



CERTIFICATE

OF PARTICIPATION

is awarded to

Nicky V. Ababat

For her active participation during the conduct of the activity entitled "Unlocking Excellence:
The 5S Revolution for Clerks and Heads at Visayas State University"
on November 29, 2023.

Given this 29th day of November 2023 at the
Visayas State University, Visca, City of Baybay, Leyte.


DANIEL LESLIE S. TAN
OIC-PRESIDENT



CERTIFICATE

OF PARTICIPATION

is presented to

Nicky V. Ababat

(8-hour Training)

For demonstrating commendable commitment and active participation during the **"HRIS Software Onboarding"** on December 6, 2023 via Zoom at the Visayas State University, Baybay City, Leyte.

A handwritten signature in blue ink, appearing to read "Homes", positioned above the printed name.

HONEY SOFIA V. COLIS
Director, HRMO



CERTIFICATE OF PARTICIPATION

This certificate is presented to

Nicky V. Ababat

For demonstrating commendable commitment and active participation during the
"Shaping Culture: Embracing Values for Productive Workplace Performance" on
May 15, 2024, at the RDEI Hall, Visayas State University, Baybay City, Leyte.

A handwritten signature in blue ink, reading "Honey Sofia V. Colis".

HONEY SOFIA V. COLIS
Director, HRMO





CERTIFICATE OF PARTICIPATION

This certificate is presented to

Nicky V. Ababat

For demonstrating commendable commitment and active participation during the
**"From Policy to Practice: EODB, DPA of 2012, and PIA Reorientation for Visayas State
University (VSU) Personnel"** on July 29, 2024, at the 2nd Floor, CCE, Visayas State
University, Baybay City, Leyte.

A handwritten signature in blue ink, appearing to read "Honey".

HONEY SOFIA V. COLIS
Director, HRMO

