431,37	763,25	1,06%	100,24%
12/2025	72.431,37	0,00	0,00	72.749,66	318,29	0,44%	99,44%
Year 2025	**334.409,42**	**-280.526,77**	**6.462,22**	**72.749,66**	**25.329,23**	**12,22%**	**90,95%**
Year 2024	**305.308,50**	**57,57**	**4.016,77**	**334.409,42**	**33.060,11**	**10,87%**	**100,01%**
Year 2023	**0,00**	**295.000,00**	**1.356,69**	**305.308,50**	**11.665,19**	**4,07%**	**108,85%**

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 30, 2026.**

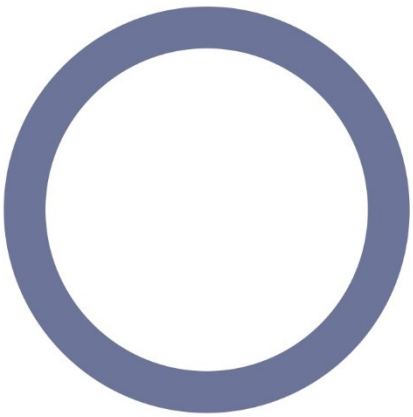
BRENO DE CASTRO NOGUEIRA

Conta XP	12559462
Código Assessor de Investimentos	A7307
Nome Assessor de Investimentos	Paulo Victor De Abreu Santarem
Perfil do Investidor	Desatualizado

DISTRIBUIÇÃO DA CARTEIRA ATUAL

CLASSE DE PRODUTOS

100%
Fundos de Investimentos
R$ 72.872,09



VALORES DA CARTEIRA

PATRIMÔNIO
R$ 72.872,09

INVESTIMENTO
R$ 72.872,09

SALDO DISPONÍVEL EM CONTA
R$ 0,00

NÍVEL DE ADERÊNCIA DA CARTEIRA

100%

FUNDOS DE INVESTIMENTO

POSIÇÃO
R$ 72.872,09

100%

FUNDOS DE RENDA FIXA PÓS-FIXADO

ATIVO	DATA COTA	VALOR COTA	QTD. COTAS	EM COTIZAÇÃO	POSIÇÃO	VALOR LÍQUIDO
SULAMÉRICA EXCELLENCE FIRF CP	15/12/2025	128,37867950	353.93665793	R$ 0,00	R$ 45.437,92	R$ 45.197,92
TREND PÓS-FIXADO FIC FIRF SIMPLES RL	15/12/2025	2,10704734	7255.81699543	R$ 0,00	R$ 15.288,35	R$ 15.231,53
TREND INVESTBACK FIC FIRF SIMPLES RL	15/12/2025	1,68673247	41.10483415	R$ 0,00	R$ 69,33	R$ 68,93
TIVIO BANKS RF CP FIF RL	15/12/2025	4,95043950	2439.47866264	R$ 0,00	R$ 12.076,49	R$ 12.064,51

PATRIMÔNIO TOTAL

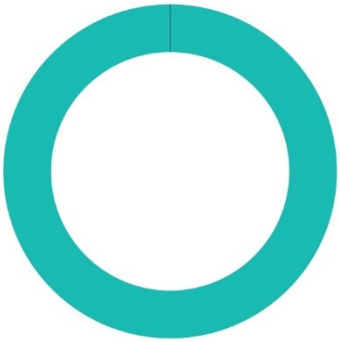
VALOR
R$ 72.872,09

NÍVEL DE ENQUADRAMENTO DA CARTEIRA

BRENO DE CASTRO NOGUEIRA

Conta XP	12559462
Código Assessor de Investimentos	A7307
Nome Assessor de Investimentos	Paulo Victor De Abreu Santarem
Perfil do Investidor	Desatualizado

CARTEIRA ATUAL



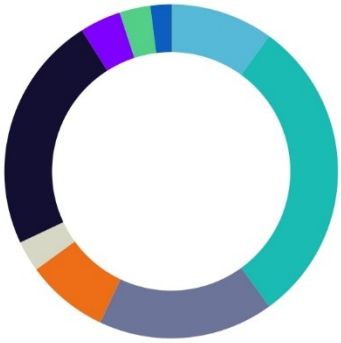
SUAS APLICAÇÕES NA XP
R$ 72.872,09

ADERÊNCIA À CARTEIRA SUGERIDA

Perfil do Investidor: Moderado
Política de Investimentos: -

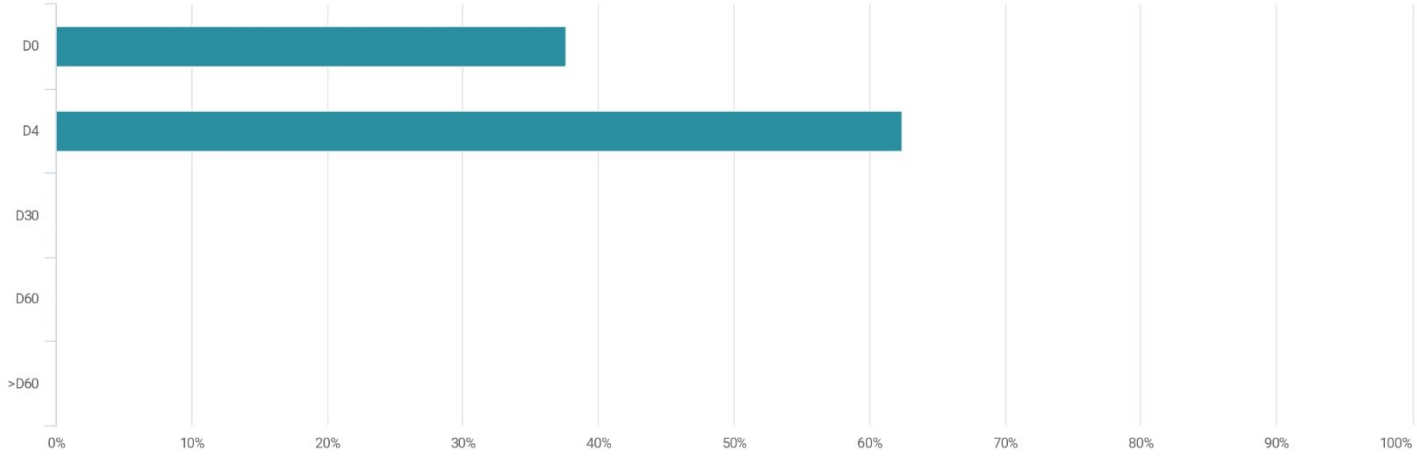
Risco atual da carteira		8 pts
0%	Prefixado	10%
100%	Pós fixado	30%
0%	Multimercados	17%
0%	Renda Variável Brasil	8%
0%	Alternativos	3%
0%	Inflação	23%
0%	Renda Variável Global	4%
0%	Renda Fixa Global	3%
0%	Fundos Listados	2%
0%		0%

CARTEIRA SUGERIDA



TOTAL DE APLICAÇÕES FINANCEIRAS
R$ 72.872,09

DISTRIBUIÇÃO DE LIQUIDEZ DA CARTEIRA



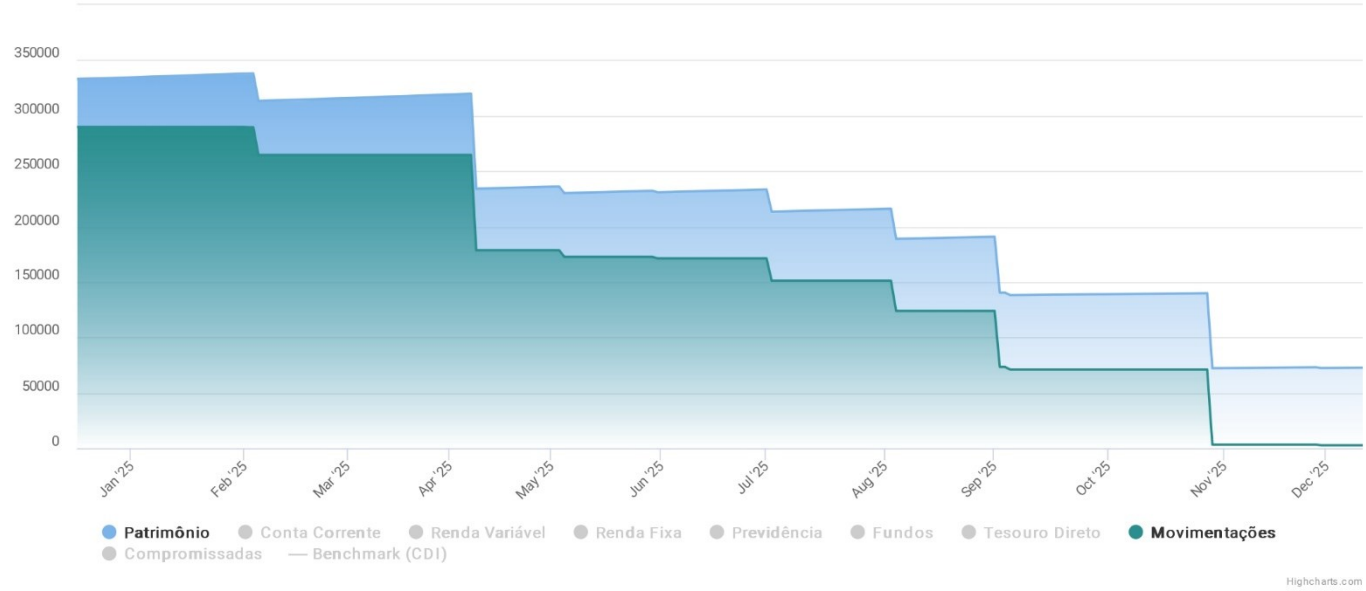
BRENO DE CASTRO NOGUEIRA

Conta XP	12559462
Código Assessor de Investimentos	A7307
Nome Assessor de Investimentos	Paulo Victor De Abreu Santarem
Perfil do Investidor	Desatualizado

EVOLUÇÃO PATRIMONIAL

Valores no período

PATRIMÔNIO INICIAL	PATRIMÔNIO FINAL	VARIAÇÃO PATRIMONIAL
R$ 332.897,45	R$ 72.749,66	R$ 26.841,20



BRENO DE CASTRO NOGUEIRA

Conta XP	12559462
Código Assessor de Investimentos	A7307
Nome Assessor de Investimentos	Paulo Victor De Abreu Santarem
Perfil do Investidor	Desatualizado

VARIAÇÃO PATRIMONIAL MENSAL

MÊS	PATRIMÔNIO INICIAL (R$)	APORTES E RETIRADAS (R$)	IR PAGO (R$)	PATRIMÔNIO FINAL (R$)	VARIAÇÃO PATRIMONIAL (R$)	RENTABILIDADE BRUTA (%)	RENTABILIDADE BRUTA (% CDI)
01/2025	334.409,42	0,00	0,00	337.918,33	3.508,92	1,05%	103,93%
02/2025	337.918,33	-25.000,95	151,38	315.785,71	3.019,70	0,95%	96,86%
03/2025	315.785,71	0,00	0,00	318.928,43	3.142,72	1,00%	103,61%
04/2025	318.928,43	-85.001,32	828,68	235.841,92	2.743,49	1,05%	99,91%
05/2025	235.841,92	-6.000,39	1.471,37	230.905,83	2.535,67	1,10%	96,70%
06/2025	230.905,83	0,00	0,00	233.296,70	2.390,87	1,04%	94,46%
07/2025	233.296,70	-20.006,04	123,96	215.806,18	2.639,47	1,23%	96,26%
08/2025	215.806,18	-27.001,07	228,93	190.635,15	2.058,98	1,07%	91,91%
09/2025	190.635,15	-50.001,75	2.853,65	138.893,99	1.114,24	0,77%	62,87%
10/2025	138.893,99	-67.515,25	145,70	72.326,67	1.093,63	0,84%	65,61%
11/2025	72.326,67	0,00	658,55	72.431,37	763,25	1,06%	100,24%
12/2025	72.431,37	0,00	0,00	72.749,66	318,29	0,44%	99,44%
Ano 2025	**334.409,42**	**-280.526,77**	**6.462,22**	**72.749,66**	**25.329,23**	**12,22%**	**90,95%**
Ano 2024	**305.308,50**	**57,57**	**4.016,77**	**334.409,42**	**33.060,11**	**10,87%**	**100,01%**
Ano 2023	**0,00**	**295.000,00**	**1.356,69**	**305.308,50**	**11.665,19**	**4,07%**	**108,85%**

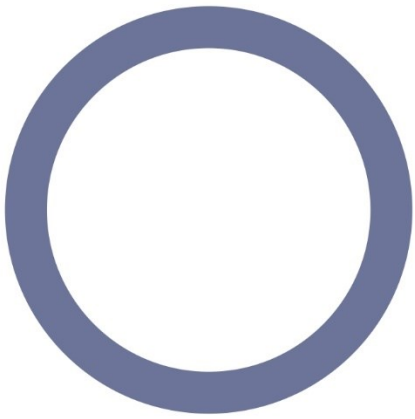
TALITA REZENDE DOS SANTOS

XP Account	7044325
Investment Advisor Code	A7307
Investment Advisor Name	Paulo Victor De Abreu Santarem
Investor Profile	Moderate

CURRENT PORTFOLIO ALLOCATION

PRODUCT CLASS

100%
Investment Funds
R$ 42.334,18



PORTFOLIO VALUES

ASSETS
R$ 42.334,18

INVESTIMENT
R$ 42.334,18

AVAILABLE CASH BALANCE
R$ 0,00

PORTFOLIO ADHERENCE LEVEL

100%

INVESTMENT FUNDS

POSITION
R$ 42.334,18

100% POST-FIXED INCOME FUNDS

ASSET	NAV DATE	NAV PER SHARE	SHARES HELD	PENDING SETTLEMENT	POSITION	NET VALUE
TREND PÓS-FIXADO FIC FIRF SIMPLES RL	12/15/2025	2,10586575	19177.150027	R$ 0,00	R$ 40.384,49	R$ 40.338,47
TREND INVESTBACK FIC FIRF SIMPLES RL	12/15/2025	1,68577964	1156.54546524	R$ 0,00	R$ 1.949,69	R$ 1.943,34

TOTAL ASSETS

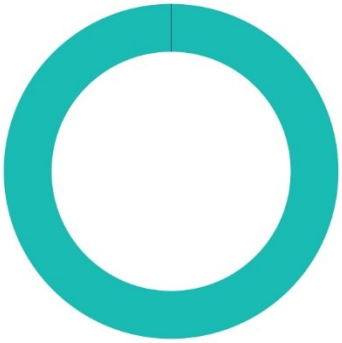
AMOUNT
R$ 42.334,18

PORTFOLIO COMPLIANCE LEVEL

TALITA REZENDE DOS SANTOS

XP Account	7044325
Investment Advisor Code	A7307
Investment Advisor Name	Paulo Victor De Abreu Santarem
Investor Profile	Moderate

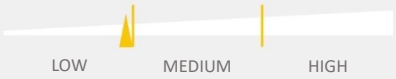
CURRENT PORTFOLIO



YOUR INVESTMENTS AT XP

R$ 42.334,18

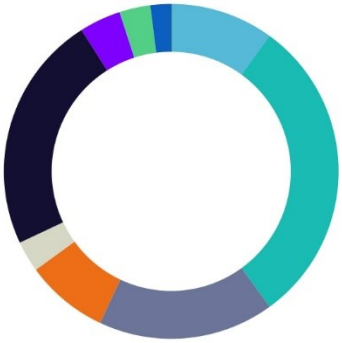
ADHERENCE TO THE RECOMMENDED PORTFOLIO



Investor Profile: Moderate
Investment Policy: -

Current Portfolio Risk		0 pts
0%	Fixed Rate	10%
100%	Floating Rate	30%
0%	Multi-Asset Funds	17%
0%	Brazilian Equities	8%
0%	Alternative Investments	3%
0%	Inflation-Linked	23%
0%	Global Equities	4%
0%	Global Fixed Income	3%
0%	Listed Funds	2%
0%		0%

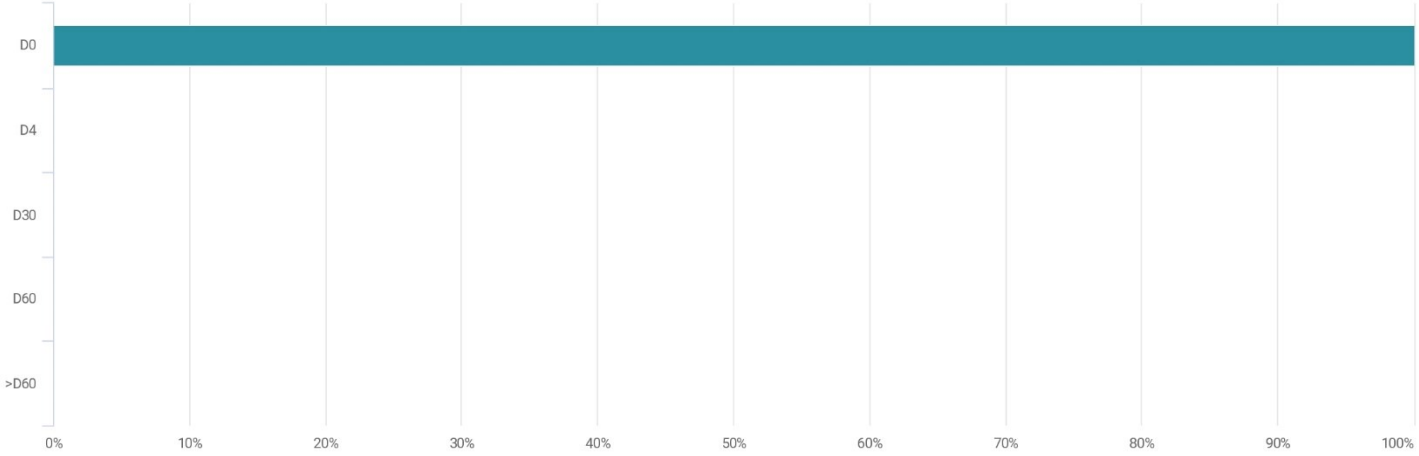
RECOMMENDED PORTFOLIO



TOTAL FINANCIAL INVESTMENTS

R$ 42.334,18

PORTFOLIO LIQUIDITY ALLOCATION



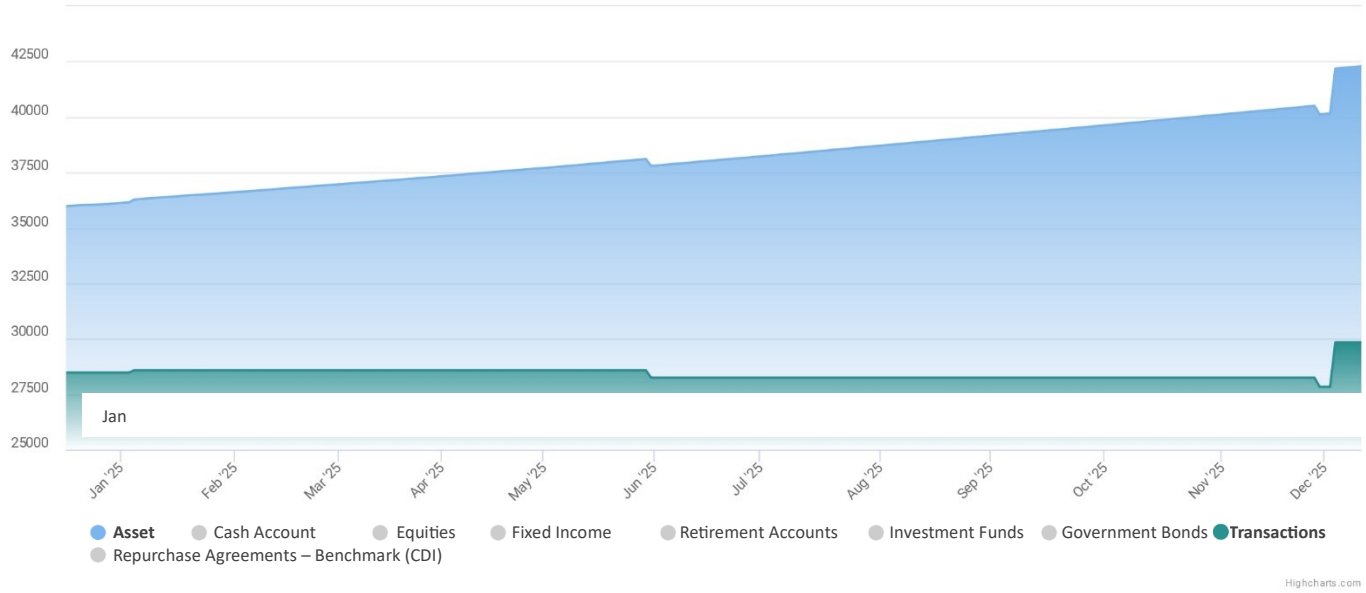
TALITA REZENDE DOS SANTOS

XP Account	7044325
Investment Advisor Code	A7307
Investment Advisor Name	Paulo Victor De Abreu Santarem
Investor Profile	Moderate

ASSET EVOLUTION

Amounts for the period

OPENING ASSETS	CLOSING ASSETS	CHANGE IN ASSETS
R$ 35.965,08	R$ 42.287,82	R$ 4.961,16



TALITA REZENDE DOS SANTOS

XP Account	7044325
Investment Advisor Code	A7307
Investment Advisor Name	Paulo Victor De Abreu Santarem
Investor Profile	Moderate

MONTHLY ASSET CHANGE

MONTH	OPENING ASSETS (R$)	CONTRIBUTIONS AND WITHDRAWALS (R$)	INCOME TAX PAID (R$)	CLOSING ASSETS (R$)	CHANGE IN ASSETS (R$)	GROSS RETURN (R$)	GROSS RETURN (% OF CDI)
01/2025	36.115,85	101,24	0,00	36.603,07	385,98	1,07%	105,58%
02/2025	36.603,07	0,00	0,00	36.961,14	358,07	0,98%	99,28%
03/2025	36.961,14	0,00	0,00	37.309,86	348,72	0,94%	98,23%
04/2025	37.309,86	0,00	0,00	37.691,28	381,42	1,02%	96,82%
05/2025	37.691,28	0,00	330,49	37.791,54	430,75	1,14%	100,51%
06/2025	37.791,54	0,00	0,00	38.202,32	410,78	1,09%	99,16%
07/2025	38.202,32	0,00	0,00	38.687,80	485,48	1,27%	99,61%
08/2025	38.687,80	0,00	0,00	39.133,79	445,99	1,15%	99,02%
09/2025	39.133,79	0,00	0,00	39.604,90	471,11	1,20%	98,68%
10/2025	39.604,90	0,00	0,00	40.106,52	501,62	1,27%	99,28%
11/2025	40.106,52	0,00	409,17	40.114,59	417,24	1,04%	98,82%
12/2025	40.114,59	2.000,00	0,00	42.287,82	173,23	0,42%	94,26%
Year 2025	**36.115,85**	**2.101,24**	**739,66**	**42.287,82**	**4.810,39**	**13,34%**	**99,30%**
Year 2024	**30.326,71**	**2.837,31**	**512,22**	**36.115,85**	**3.464,05**	**10,85%**	**99,79%**
Year 2023	**17.670,71**	**10.219,23**	**494,84**	**30.326,71**	**2.931,61**	**12,55%**	**96,20%**
Year 2022	**5.000,00**	**11.600,00**	**172,73**	**17.670,71**	**1.243,44**	**13,02%**	**105,20%**
Year 2021	**0,00**	**5.000,00**	**0,00**	**5.000,00**	**0,00**	**0,00%**	**0,00%**

I, Raphael Michels Fantinato de Moura, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

Raphael Michels Fantinato de Moura. **Date: January 30, 2026.**

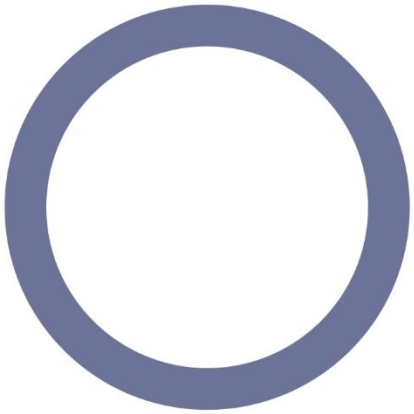
TALITA REZENDE DOS SANTOS

Conta XP	7044325
Código Assessor de Investimentos	A7307
Nome Assessor de Investimentos	Paulo Victor De Abreu Santarem
Perfil do Investidor	Moderado

DISTRIBUIÇÃO DA CARTEIRA ATUAL

CLASSE DE PRODUTOS

100%
Fundos de Investimentos
R$ 42.334,18



VALORES DA CARTEIRA

PATRIMÔNIO
R$ 42.334,18

INVESTIMENTO
R$ 42.334,18

SALDO DISPONÍVEL EM CONTA
R$ 0,00

NÍVEL DE ADERÊNCIA DA CARTEIRA

100% **FUNDOS DE INVESTIMENTO** — POSIÇÃO R$ 42.334,18

100% **FUNDOS DE RENDA FIXA PÓS-FIXADO**

ATIVO	DATA COTA	VALOR COTA	QTD. COTAS	EM COTIZAÇÃO	POSIÇÃO	VALOR LÍQUIDO
TREND PÓS-FIXADO FIC FIRF SIMPLES RL	12/12/2025	2,10586575	19177.150027	R$ 0,00	R$ 40.384,49	R$ 40.338,47
TREND INVESTBACK FIC FIRF SIMPLES RL	12/12/2025	1,68577964	1156.54546524	R$ 0,00	R$ 1.949,69	R$ 1.943,34

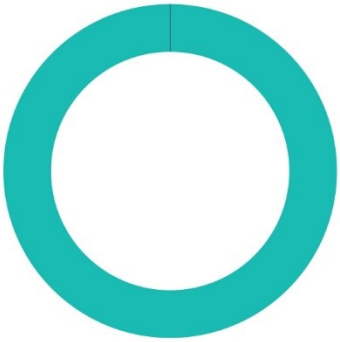
PATRIMÔNIO TOTAL — VALOR R$ 42.334,18

NÍVEL DE ENQUADRAMENTO DA CARTEIRA

TALITA REZENDE DOS SANTOS

Conta XP	7044325
Código Assessor de Investimentos	A7307
Nome Assessor de Investimentos	Paulo Victor De Abreu Santarem
Perfil do Investidor	Moderado

CARTEIRA ATUAL



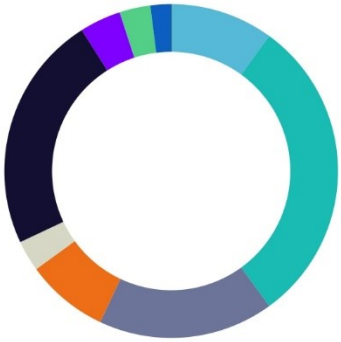
SUAS APLICAÇÕES NA XP
R$ 42.334,18

ADERÊNCIA À CARTEIRA SUGERIDA

Perfil do Investidor: Moderado
Política de Investimentos: -

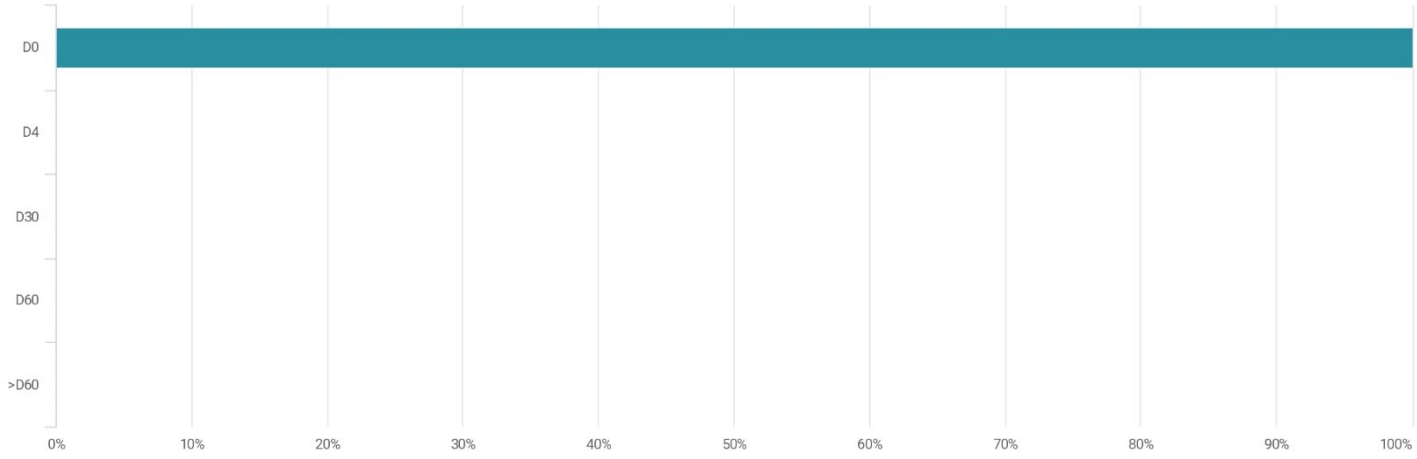
Risco atual da carteira		0 pts
0%	Prefixado	10%
100%	Pós fixado	30%
0%	Multimercados	17%
0%	Renda Variável Brasil	8%
0%	Alternativos	3%
0%	Inflação	23%
0%	Renda Variável Global	4%
0%	Renda Fixa Global	3%
0%	Fundos Listados	2%
0%		0%

CARTEIRA SUGERIDA



TOTAL DE APLICAÇÕES FINANCEIRAS
R$ 42.334,18

DISTRIBUIÇÃO DE LIQUIDEZ DA CARTEIRA



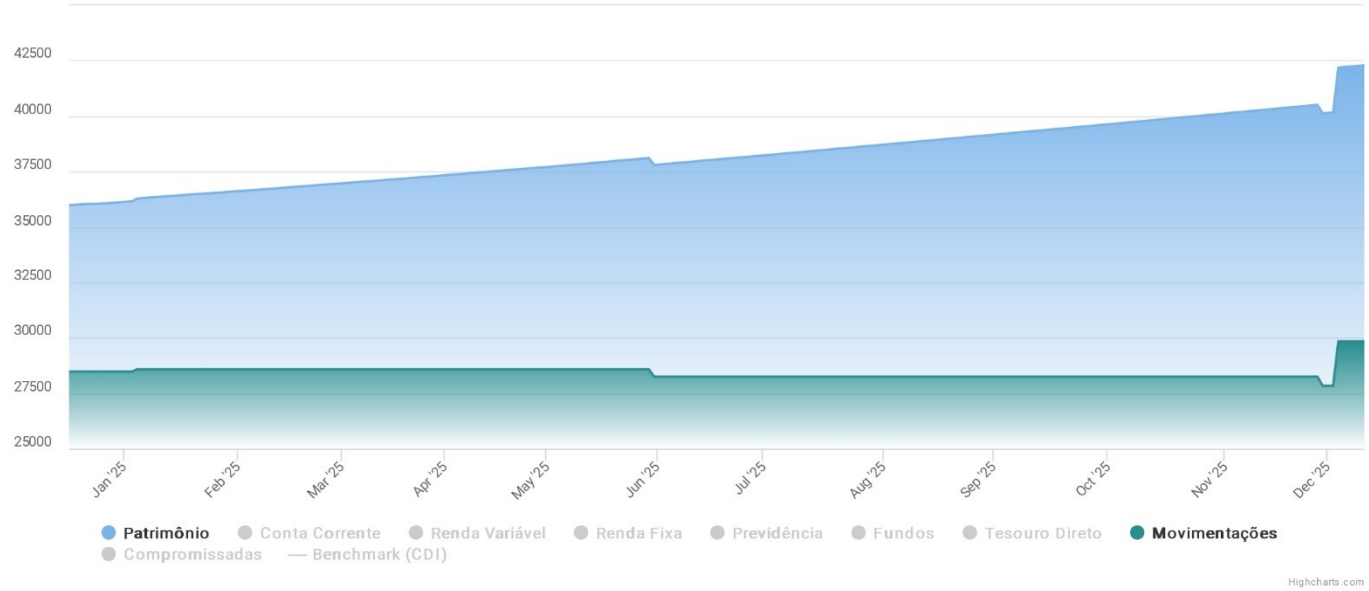
TALITA REZENDE DOS SANTOS

Conta XP	7044325
Código Assessor de Investimentos	A7307
Nome Assessor de Investimentos	Paulo Victor De Abreu Santarem
Perfil do Investidor	Moderado

EVOLUÇÃO PATRIMONIAL

Valores no período

PATRIMÔNIO INICIAL	PATRIMÔNIO FINAL	VARIAÇÃO PATRIMONIAL
R$ 35.965,08	R$ 42.287,82	R$ 4.961,16



TALITA REZENDE DOS SANTOS

Conta XP	7044325
Código Assessor de Investimentos	A7307
Nome Assessor de Investimentos	Paulo Victor De Abreu Santarem
Perfil do Investidor	Moderado

VARIAÇÃO PATRIMONIAL MENSAL

MÊS	PATRIMÔNIO INICIAL (R$)	APORTES E RETIRADAS (R$)	IR PAGO (R$)	PATRIMÔNIO FINAL (R$)	VARIAÇÃO PATRIMONIAL (R$)	RENTABILIDADE BRUTA (%)	RENTABILIDADE BRUTA (% CDI)
01/2025	36.115,85	101,24	0,00	36.603,07	385,98	1,07%	105,58%
02/2025	36.603,07	0,00	0,00	36.961,14	358,07	0,98%	99,28%
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12/2025	40.114,59	2.000,00	0,00	42.287,82	173,23	0,42%	94,26%
Ano 2025	**36.115,85**	**2.101,24**	**739,66**	**42.287,82**	**4.810,39**	**13,34%**	**99,30%**
Ano 2024	**30.326,71**	**2.837,31**	**512,22**	**36.115,85**	**3.464,05**	**10,85%**	**99,79%**
Ano 2023	**17.670,71**	**10.219,23**	**494,84**	**30.326,71**	**2.931,61**	**12,55%**	**96,20%**
Ano 2022	**5.000,00**	**11.600,00**	**172,73**	**17.670,71**	**1.243,44**	**13,02%**	**105,20%**
Ano 2021	**0,00**	**5.000,00**	**0,00**	**5.000,00**	**0,00**	**0,00%**	**0,00%**

Exhibit C.II - Second Prong - Other Eligible Evidences

Kickserv Team

kickserv.com/team

The Ninjas

We are your Kickserv team

This is the team working behind the scenes to bring you product updates, provide first-class support, and drive innovation.

- Abe Kotara

- Breno Nogueira
- Carlie Charp
- Chris Lott
- Esha Pednekar
- Gabriel Pena
- James Moseley

- Jorge Coutinho
- Matt Toensing
- Mike Rink
- Paulo Henrique Torres
- Shannon Ketchum
- ?

Could this be you?

We're always looking for the right people to help make Kickserv even better.

Join the team

About Scrum.org

scrum.org/about

Helping people and teams solve complex problems

A Little History About Us

Scrum.org, the Home of Scrum, was founded by Scrum co-creator Ken Schwaber as a mission-based organization to help people and teams solve complex problems. We do this by enabling people to apply Professional Scrum through training courses, certifications and ongoing learning all based on a common competency model. Our courses provide a hands-on learning experience led by Professional Scrum Trainers (PSTs) who are experienced practitioners, vetted for their knowledge and teaching ability and go through additional training before they can teach each course. All courses are maintained with input from our more than 350+ PST community members to leverage their collective expertise. Each PST brings their own real-world experience into the classroom while using a consistent set of learning materials.

Scrum.org certification tests are globally recognized as tools to examine, enhance, and certify Professional Scrum knowledge. Tests are decoupled from training to validate people's understanding whether learned in a Scrum.org class or in other ways. Scrum.org supports people wherever they are on their learning journey from beginner to highly experienced practitioner, helping them to grow over time with ongoing learning opportunities and resources. Community members share knowledge and gain new insights from each other leveraging forums, blogs and more.

Follow us on Twitter @scrumdotorg and read more from our community of experts on the Scrum.org blog and understand the meaning of Professional Scrum.

An Introduction to Scrum.org

The Genesis of Scrum.org

Ken Schwaber initially attempted to develop Scrum.org's programs elsewhere, but ultimately, he found that to accomplish his goal of improving Scrum knowledge, training, and implementations, he would need to break away and start Scrum.org.

Below, you can find an excerpt of a letter from Ken Schwaber to Scrum.org trainers and partners that described why he started Scrum.org. It was written March 30, 2010 and posted June 15, 2010

Why

"Why did you found Scrum.org?" I've been asked these questions countless times since I created Scrum.org last fall. This is the story of my journey with Scrum, starting with its creation, moving through the establishment and evolution and ending with my work with Scrum.org. This journey has been shaped by two opposing forces: the desire to do the right thing, and the desire to make money. I formed Scrum.org to refocus my efforts on doing the right thing.

Creating Scrum

The story of Scrum's beginnings is well-known, so I won't spend much time on it here. Jeff Sutherland and I had been using Scrum for ten years prior to the meeting at Snowbird where we and others signed the Agile Manifesto. This manifesto, along with my first book about Scrum ("Agile Software Development with Scrum") and the emergence of modern integrated development environments (IDEs), helped Scrum spread like wildfire in the early 2000s. A few

years later, Martin Fowler and I were flying back to Boston from a conference about scaling Agile projects at the University of Calgary. We were dismayed that so many of our customers hadn't understood what Agile and Scrum were about. Martin and I decided that some type of instruction and even certification would be necessary to remedy the situation. I went on to develop a two-day ScrumMaster course, the first of which was conducted at ObjectMentor in Chicago in 2002. I certified the attendees as just that – attendees – and listed their names on my website, controlchaos.com. I conducted many of these training sessions during 2002 and 2003. The course became more refined and experience-based. It began to distinguish between what Scrum is and how Scrum should be used. I considered the class a success because in my consulting work I could see how much better class attendees were able to use Scrum. I received great feedback from course attendees, and as word spread the courses became extremely popular.

Fighting "Flaccid Scrum"

By early 2009, more organizations were using Agile processes than waterfall processes, and of those employing Agile 84% were using Scrum. However, less than 50% of those using Scrum were developing in incremental iterations, which are the heartbeat of Scrum. Martin Fowler wrote in his blog that he was encountering many instances of "Flaccid Scrum." Teams were using Scrum vocabulary but weren't able to create a potentially shippable increment of functionality within a single Sprint.

I launched three initiatives to remedy these problems:

1. **Creating the "Scrum Developer" program.** One of the biggest challenges of using Scrum has always been the steep learning curve for the developers on the Scrum team. But because Scrum is a management practice, most of the people who taught Scrum were not current developers and were ill-qualified to teach engineering practices like test-driven development or emerging architecture. I wanted to create a specific course to address Scrum developers, so I reached out to three organizations skilled in teaching others how roll up their sleeves and build software using Scrum: Accentient, Conchango, and Microsoft. We developed a course for Scrum developers targeting the .NET technology stack. Working with Microsoft gave us access to a base of solid trainers and coaches: Microsoft MVPs and Inner Circle Partners. By starting with Microsoft we were also able to begin with a fully integrated technology stack. Once we had launched this course in spring 2010 alongside Visual Studio 2010, we would work with other partners to develop similar courses targeting other technology stacks.
2. **Formalizing the Scrum body of knowledge and measuring understanding thereof.** As Scrum spread, so did confusion and misunderstanding of Scrum. Jeff Sutherland and I compiled the Scrum body of knowledge (a.k.a. the Scrum Guide) from previous works.

3. **Improving the quality and consistency of the training.** I had discovered that some of the “flaccid Scrum” phenomenon was due to inconsistent training. They had different ideas about Scrum fundamentals: They all defined “done” differently, and many couldn’t answer questions about team and development dynamics during the Sprint. I wanted to improve and stabilize the training materials they were using and the training they were delivering and also create more transparency into the results that they were producing. I launched a program to upgrade and improve the consistency of their courseware, to have course attendees formally evaluate their trainers, and to require a formal assessment prior to certification to help students measure their level of understanding.

Establishing Scrum.org

I gained the freedom to restart an organization that was again mission driven. I was free to pursue my goal of delivering Scrum developer training, among other things. At that point, I sat down and made the following commitments:

- I would create a new organization, Scrum.org, to continue developing and sustaining the Scrum Developer program.
- The program would lead to assessments and certifications based on a body of knowledge.
- I would also redevelop a new, more advanced version of the Scrum courseware. This courseware, called Scrum-In-Depth, would focus on how to use Scrum in advanced circumstances.I would publish the Scrum body of knowledge on Scrum.org, and formulate beginner, intermediate, and advanced assessments and certifications based on this body of knowledge.
- I would form a new group of Scrum Trainers who welcomed openness and transparency.

Scrum.org would follow its mission within a framework of checks and balances

The Road Forward

Our mission remains the same today as it was when we started - to help our profession rise to the demands of an increasingly complex world that relies on increasingly complex technologies and products. Advances in materials and techniques can only succeed if we shift to a collaborative, creative approach to build the enabling software. As we use Scrum, we continue to find new opportunities for professional improvement. As the inspect-and-adaptation mechanism of Scrum uncovers issues, we intend to develop and apply new programs at Scrum.org. We then intend to inspect their effectiveness, adapt to circumstance, and improve whenever necessary. These programs will refine bodies of knowledge, create training and coaching capabilities, and offer assessment and certification of knowledge and skills. To that end, we are aligning communities of people around common goals to encourage ownership, participation, and advancement.

Ken Schwaber
Chairman, Founder of Scrum.org and Co-Creator of Scrum

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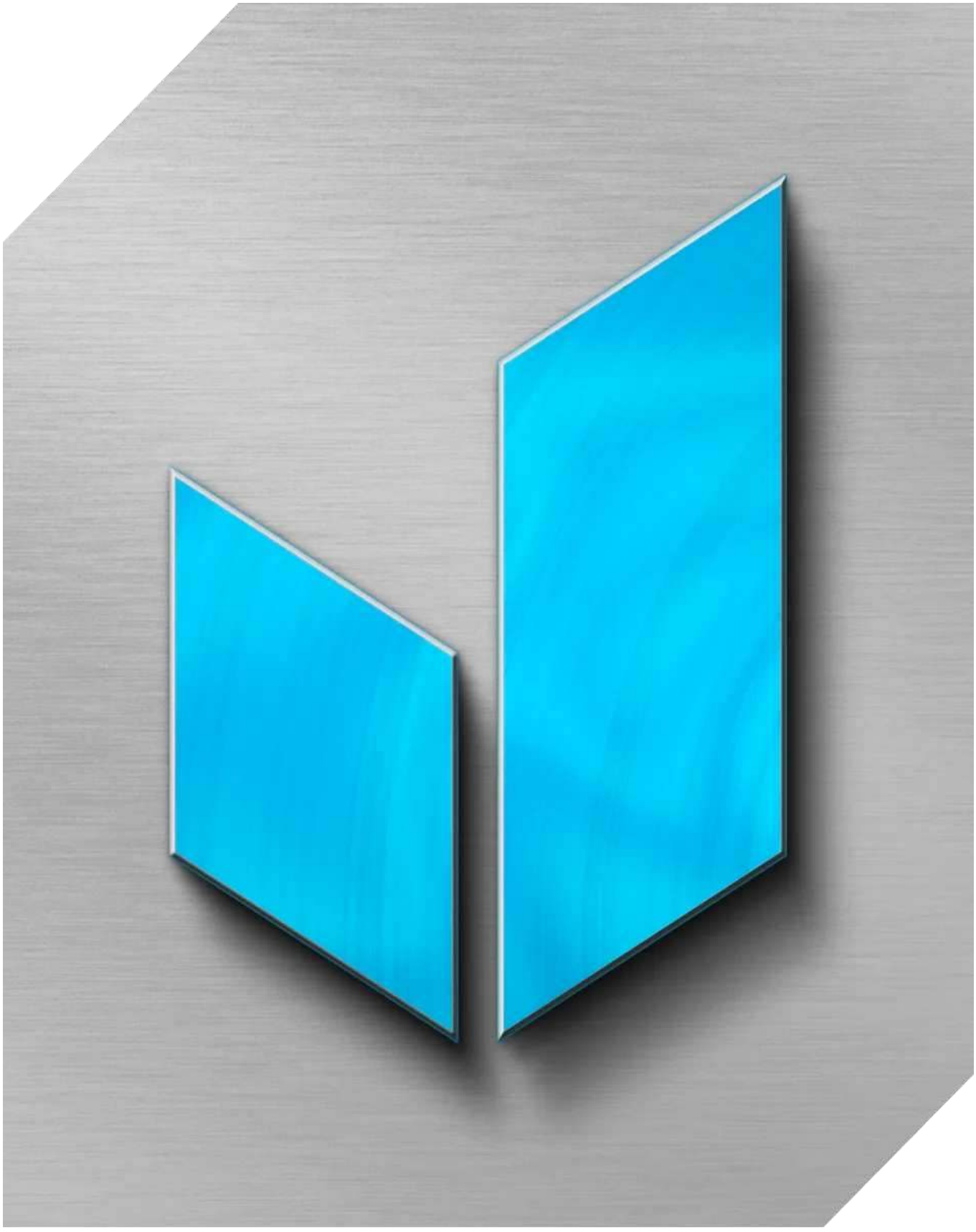

Jobsity connects organizations of all stripes with their ideal hires.

Our roster of world-class talent allows us to find your perfect professional match—someone with the right technical chops and soft skills to help achieve your goals and build long-term success.

> You deserve a staffing partner that takes your needs seriously, makes hiring hassle-free, and stays committed when the going gets tough. That's Jobsity.

Get Your Risk-Free Trial

Why Choose Jobsity

With an international team distributed across 30+ countries, Jobsity connects you with top-notch candidates in your time zone, at competitive rates.

Our expertise spans industries like:

HealthTech

Education

Finance

And more

Learn More

Who We Are

Leadership	Growth	Talent

Andres Garzon Chief Executive Officer - Founder
Santiago Castro Chief Operating Officer
Mauricio Lopez Chief Technical & Talent Officer
Jenna Stanfield Chief Growth Officer
John Mangieri Sr. VP of Sales Operations
Cristian Fierro VP of Technology and Talent Experience
Vanessa Romero Head of Talent Acquisition
Matthew Vermillion Head of Marketing
Daniela Orellana Head of Talent Experience & HR Affairs

Javier Chia Head of Service Delivery CC & BPO

Our Values

Do the Right Thing
We do the right thing even if nobody is watching.
Commit
The difference between commitment and involvement is like ham and eggs. The chicken is involved, the pig is committed.
Care
We care deeply about our people, our clients, and our impact.
Communicate
We say what we mean and we keep everyone informed.
Pursue Quality
We are reliable, consistent and we pursue excellence.
Adapt
We adapt, learn, and evolve in dynamic environments.
Be Friendly
We're Friendly, competent, and supportive.

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Apply now

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About ACM

acm.org/about-acm

ACM Advancing Computing as a Science & Profession

We see a world where computing helps solve tomorrow’s problems – where we use our knowledge and skills to advance the profession and make a positive impact.

ACM, the world's largest educational and scientific computing society, delivers resources that advance computing as a science and a profession. ACM provides the computing field's premier Digital Library and serves its members and the computing profession with leading-edge publications, conferences, and career resources.

[Learn More about ACM...]

Get Involved with ACM

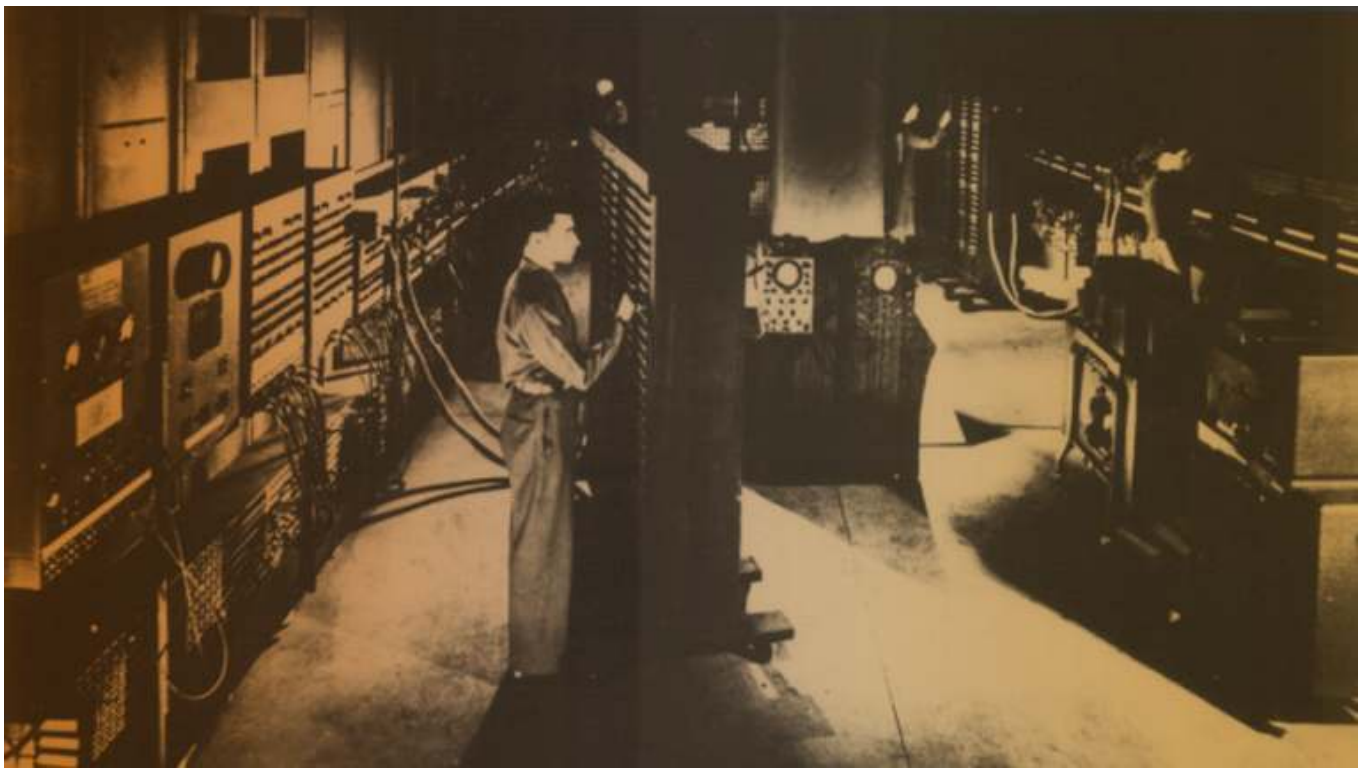
ACM is a volunteer-led and member-driven organization. Everything ACM accomplishes is through the efforts of people like you. A wide range of activities keeps ACM moving: organizing conferences, editing journals, reviewing papers and participating on boards and committees, to name a few. Find out all the ways that you can volunteer with ACM.

ACM Chapters

Chapters are the "local neighborhoods" of ACM. Professional and Student chapters worldwide serve as nodes of activity for ACM members and the computing community at large, offering seminars, lectures, and the opportunity to meet peers and experts in many fields of interest.

ACM: Formed at the Dawn of Computing

ACM was established in 1947 soon after the creation of ENIAC, the first stored-program digital computer, to “advance the science, development, construction, and application of the new machinery for computing, reasoning, and other handling of information.”



ACM-W

ACM-W supports, celebrates, and advocates internationally for the full engagement of women in all aspects of computing, providing a wide range of programs and services to ACM members and working in the larger community to advance the contributions of technical women. Membership in ACM-W is open to all ACM members and is free of charge.

Guiding Members with a Framework of Ethical Conduct

Learn more about ACM's commitment to ethical standards: the ACM Code of Ethics, Software Engineering Code of Ethics and Professional Practice, and Committee on Professional Ethics (COPE), which is guiding these and other intiatives.

ACM Regional Councils

ACM's Regional Councils provide grassroots support on a global scale. Based in Europe, India, and China, they raise awareness, visibility and relevance of ACM by sponsoring high-quality conferences, expanding chapters, and encouraging greater participation in all dimensions of the society.

ACM Europe ACM India ACM China

ACM's Volunteer Leaders

ACM is a volunteer-driven organization. Our volunteer leaders choose the directions for ACM and oversee our many activities and initiatives.

- **ACM's elected officers** have overall responsibility for ACM. [Learn more...]
- **ACM Council members** function as our board of directors. [Learn more...]
- **ACM's Board and Council Chairs** are responsible for particular types of services and initiatives. [Learn more...]
- **ACM's Special Interest Group Governing Board** oversees the activities of the interest groups that manage most of our conferences and special projects. [Learn more...]
- **ACM Regional Council Leaders** oversee our activities in other parts of the globe. [Learn more...]

Shape the Future of Computing!

For over 70 years, ACM has helped computing professionals to be their most creative, connect to peers, and see what's next. Joining ACM means you dare to be the best computing professional you can be.

Be Creative. Stay connected. Keep inventing.

Join ACM today.

Become an Ambassador for ACM

Encourage your colleagues to join ACM, share the benefits of ACM and receive free gifts for participating. Your support of ACM is critical to our continuing efforts to advance computing as a science and a profession.

ACM Code of Ethics

The ACM Code of Ethics and Professional Conduct was updated in 2018 to address the significant advances in computing technology since the 1992 version, as well as the growing pervasiveness of computing in all aspects of society.

About the IEEE Computer Society

computer.org/about

July 19, 2024

Empowering Computer Science and Engineering Professionals to Fuel Continued Advancement

Engaging computer engineers, scientists, academia, and industry professionals from all areas of computing, the IEEE Computer Society (CS) sets the standard for the education and engagement that fuels continued global technological advancement. Through conferences, publications, and programs, and by bringing together computer science and engineering leaders at every phase of their career for dialogue, debate, and collaboration, IEEE CS empowers, shapes, and guides the future of not only its members, but the greater industry, enabling new opportunities to better serve our world.

We Are Celebrating 80 Years of Innovation, Community, and Global Impact

As the IEEE Computer Society marks its 80th anniversary in 2026, we celebrate eight decades of advancing the theory and application of computing. This year, we honor our legacy through stories and initiatives that connect our rich history with the promising future of our global community. In doing so, we will recognize the generations of members and volunteers whose dedication has driven global innovation and continues to shape our promising future.

View 80th Anniversary Special Message & Events | Learn More of the History of IEEE CS

370,000+
Community Members
168
Countries with Computer Society Members
967
Chapters

We Are the Largest Global Community of Computer Scientists and Engineers

IEEE CS is the trusted organization dedicated to engaging the engineers, scientists, academia, and industry professionals from across the globe driving continued advancements in computer science and technology.

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We Are the Preeminent Society for Knowledge-Sharing and Education in Computer Science and Engineering

From conferences to publications, programs, and committees, as well as through dialogue and collaboration, IEEE CS creates the environment, resources, and tools to shape, impact, and celebrate the global computer science and technology community.

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We Are Leading the Developments and Advancements in the Fields of Computer Science and Engineering

For more than 75 years, IEEE CS and its members have fueled the computer science and technology community, developing leading professionals, driving the rapid evolution of technologies, and encouraging community-based initiatives. As an organization, IEEE CS will continue to serve as the leader in identifying, supporting, and advancing the technological opportunities that benefit humanity.

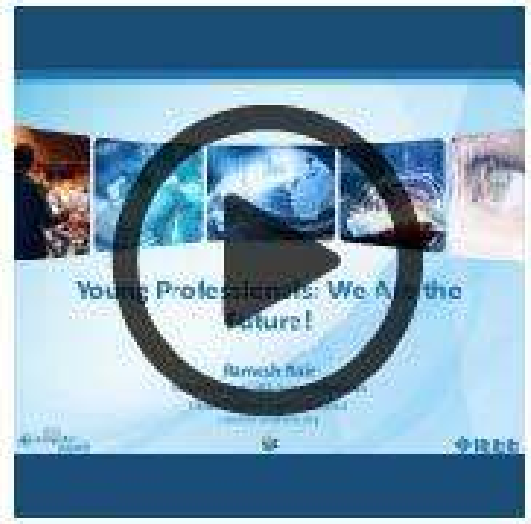
View Our Vision and Commitment | View the IEEE CS History | View Past Presidents | See Our Community Outreach

We Set the Standard for the Future

By inspiring and connecting professionals from all areas of computing and at every career level, IEEE CS guides the future of its members and the greater industry, enabling new technological opportunities to better serve our world.

Connect with Other Professionals | View Our Standards

Learn More about How the Computer Society Works

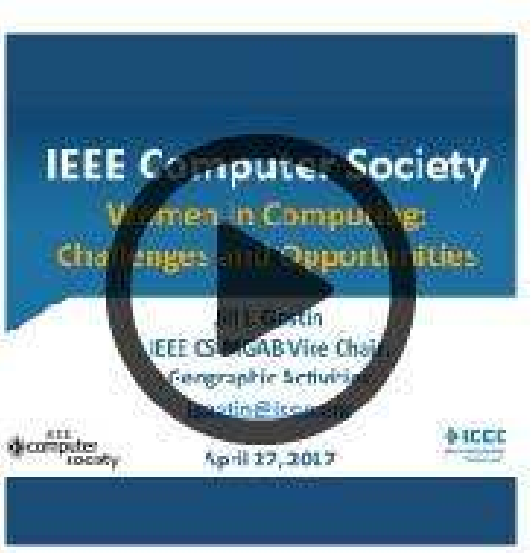


[Young Professionals: We Are the Future]
Ramesh Nair, 2017–2018 Vice Chair

IEEE Young Professionals.

Launch a Career in Computer Science and Engineeering
Resources for professionals early in their career.

Learn How the Computer Society Helps Industry Professionals
Resources for professionals early in their career.



[Women in Computing: Challenges & Opportunities]
Jill Gostin, 2017-2019 Board of Governors IEEE Computer Society.

About Senac - Senac Brazil

senac.br/sobre

Education that transforms

We are the National Service for Commercial Apprenticeship, also known throughout Brazil as Senac. We are **the leading vocational education institution focused on the Commerce, Services, and Tourism sectors.** We promote qualification, inclusion, and comprehensive training – from entry-level to higher education – for young people and adults.

Wherever you are, there's a Senac unit near you!

We are present in all 26 Brazilian states and the Federal District with 1,089 course offerings to train professionals who are increasingly prepared for the challenges yet to come.

Our **617** operational units are divided into:

Vocational education centers;
Operational and administrative units;
Educational enterprises: including hotels, restaurants, cafes, and snack bars that promote real-world professional experience;
Specialized vocational education centers;
Higher education units;
Mobile units: 86 school trailers and 1 school barge.

Our manifesto

Watch on YouTube

We are part of the Commerce System.

Senac is administered by the National Confederation of Commerce of Goods, Services and Tourism (CNC), representing five million companies that generate 25.5 million direct and formal jobs in the Commerce of Goods, Services and Tourism sector – responsible for approximately two-thirds of Brazil's Gross Domestic Product.

Mission

To educate for work, in an innovative and inclusive way, in activities related to the trade of goods, services, and tourism.

Vision

Transforming lives and strengthening the Goods, Services and Tourism sector.

Values

Ethics and Transparency;
Diversity;
Innovation;
Sustainability;
Social Transformation.

Social impact of Senac

78 million patient visits since 1946.

4.7 million students have been served by the Senac Free Program since 2008.

66.67% of the mandatory revenue is applied to free courses.

2.1 million consultations in 2024.

Approximately 278 million hours of classes taught.

170 million class hours in the Senac Free Program.

45 million classroom hours in vocational training.

63.5 million class hours taught by the Senac Distance Learning Network.

689 operating units in Brazil

Diversity and Inclusion

The Senac Diversity and Inclusion Program, known as Multitude Edu, was created with the goal of strengthening the organizational culture of diversity and promoting respect for different cultural and social identities. The program is aimed at women, the LGBTQIAP+ community, people with disabilities, indigenous people, quilombola communities, black people, and immigrants.

We are part of your past and your present. And we will be in your future.

Since 1946, Senac has been updating itself to keep up with innovations and move in sync with the transformations of society.

Presentation | Fluminense Federal University

uff.br/sobre/apresentacao

The Federal Fluminense University (UFF) is a public higher education institution based in Niterói, Rio de Janeiro. Founded in 1960, UFF's main objective is to promote high-quality teaching, research, and outreach in various fields of knowledge.

With *campuses* in several cities in the state of Rio de Janeiro and an advanced unit in Oriximiná, Pará, UFF is recognized as one of the leading universities in the country. It offers a wide range of undergraduate and graduate courses, covering areas such as humanities, applied social sciences, exact and natural sciences, engineering, health, arts and literature.

UFF boasts state-of-the-art academic infrastructure, with well-equipped laboratories, libraries, and study spaces that provide support to students and researchers. Furthermore, the University has a highly qualified faculty, composed of nationally and internationally renowned professors, many of whom have significant scientific output.

Research is one of the fundamental pillars at UFF. The University encourages scientific and technological investigation in various areas, with projects funded by funding agencies and partnerships with national and international institutions. Students have the opportunity to participate in research projects from undergraduate studies onwards, contributing to the advancement of knowledge in their respective fields of study.

Furthermore, UFF has a strong commitment to university outreach, seeking to establish a direct relationship with society. Through outreach programs and projects, the University brings knowledge and services to the community, promoting actions of social inclusion, culture, health,

sustainability, and citizenship.

The Federal Fluminense University stands out not only for its academic excellence, but also for its diversity and inclusion. It seeks to provide a welcoming and egalitarian environment for its students, valuing ethnic-racial, gender, and sexual orientation diversity, in addition to providing student assistance policies that aim to reduce dropout rates.

- Mission, Vision and Values
- Where are we?
- History
- Former Rectors
- Statutes and Internal Regulations
- Institutional Development Plan (IDP)
- Organizational chart

Mission: To promote the integrated production and dissemination of scientific, technological, artistic, and cultural knowledge, as well as to educate citizens committed to ethical values. Through technical expertise, we seek to contribute to the self-sustainable development of Brazil, with social responsibility.

Vision: We seek to be recognized nationally and internationally for the excellence of our courses, scientific output, and the social impact of our activities.

Values: Our core values are ethics, integrity and transparency; fairness; institutional excellence and social responsibility.

UNIVERSITY of CAMBRIDGE
ESOL Examinations

English for Speakers of Other Languages

Level 1 Certificate in English (ESOL)*

This is to certify that

BRENO DE CASTRO NOGUEIRA

has been awarded

Grade C

in the

First Certificate in English

Council of Europe Level B2

Date of Examination **DECEMBER 2005**

Place of Entry **NOVA FRIBURGO**

Reference Number **05CBR0250002**

Accreditation Number **100/2032/9**

*This level refers to the UK National Qualifications Framework

M. Milanovic

Michael Milanovic
Chief Executive

Date of Issue 13/02/06

Certificate Number 0014962328

QCA Qualifications and Curriculum Authority

cea Rewarding Learning

ACCAC

FIRST CERTIFICATE IN ENGLISH (FCE)

University of Cambridge ESOL (part of UCLES) provides examinations in English for speakers of other languages.

FCE is a general proficiency examination at Level B2 in the Council of Europe Common European Framework. It is at Level 1 in the UK National Qualifications Framework, as specified by the Qualifications and Curriculum Authority (QCA).

FCE has widespread recognition in commerce and industry, e.g. for public contact or secretarial work in banking, airlines, catering, etc. It is also recognised as fulfilling English language entry requirements by many higher education institutions and corporate bodies across the world.

The examination has five papers: Reading, Writing, Use of English, Listening, Speaking.
Performance in FCE is indicated as follows:

Grade A (Very good)
Grade B (Good)
Grade C (Pass)

Successful performance in FCE indicates that candidates can operate independently, with the capacity to achieve most goals and express themselves on a range of topics.

The Association of Language Testers in Europe (ALTE) has developed a framework which covers six levels of language proficiency aligned to the Council of Europe Common European Framework. Research carried out by ALTE has shown what language learners can typically do at each level.

The table below gives some examples at FCE level of typical general ability plus ability in each of the skill areas and in a range of contexts.

Typical abilities	Listening and Speaking	Reading and Writing
Overall general ability	CAN follow a talk on a familiar topic. CAN keep up a conversation on a fairly wide range of topics.	CAN scan texts for relevant information. CAN make notes while someone is talking or write a letter including non-standard requests.
Social & Tourist	CAN ask for clarification and further explanation, and is likely to understand the answer. CAN keep up a conversation on a fairly wide range of topics.	CAN read the media for information quickly and with good understanding. CAN express opinions and give reasons.
Work	CAN ask for factual information and understand the answer. CAN express her/his own opinion, and present arguments to a limited extent.	CAN understand the general meaning of non-routine letters and understand most of the content. CAN write a simple report of a factual nature and begin to evaluate, advise etc.
Study	CAN answer predictable or factual questions. CAN check that all instructions are understood.	CAN make simple notes that are of reasonable use for essay or revision purposes, capturing most important points. CAN present arguments, using a limited range of expression (vocabulary, grammatical structures).

Any alteration to this certificate renders it invalid and use of an altered certificate could constitute a criminal offence.

If there is any doubt about the details recorded on the certificate, contact the local Cambridge ESOL centre for advice on verification procedures.

A † symbol next to the candidate's grade indicates that the candidate was exempt from satisfying the full range of assessment objectives in the examination.

UNIVERSITY of CAMBRIDGE
ESOL Examinations

English for Speakers of Other Languages

Entry Level Certificate in English (ESOL)* - Entry 2

This is to certify that

BRENO DE CASTRO NOGUEIRA

has been awarded

Pass with Merit ——

in the

Key English Test

Council of Europe Level A2

Date of Examination	**DECEMBER (A) 2002**
Place of Entry	**NOVA FRIBURGO**
Reference Number	**02CBR0250003**
Accreditation Number	**100/2031/7**

*This level refers to the UK National Qualifications Framework

Peter Hargreaves
Chief Executive

Date of Issue 07/02/03

Certificate Number 9133546

QCA Guarding standards

cea Rewarding Learning

accac Awdurdod Cymwysterau Cwricwlwm ac Asesu Cymru / Qualifications Curriculum & Assessment Authority for Wales

KEY ENGLISH TEST (KET)

KET is one of the examinations in English for speakers of other languages provided by the University of Cambridge ESOL Examinations.

KET is a general proficiency examination at Level A2 in the Council of Europe Common European Framework. It is at Entry Level 2 in the UK National Qualifications Framework, as specified by the Qualifications and Curriculum Authority (QCA).

KET is widely recognised as a qualification representing a general basic ability in English.

The examination has three papers: Reading and Writing, Listening, Speaking.
Performance in KET is indicated as follows:

Pass with Merit
Pass

Successful performance in KET indicates that candidates can satisfy their basic communicative needs in a range of everyday situations in contact with native and non-native speakers of English.

The Association of Language Testers in Europe (ALTE) has developed a framework which covers six levels of language proficiency aligned to the Council of Europe Common European Framework. Long-term research carried out by ALTE has shown what language learners can typically do at each level.

The table below gives some examples at KET level of typical general ability plus ability in each of the skill areas and in a range of contexts (social & tourist, work and study).

Typical abilities	Listening and Speaking	Reading and Writing
Overall general ability	CAN understand simple questions and instructions. CAN express simple opinions or requirements in a familiar context.	CAN understand straightforward information within a known area. CAN complete forms and write short simple letters or postcards related to personal information.
Social & Tourist	CAN understand straightforward directions, provided that these are not lengthy or complex. CAN express likes and dislikes in familiar contexts using simple language.	CAN understand straightforward information on food, standard menus, road signs and messages on automatic cash machines. CAN complete most forms related to personal information.
Work	CAN understand the general meaning of a presentation made at a conference if the language is simple and backed up by visuals or video. CAN state simple requirements within own job area.	CAN understand most short reports or manuals of a predictable nature within his/her own area of expertise. CAN write a short, comprehensible note of request to a colleague or a known contact in another company.
Study	CAN understand basic instructions on class times, dates and room numbers. CAN express simple opinions using expressions such as 'I don't agree'.	CAN understand the general meaning of a simplified text book or article, reading very slowly. CAN write a very short simple narrative or description.

Any alteration to this certificate renders it invalid and use of an altered certificate could constitute a criminal offence.

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A † symbol next to the grade indicates that the candidate was exempt from satisfying the full range of assessment objectives in the examination.

Cisco Systems, Inc.
170 West Tasman Drive
San Jose, CA 95134-1706

Direct: 408 526 4000
FAX: 408 526 4100
www.cisco.com

2/Mai/2014

Dear Breno de castro Nogueira

Congratulations on completing the **IT Essentials** course as part of the Cisco Networking Academy® program. This hands-on, lab-oriented course has prepared you for exciting career opportunities in the technology industry.

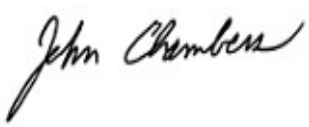
By completing this course you have earned a Certificate of Completion for IT Essentials, and acquired competencies that include the following:

- Define information technology (IT) and describe the components of a personal computer
- Describe how to protect people, equipment, and environments from accidents, damage, and contamination
- Perform a step-by-step assembly of a desktop computer
- Explain the purpose of preventive maintenance and identify the elements of the troubleshooting process
- Install and navigate an operating system
- Configure computers to attach to an existing network
- Describe the features, characteristics, and operating systems of mobile devices
- Implement basic hardware and software security principles
- Apply good communication skills and professional behavior while working with customers
- Perform preventive maintenance and advanced troubleshooting
- Assess customer needs, analyze possible configurations, and provide solutions or recommendations for hardware, operating systems, networking, and security

Technological literacy is more important today than ever before, and Cisco is proud to provide you with the knowledge and skills necessary to build and maintain computers.

Please accept my best wishes for your continued success.

Sincerely,



John T. Chambers
Chairman and Chief Executive Officer

Cisco Systems, Inc.
170 West Tasman Drive
San Jose, CA 95134-1706

Direct: 408 526 4000
FAX: 408 526 4100
www.cisco.com

7/Jul/2014

Dear Breno de castro Nogueira

Congratulations on completing the Cisco® **CCNA Exploration: Network Fundamentals** course as part of the Cisco Networking Academy® program. This hands-on, lab-oriented course has prepared you for exciting career opportunities in the technology industry.

By completing this course you have earned a Certificate of Completion for CCNA Exploration: Network Fundamentals and acquired competencies that include the following:

- Explain how communication works in data networks and the Internet
- Recognize the devices and services that are used to support communications across an Internetwork
- Explain the role of protocols in data networks
- Describe the importance of addressing and naming schemes at various layers of data networks
- Describe the protocols and services provided by the application layer in the OSI model and describe how this layer operates in sample networks
- Analyze the operations and features of the transport layer protocols and services
- Analyze the operations and features of the network layer protocols and services and explain the fundamental concepts of routing
- Design, calculate, and apply subnet masks
- Describe the operation of protocols at the OSI data link layer
- Explain the role of physical layer protocols and services
- Build a simple Ethernet network using routers and switches
- Use Cisco CLI commands to perform basic router and switch configuration and verification

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Please accept my best wishes for your continued success.
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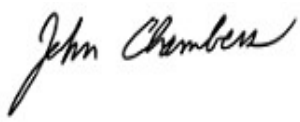

John T. Chambers
Chairman and Chief Executive Officer

UNIVERSITY of CAMBRIDGE
ESOL Examinations

English for Speakers of Other Languages

Level 1 Certificate in English (ESOL)*

This is to certify that

BRENO DE CASTRO NOGUEIRA

has been awarded

Grade C

in the

First Certificate in English

Council of Europe Level B2

Date of Examination	**DECEMBER 2005**
Place of Entry	**NOVA FRIBURGO**
Reference Number	**05CBR0250002**
Accreditation Number	**100/2032/9**

*This level refers to the UK National Qualifications Framework

M. Milanovic

Michael Milanovic
Chief Executive

Date of Issue 13/02/06

Certificate Number 0014962328

QCA Qualifications and Curriculum Authority

cea Rewarding Learning

ACCAC Awdurdod Cymwysterau, Cwricwlwm ac Asesu Cymru / Qualifications, Curriculum & Assessment Authority for Wales

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UNIVERSITY of CAMBRIDGE
ESOL Examinations

English for Speakers of Other Languages

Entry Level Certificate in English (ESOL)* - Entry 2

This is to certify that

BRENO DE CASTRO NOGUEIRA

has been awarded

Pass with Merit ——

in the

Key English Test

Council of Europe Level A2

Date of Examination	**DECEMBER (A) 2002**
Place of Entry	**NOVA FRIBURGO**
Reference Number	**02CBR0250003**
Accreditation Number	**100/2031/7**

*This level refers to the UK National Qualifications Framework

Peter Hargreaves
Chief Executive

Date of Issue 07/02/03

Certificate Number 9133546

QCA Guarding standards

cea Rewarding Learning

accac Awdurdod Cymwysterau Cwricwlwm ac Asesu Cymru / Qualifications Curriculum & Assessment Authority for Wales

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Pass with Merit
Pass

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A † symbol next to the grade indicates that the candidate was exempt from satisfying the full range of assessment objectives in the examination.

Certificate of Course Completion

CCNA Exploration: Network Fundamentals

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student was able to proficiently:

- Explain how communication works in data networks and the Internet
- Recognize the devices and services that are used to support communications across an Internetwork
- Explain the role of protocols in data networks
- Describe the importance of addressing and naming schemes at various layers of data networks
- Describe the protocols and services provided by the application layer in the OSI model and describe how this layer operates in sample networks
- Analyze the operations and features of the transport layer protocols and services
- Analyze the operations and features of the network layer protocols and services and explain the fundamental concepts of routing
- Design, calculate, and apply subnet masks
- Describe the operation of protocols at the OSI data link layer
- Explain the role of physical layer protocols and services
- Build a simple Ethernet network using routers and switches
- Use Cisco® CLI commands to perform basic router and switch configuration and verification

Breno de castro Nogueira
Student

Senac Rio de Janeiro
Academy Name

Brazil
Location

7/Jul/2014
Date

CRISTIANO MOLLO
Instructor

Instructor Signature

Certificate of Course Completion

IT Essentials

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student was able to proficiently:

- Define information technology (IT) and describe the components of a personal computer
- Describe how to protect people, equipment, and environments from accidents, damage, and contamination
- Perform a step-by-step assembly of a desktop computer
- Explain the purpose of preventive maintenance and identify the elements of the troubleshooting process
- Install and navigate an operating system
- Configure computers to connect to an existing network
- Install and share a printer
- Upgrade or replace components of a laptop based on customer needs
- Describe the features, characteristics, and operating systems of mobile devices
- Implement basic hardware and software security principles
- Apply good communication skills and professional behavior while working with customers
- Perform preventive maintenance and advanced troubleshooting
- Assess customer needs, analyze possible configurations, and provide solutions or recommendations for hardware, operating systems, networking, and security

Breno de castro Nogueira
Student

Senac Rio - Niteroi
Academy Name

Brazil
Location

2/Mai/2014
Date

Mauricio Silva
Instructor

Instructor Signature

Intrax
INTERNATIONAL INSTITUTE

Certificate of Completion

UPON RECOMMENDATION OF THE FACULTY AT INTRAX INTERNATIONAL INSTITUTE

This certifies that:

Breno de Castro Nogueira

has successfully completed the following English

English Success Intensive - 28 lessons per week April 19, 2010 - July 9, 2010

at the

High Proficient Level

Lindsey Putman
Center Director

INTRAX INTERNATIONAL INSTITUTE
551 Sutter Street, San Francisco, CA 94102
TESOL, ACCET, FIYTO, AAIEP, and NAFSA - affiliated

Exhibit D - Personal Documents

FEDERATIVE REPUBLIC OF BRAZIL

No. 5958

State of Rio de Janeiro
JUDICIARY

DR. ROBERTO LUIZ FAUSTO JOBIM, Life-Tenured Registrar of the FIFTH DISTRICT OF THE CIVIL REGISTRY OF NATURAL PERSONS
Rua Djalma Ulrich, 154, corner of Avenida Copacabana

JUDICIAL DISTRICT OF THE CAPITAL - PARISHES: LAGOA AND GÁVEA

BIRTH No. 100326

I CERTIFY that on page 214-V **of book No.** 786-A **of the Birth Registry, the record of** "Breno de Castro Nogueira" **was entered today.**

born on October 25, **nineteen** eighty-eight

at 8:05 PM **at** at Casa de Saúde São Jorge *(São Jorge Health Clinic)* in this city

Male, **son of** Ronaldo Correa Nogueira.

and Eliane Moreira de Castro.

paternal grandparents are Francisco Esperidião Nogueira and Aurea Corrêa Nogueira.

and maternal grandparents Helio Moreira de Castro and Neuza Moreira de Castro.

The declarant was: The father on 11/08/1988

and served as witnesses Maria Inez Oliveira Bernabé and Renato da Silva Gosling.

Notes:

The content of this certificate is true. I certify.

Rio de Janeiro, November 8, 1988

REGISTRAR

ANTONIO TRISTAO DA *[unreadable]*
Sworn Judicial Clerk
[unreadable]

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.

_____ Date: January 27, 2026.

REPÚBLICA FEDERATIVA DO BRASIL

Nº 5958

Estado do Rio de Janeiro
PODER JUDICIÁRIO

DR. ROBERTO LUIZ FAUSTO JOBIM, Oficial Vitalício da
QUINTA CIRCUNSCRIÇÃO DO REGISTRO CIVIL DAS PESSOAS NATURAIS
Rua Djalma Ulrich, 154 - esq. de Av Copacabana

COMARCA DA CAPITAL - FREGUESIAS: LAGOA E GÁVEA

NASCIMENTO N.º 100326

CERTIFICO que à fls. 214-V do livro n.º 786-A de Registro de nascimento foi lavrado hoje o assentamento de "Breno de Castro Nogueira".

nascido(a) ao(s) 25 de outubro de mil novecentos e oitenta e oito às 20 horas e 05 minutos no(a) Casa de Saúde São José - nesta Cidade do sexo Masculino, filho(a) de Ronaldo Corrêa Nogueira, e de Eliane Moreira de Castro, sendo avós paternos Francisco Esperidião Nogueira e Aurea Corrêa Nogueira, e maternos Helio Moreira de Castro e Neuza Moreira de Castro.

Foi declarante O Pai em 08/11/1988 e serviram de testemunhas Maria Inez Oliveira Bernabé e Renato da Silva Gosling.

Observações : :::::.

:::::::

O referido é verdade e dou fé.

Rio de Janeiro, 08 de novembro de 19 88

O OFICIAL

ANTONIO TRISTÃO DA SILVA
Téc. Judiciário Juramentado
MAT. I - 06/0701 - CIC 0510

Breno de Castro Nogueira

Assinatura do titular / Signature du titulaire
Bearer's signature / Firma del titular

GD474381

Este passaporte deve ser assinado pelo titular, salvo em caso de incapacidade.

Ce passeport doit être signé par le titulaire, sauf en cas d'incapacité.

This passport must be signed, except where the bearer is unable to do so.

Este pasaporte debe ser firmado por el titular, salvo en caso de incapacidad.

REPÚBLICA FEDERATIVA DO BRASIL

PASSAPORTE
PASSPORT

P
BRA
GD474381

SOBRENOME / SURNAME
DE CASTRO NOGUEIRA

NOME / GIVEN NAMES
BRENO

NACIONALIDADE / NATIONALITY
BRASILEIRO(A)

DATA DO NASCIMENTO / DATE OF BIRTH
25 OUT/OCT 1988

SEXO / SEX
M

NATURALIDADE / PLACE OF BIRTH
RIO DE JANEIRO/RJ

FILIAÇÃO / FILIATION
ELIANE MOREIRA DE CASTRO

RONALDO CORRÊA NOGUEIRA

DATA DE EXPEDIÇÃO / DATE OF ISSUE
28 DEZ/DEC 2021

VÁLIDO ATÉ / DATE OF EXPIRY
27 DEZ/DEC 2031

AUTORIDADE / AUTHORITY
SR/DPF/RJ

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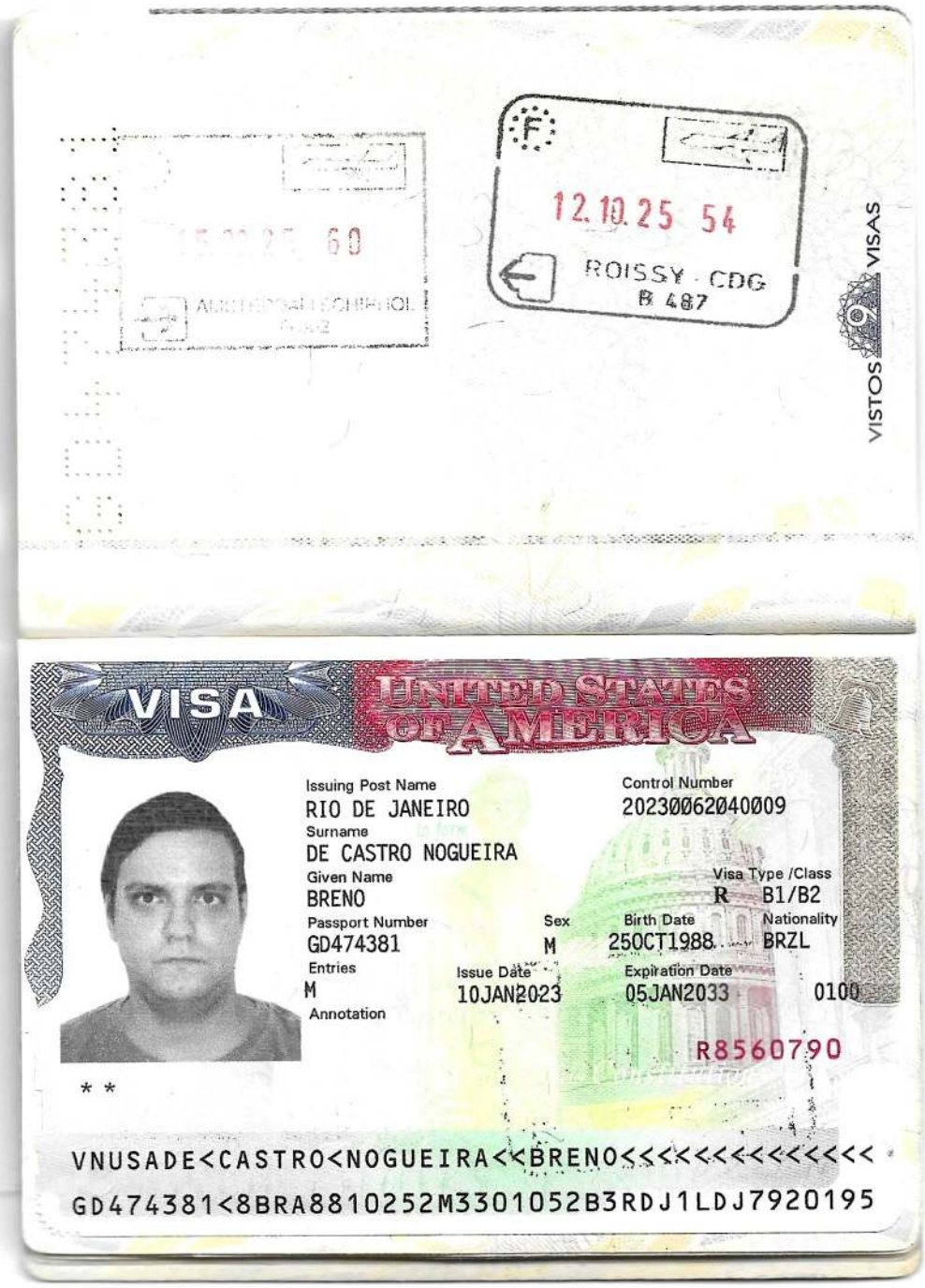
12.10.25 54
ROISSY - CDG
B 487
VISTOS VISAS
VISA
UNITED STATES OF AMERICA
Issuing Post Name
RIO DE JANEIRO
Control Number
20230062040009
Surname
DE CASTRO NOGUEIRA
Given Name
BRENO
Visa Type /Class
R B1/B2
Passport Number
GD474381
Sex
M
Birth Date
25OCT1988
Nationality
BRZL
Entries
M
Issue Date
10JAN2023
Expiration Date
05JAN2033
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Annotation
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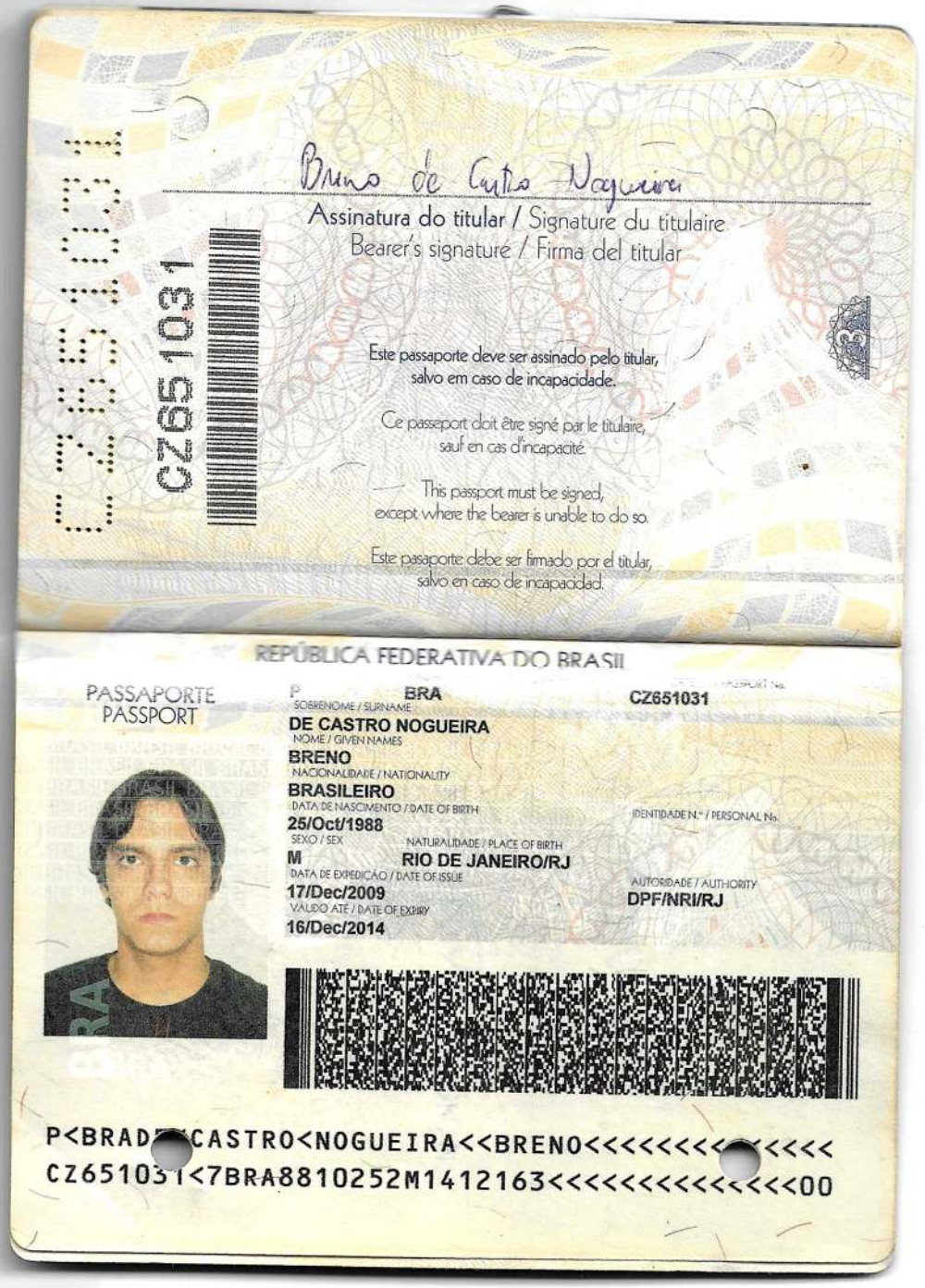
Bruno de Castro Nogueira
Assinatura do titular / Signature du titulaire
Bearer's signature / Firma del titular
Este passaporte deve ser assinado pelo titular, salvo em caso de incapacidade.
Ce passeport doit être signé par le titulaire, sauf en cas d'incapacité.
This passport must be signed, except where the bearer is unable to do so.
Este pasaporte debe ser firmado por el titular, salvo en caso de incapacidad.
CZ651031
REPÚBLICA FEDERATIVA DO BRASIL
PASSAPORTE
PASSPORT
P BRA
CZ651031
SOBRENOME / SURNAME
DE CASTRO NOGUEIRA
NOME / GIVEN NAMES
BRENO
NACIONALIDADE / NATIONALITY
BRASILEIRO
DATA DE NASCIMENTO / DATE OF BIRTH
25/Oct/1988
SEXO / SEX
M
NATURALIDADE / PLACE OF BIRTH
RIO DE JANEIRO/RJ
DATA DE EXPEDIÇÃO / DATE OF ISSUE
17/Dec/2009
VÁLIDO ATÉ / DATE OF EXPIRY
16/Dec/2014
IDENTIDADE N.º / PERSONAL No.
AUTORIDADE / AUTHORITY
DPF/NRI/RJ
P<BRADE CASTRO<NOGUEIRA<<BRENO<<<<<<<<<<<<
CZ651031<7BRA8810252M1412163<<<<<<<<<<<<<<00

VISTOS
VISAS
CHILE
POLICIA DE INVESTIGACIONES
CONTROL MIGRATORIO
CHILE
POLICIA DE INVESTIGACIONES
CONTROL MIGRATORIO
VISA
UNITED STATES OF AMERICA
Issuing Post Name
RIO DE JANEIRO
Control Number
20100895910001
Surname
DE CASTRO NOGUEIRA
Given Name
BRENO
Visa Type /Class
R F1
Passport Number
CZ651031
Sex
M
Birth Date
25OCT1988
Nationality
BRZL
Entries
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Issue Date
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Expiration Date
03JUL2010
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Annotation
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INTRAX INTERNATIONAL INSTITUTE
C2359008
VNUSADE<CASTRO<NOGUEIRA<<BRENO<<<<<<<<<<<<<
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VISTOS VISAS
VISA
UNITED STATES OF AMERICA
Issuing Post Name
RIO DE JANEIRO
Control Number
20113000510003
Surname
DE CASTRO NOGUEIRA
Visa Type /Class
R B1/B2
Given Name
BRENO
Passport Number
CZ651031
Sex
M
Birth Date
25OCT1988
Nationality
BRZL
Entries
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Issue Date
28OCT2011
Expiration Date
26OCT2021
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Annotation
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* *
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CZ651031<7BRA8810252M2110260B3RDJOGHGL920190

Judiciary - TJERJ
(Court of Justice of the State of Rio de Janeiro)
Judicial Administrative Department
Electronic Inspection Seal
EEZE67735 I EMK
Check the validity of the seal at:
https://www3.tjrj.jus.br/sitepublico

FEDERATIVE REPUBLIC OF BRAZIL
CIVIL REGISTRY OF NATURAL PERSONS

MARRIAGE CERTIFICATE

Current names of the spouses:	CPF:
BRENO DE CASTRO NOGUEIRA	**124.679.937-52**
TALITA REZENDE DOS SANTOS	**136.245.787-66**

Registration
089250 01 55 2025 2 00485 053 0079002 73

1st Spouse:			Date of Birth	
BRENO DE CASTRO NOGUEIRA	10	25	1988	

Nationality	Marital status	City of birth	State
Brazilian	Single	Rio de Janeiro	Rio de Janeiro

Parent(s)
ELIANE MOREIRA DE CASTRO;RONALDO CORRÊA NOGUEIRA

Name adopted
BRENO DE CASTRO NOGUEIRA

2nd Spouse:			Date of Birth	
TALITA REZENDE DOS SANTOS	10	19	1992	

Nationality	Marital status	City of birth	State
Brazilian	Single	Niterói	Rio de Janeiro

Parent(s)
SIRLEIA REZENDE DOS SANTOS;MARCELO MATTA DOS SANTOS

Name adopted
TALITA REZENDE DOS SANTOS

Date of the marriage ceremony or, in the case of conversion of a stable union			Date of Birth
July thirtieth, two thousand twenty-five	07	30	2025

Property regime
Partial community of property

Date of marriage registration			
July thirtieth, two thousand twenty-five	07	30	2025

Notes/Annotations
Officiant: Justice of the Peace Dr. Maria Vitoria Raimunda Cantolino Guimarães Riera. Place of Ceremony: wedding hall. Act recorded in book B-485, on page 53, under no. 79002.

Voluntary registration notes

Contracting Party 1

DOCUMENT TYPE	NUMBER	DATE OF ISSUE	ISSUING AUTHORITY	EXPIRATION DATE
Driver's License	04004939384	12/17/2024	DETRAN/RJ	

Contracting Party 2

DOCUMENT TYPE	NUMBER	DATE OF ISSUE	ISSUING AUTHORITY	EXPIRATION DATE
ID	215754508	09/09/2019	DETRAN/RJ	

5th CIVIL REGISTRY OF NATURAL PERSONS OF THE CAPITAL OF RIO DE JANEIRO
ALAN J. S. BORGES - Registrar
RUA SÃO JOÃO BATISTA, 28, RIO DE JANEIRO - RJ - ZIP CODE: 22270-030
Phone: (21) 2522-1740 / **Email:** faleconosco@cartoriocopacabana.com.br

The content of this certificate is true. I certify.
RIO DE JANEIRO, RJ, July 30, 2025.

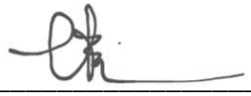
----//signature//----

5th CIVIL REGISTRY OF NATURAL PERSONS - RJ
Gláucia Gonçalves França
Clerk

Typed by: GGF
FEES: R$ 180.92, FETJ: R$ 36.18, FUNDPERJ: R$ 9.04, FUNPERJ: R$ 9.04, FUNARPEN: R$ 10.85, ISS: R$ 9.51, SEAL: R$ 2.87, TOTAL: R$ 258.41

IA 001800368

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.


_____ Date: January 27, 2026.

Poder Judiciário - TJERJ
Corregedoria Geral da Justiça
Selo de Fiscalização Eletrônico
EEZE67735|EMK
Consulte a validade do selo em:
https://www3.tjrj.jus.br/sitepublico

REPÚBLICA FEDERATIVA DO BRASIL
REGISTRO CIVIL DAS PESSOAS NATURAIS

CERTIDÃO DE CASAMENTO

Nome atual dos cônjuges	Número do CPF
BRENO DE CASTRO NOGUEIRA	124.679.937-52
TALITA REZENDE DOS SANTOS	136.245.787-66

Matrícula
089250 01 55 2025 2 00485 053 0079002 73

1º Cônjuge

				data de nascimento
BRENO DE CASTRO NOGUEIRA	25	10	1988	

Nacionalidade	Estado civil	Município de naturalidade	UF
brasileira	solteiro	Rio de Janeiro	RJ

Genitor(es)
ELIANE MOREIRA DE CASTRO;RONALDO CORRÊA NOGUEIRA
Nome que passou a utilizar
BRENO DE CASTRO NOGUEIRA

2º Cônjuge

				data de nascimento
TALITA REZENDE DOS SANTOS	19	10	1992	

Nacionalidade	Estado civil	Município de naturalidade	UF
brasileira	solteira	Niterói	RJ

Genitor(es)
SIRLEIA REZENDE DOS SANTOS;MARCELO MATTA DOS SANTOS
Nome que passou a utilizar
TALITA REZENDE DOS SANTOS

Data de celebração do casamento ou conversão da união estável

Trinta de julho de dois mil e vinte e cinco	30	07	2025

Regime de bens
comunhão parcial de bens

Data de registro do casamento

Trinta de julho de dois mil e vinte e cinco	30	07	2025

Anotações/Averbações
Celebrante: Juíza de Paz Dra. Maria Vitoria Raimunda Cantolino Guimarães Riera. Local de Celebração: sala de casamentos. Ato registrado no livro B-485, à folha 53, sob o nº 79002.

Anotações voluntárias de cadastro

Contraente 1:

TIPO DOCUMENTO	NÚMERO	DATA EXPEDIÇÃO	ÓRGÃO EXPEDIDOR	DATA DE VALIDADE
CNH	04004939384	17/12/2024	DETRAN/RJ	

Contraente 2:

TIPO DOCUMENTO	NÚMERO	DATA EXPEDIÇÃO	ÓRGÃO EXPEDIDOR	DATA DE VALIDADE
RG	215754508	09/09/2019	DETRAN/RJ	

5º REGISTRO CIVIL DE PESSOAS NATURAIS DA CAPITAL DO RIO DE JANEIRO
ALAN J. S. BORGES - Oficial
RUA SÃO JOÃO BATISTA, 28, RIO DE JANEIRO – RJ CEP: 22270-030
Tel.: (21) 25221740 / **E-mail:** faleconosco@cartoriocopacabana.com.br

O conteúdo da certidão é verdadeiro. Dou fé.
RIO DE JANEIRO, RJ, 30 de julho de 2025.

5º RCPN-RJ
Gláucia Gonçalves França
Escrevente

Glaucia Gonçalves França

digitado por: GGF
EMOLUMENTOS: R$ 180,92, FETJ: R$ 36,18, FUNDPERJ: R$ 9,04, FUNPERJ: R$ 9,04, FUNARPEN: R$ 10,85, ISS: R$ 9,51, SELO: R$ 2,87, TOTAL: R$ 258,41

Indústria Gráfica Brasileira Ltda

IA 001800368

FEDERATIVE REPUBLIC OF BRAZIL

JUDICIAL DISTRICT OF NITERÓI
(HEADQUARTERS)

STATE OF RIO DE JANEIRO

CIVIL REGISTRY OFFICE OF THE SECOND JUDICIAL ZONE

RUA GAVIÃO PEIXOTO, No. 80 - ROOM 804 - ICARAÍ

Olivia Motta Seisinio Dias
CLERK AND REGISTRAR

BIRTH CERTIFICATE

I CERTIFY that, upon reviewing the birth registry books in my office, in Book No. A-102

on page 1 under No. 62.425 it is recorded that TALITA REZENDE DOS SANTOS

was born.

female

born at Santa Rosa Hospital and Maternity, Niterói

on the nineteenth (19th) day of October, 1992 at 9:55 AM

son of MARCELO MATTA DOS SANTOS

and SIRLEIA REZENDE DOS SANTOS

Paternal grandparents Jorge Coutinho dos Santos

and Maria da Conceição Matta dos Santos

Maternal grandparents Orlando Rezende de Carvalho

and Delair Alves de Rezende

The declarant was: the father

Date of registration: 10/20/1992

Witnesses Fábio André Cardoso de Souza

and Marcio Matta dos Santos.:

Notes:

The content of this certificate is true. I certify.

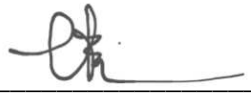
2nd JUDICIAL DISTRICT REGISTRY OFFICE
CIVIL REGISTRY
OLIVIA MOTTA SEISINIO DIAS
REGISTRAR
HERLON JOSÉ DA SILVA COSTA
AUTHORIZED
Rua Gavião Peixoto, 80/804 - Icaraí - Niterói - Rio de Janeiro

Niterói, October 20, 1992

-----//Signature//----

Clerk and Registrar

I, Carolina Favero da Silva, telephone number 415 425-2508, mailing address P.O. Box 90487, San Diego, CA 92169, certify that the professional translation of this document from Portuguese to English has been performed by myself, a qualified translator fluent in both languages, and that the following is an accurate and complete translation of the document.


_____ Date: January 27, 2026.

REPÚBLICA FEDERATIVA DO BRASIL

COMARCA DE NITERÓI (SEDE) — ESTADO DO RIO DE JANEIRO

CARTÓRIO DO REGISTRO CIVIL DA SEGUNDA ZONA JUDICIÁRIA

RUA GAVIÃO PEIXOTO N.º 80 - SALA 804 - ICARAÍ

Olívia Motta Scisinio Dias

ESCRIVÃ E OFICIAL

CERTIDÃO DE NASCIMENTO

CERTIFICO que revendo em meu cartório, os livros de registros de nascimentos no de n.º A-102, à fl. 1, sob o n.º 62.425, consta que:

nasceu TALITA REZENDE DOS SANTOS

do sexo feminino

nascido(a) à Hospital e Maternidade Santa Rosa, Niterói

no dia dezenove (19) de outubro de 1992

às 09 horas e 55 minutos,

filho de MARCELO MATTA DOS SANTOS

e de SIRLEIA REZENDE DOS SANTOS

Avós paternos Jorge Coutinho dos Santos

e Maria da Conceição Matta dos Santos

Avós maternos Orlando Rezende de Carvalho

e Delair Alves de Rezende

Foi declarante o pai

Data do registro 20.10.1992

Testemunhas Fábio André Cardoso de Souza

e Marcio Matta dos Santos.:

Observações: .:

O referido é verdade e dou fé.

CARTÓRIO DA 2.ª ZONA JUDICIÁRIA
REGISTRO CIVIL
OLIVIA MOTTA SCISINIO DIAS
OFICIAL TITULAR
HERLON JOSÉ DA SILVA COSTA
AUTORIZADO
Rua Gavião Peixoto, 80/804 - Icaraí - Niterói - RJ

Niterói, 20 de outubro de 1992

Escrivã e Oficial

Talita Rezende dos Santos

Assinatura do titular / Signature du titulaire
Bearer's signature / Firma del titular

GD474380

Este passaporte deve ser assinado pelo titular, salvo em caso de incapacidade.

Ce passeport doit être signé par le titulaire, sauf en cas d'incapacité.

This passport must be signed, except where the bearer is unable to do so.

Este pasaporte debe ser firmado por el titular, salvo en caso de incapacidad.

REPÚBLICA FEDERATIVA DO BRASIL

PASSAPORTE
PASSPORT

P BRA GD474380

SOBRENOME / SURNAME
REZENDE DOS SANTOS

NOME / GIVEN NAMES
TALITA

NACIONALIDADE / NATIONALITY
BRASILEIRO(A)

DATA DO NASCIMENTO / DATE OF BIRTH
19 OUT/OCT 1992

IDENTIDADE Nº / PERSONAL No

SEXO / SEX
F

NATURALIDADE / PLACE OF BIRTH
NITERÓI/RJ

FILIAÇÃO / FILIATION
MARCELO MATTA DOS SANTOS

SIRLEIA REZENDE DOS SANTOS

DATA DE EXPEDIÇÃO / DATE OF ISSUE
28 DEZ/DEC 2021

AUTORIDADE / AUTHORITY
SR/DPF/RJ

VALIDO ATÉ / DATE OF EXPIRY
27 DEZ/DEC 2031

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17.09.25 60
AMSTERDAM SCHIPHOL
G 189
VISTOS VISAS
VISA
UNITED STATES OF AMERICA
Issuing Post Name
RIO DE JANEIRO
Control Number
20242928900064
Surname
REZENDE DOS SANTOS
Visa Type /Class
R B1/B2
Given Name
TALITA
Nationality
BRZL
Passport Number
GD474380
Sex
F
Birth Date
19OCT1992
Entries
M
Issue Date
22OCT2024
Expiration Date
20OCT2034
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Annotation
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