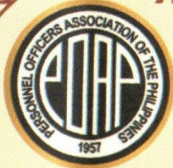


Personnel Officers Association of the Philippines, Inc.

A Civil Service Commission (CSC)-Accredited Learning and Development Institution



No.9 Biscayne Street, South Fairview, Brgy Fairview Park, Quezon City
poap_org@yahoo.com Tel Nos: (02) 8373-3468, 0917-8614273 & 0949-8892046

Certificate of Participation

is awarded to

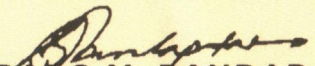
MARCHO P. BANDALAN

for having completed thirty-two (32) training hours on

Towards Effective Managerial Competencies

held on August 22 - 25, 2023

at La Carmela de Boracay, Station 2, Boracay Island, Malay Aklan


SOMERADO M. PANDAPATAN
President



Republic of the Philippines
Office of the President
NATIONAL ARCHIVES OF THE PHILIPPINES

AWARDS THIS

Certificate of Completion

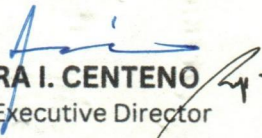
TO

MARCHO P. BANDALAN

in acknowledgment of completion of the
Regional Seminar-Workshop on Basic Records and Archives Management
on 20-22 February 2024, 8:00 AM – 5:00 PM, at Royce Hotel & Casino, Clark Freeport, Pampanga

VICTORINO MAPA MANALO, C.E.S.E.
Executive Director

For:


AURORA I. CENTENO
Deputy Executive Director





Republic of the Philippines
COMMISSION ON AUDIT

Regional Office No. VIII
Leyte Government Center, Candahug, Palo, Leyte

Certificate of Training

This is to certify that

Marcho P. Bandalan

has satisfactorily completed the seminar on

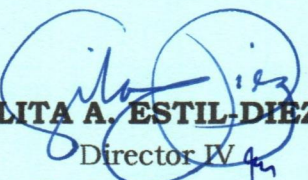
Property and Supply Management System

conducted at the Training Center on

July 17-20, 2018

(32 Training Hours)

*Given this 20th day of July, 2018 at the
Commission on Audit RO No. VIII, Candahug, Palo, Leyte*


LITA A. ESTIL-DIEZ

Director IV
Regional Director

Republic of the Philippines



Government Procurement
and Policy Board



Department of Budget and
Management, RO VIII

In coordination with the



Region Eight Association of
Local Budget Officers, Inc.

Certificate of Participation

is hereby presented to

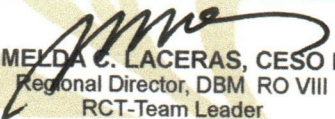
MARCHO P. BANDALAN

For having participated in the

Full Length Training on R.A. 9184 and the 2016 Revised Implementing Rules and Regulations (IRR)

Held on September 6-8, 2017 at Ritz Tower de Leyte, Tacloban City

*Given this 8th day of September
In the Year of Our Lord Two Thousand and Seventeen*


IMELDA C. LACERAS, CESO III
Regional Director, DBM RO VIII
RCT-Team Leader


MARIA GINAP. HIPE
REALBO President
Provincial Budget Officer-Leyte



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF ATTENDANCE

is hereby given to

MARCHO P. BANDALAN

for having attended during the ISO 9001:2015 Awareness & Re-awareness Webinar
conducted on August 29, 2023.

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

EDGARDO E. TULIN

President



CERTIFICATE

OF PARTICIPATION

is awarded to

Marche P. Bandalan

For his 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.

A blue ink signature of Daniel Leslie S. Tan is written above the name.

DANIEL LESLIE S. TAN

OIC-PRESIDENT