



Republic of the Philippines  
Department of Education  
DepEd Complex, Meralco Avenue, Pasig City

# Certificate of Participation

This certificate is presented to

**LERMAFLOR G. NAPOLES**

for his/her active participation during the conduct of **Capacity Building of Human Resource Management Officers (HRMOs)** on November 20-24, 2023 at Crown Regency Residences, Cebu City

Given at Crown Regency Residences, Cebu City on the 24th day of November 2023.

**WILFREDO E. CABRAL**

Regional Director, DepEd NCR  
Officer-in-Charge, Office of the Undersecretary  
Human Resource and Organizational Development





Republic of the Philippines

**LEYTE NORMAL UNIVERSITY**

Tacloban City

**REO**

RESEARCH ETHICS OFFICE

# CERTIFICATE OF PARTICIPATION

*awards this*

*to*

**Lermaflor G Napoles**

for his/her active participation during the **Orientation on Research Ethics and LNU-REC Protocols** held on November 24, 2023 via Zoom.

Given this 24th day of November, 2023 at Leyte Normal University, Tacloban City.

  
**EVELYN B. AGUIRRE, DA**  
University President



Civil Service Commission Regional Office VIII

This

## CERTIFICATE OF COMPLETION

is awarded to

*Lermaflor G. Napoles*

for having successfully completed the

## 2023 Service Excellence Summit for Leaders (SESL)

(Credit of Sixteen [16] Leadership and Management Training Hours)

conducted by the Civil Service Commission Regional Office VIII

on 9 - 10 November 2023

at Marco Polo Plaza Cebu, Cebu City.

*Marilyn E. Taldo*

**ATTY. MARILYN E. TALDO**

Director IV

Attested by:

*Jay M. Mereulos*

**JAY M. MEREULOS**

Chief Human Resource Specialist

Human Resource Division



## CERTIFICATE OF APPEARANCE

Lermaflor G. Napoles

This is to certify that

attended the **2023 Service Excellence Summit for Leaders (SESL)**  
on 9 - 10 November 2023, held at the Marco Polo Plaza Cebu, Cebu  
City.

**This further certifies that this Certificate of Appearance shall not  
substitute for the Certificate of Training which shall only be  
issued upon full payment of the registration fee.**

Issued for whatever purpose it may serve this 10<sup>th</sup> day of  
November 2023, Cebu City, Philippines.

*Jay M. Mereulos*  
**JAY M. MEREULOS**

Chief Human Resource Specialist

Human Resource Division



Civil Service Commission Regional Office VIII

## CERTIFICATE OF COMPLETION

This

is awarded

*Lernaflor G. Napoles*

for having successfully completed the

2022 Regional Congress of Human Resource Management

Practitioners in Eastern Visayas

(Credit of Sixteen [16] Leadership and Management Training Hours)

conducted at Summit Hotel, Tacloban City by the

Civil Service Commission Regional Office VIII

on 24 - 26 August 2022.

*Marilyn E. Taldo*

ATTY. MARILYN E. TALDO

Director IV

Attested by:



*Banello P. Gabon*  
BANELLO P. GABON, Ph.D.

Chief Human Resource Specialist

Human Resource Division



Civil Service Commission Regional Office VIII

## CERTIFICATE OF APPEARANCE

This is to certify that

Lernaflor G. Napoles

attended the 2022 Regional Congress of Human Resource Management Practitioners in Eastern Visayas on August 24-26, 2022, held at the Summit Hotel, Tacloban City.

This further certifies that this Certificate of Appearance shall not substitute for the Certificate of Training which shall only be issued upon full payment of the registration fee.

Issued for whatever purpose it may serve this 26th day of August 2022, Summit Hotel, Tacloban City.

*Banello P. Gabon*  
BANELLO P. GABON, Ph.D.  
Chief Human Resource Specialist  
Human Resource Division



Republic of the Philippines  
**LEYTE NORMAL UNIVERSITY**  
Tacloban City



**LNU-REC**



# **CERTIFICATE OF PARTICIPATION**

is awarded to

**LERMAFLOR G. NAPOLES**

for her active participation during the **Leyte Normal  
University-Research Ethics Committee Standard  
Operating Procedure Writing** held on December 5-8,  
2022.

Given this 8<sup>th</sup> day of December 2022 at Sabin Resort  
Hotel, Ormoc City.

  
**EVELYN B. AGUIRRE, DA**

President  
Leyte Normal University

# EXECUTIVE EDUCATION in LEADERSHIP DEVELOPMENT



## Leadership

*"Through our teachers we see the future of our country  
and through their good deeds we prosper as a nation."*

**SACEDA YOUTH LEAD SCHOOL, INC.**  
*Empowering Leaders, Strengthening Communities*

**DEPARTMENT OF EDUCATION**  
Regional Office VIII, Tacloban City

Award this

### CERTIFICATE of COMPLETION

To

**LERMAFLOR G. NAPOLES**

Participant, Executive Education in Leadership Development: Regional Supervisors and SDO  
Grievance Committee Members Leadership Development Program

**February 23-25, 2022, Tacloban City**

*For successfully completing the Leadership Course in the fulfillment of the  
requirements of the Executive Education in Leadership Development.*

*As Regional Supervisors and SDO Grievance Committee members dedicate their lives  
to the mission of excellence, this merit becomes a symbolic commitment to academic  
and cultural achievement, a leadership role for total human development and well-  
being.*

Given this day, 25th day of February 2022 in Tacloban City,  
Province of Leyte, Philippines

  
**DR. EVELYN R. FETALVERO**  
Regional Director, DepEd VIII

  
**DR. DAVE G. SACEDA**  
Chair and Lecturer





Republic of the Philippines  
**Department of Education**  
REGION VIII - EASTERN VISAYAS  
Government Center, Candahug, Palo, Leyte

presents this

# CERTIFICATE OF PARTICIPATION

to

## LERMAFLOR G. NAPOLES

for having actively participated in the  
**CAPABILITY ENHANCEMENT OF RECORDS OFFICER AND DOCUMENT CONTROLLERS  
ON DATA PRIVACY, MANAGEMENT, CONTROL AND DISPOSITION**  
conducted on September 21, 2020 at DepEd RO8 NEAP, Mess Hall, Government Center,  
Candahug, Palo, Leyte.

Given this September 21, 2020 at DepEd RO8 NEAP, Mess Hall, Government Center, Candahug, Palo, Leyte

  
**RAMIR B. UYTICO EdD, CESO IV**

Director IV



**LEAD, EMPOWER, AND ACHIEVE THROUGH DATA DRIVEN DECISIONS**  
*...where LEADers create great schools*



## Department of Education

Bureau of Human Resource and Organizational Development

# CERTIFICATE OF PARTICIPATION

is given to

**LERMAFLOR G. NAPOLES**

for actively participating in the **2019 Human Resource (HR) Assembly** held on April 03-05, 2019 at  
La Fortuna Hotel, Cebu City, Cebu

**Atty. REVSEE A. ESCOBEDO**  
OIC-Undersecretary for Field Operations  
HR-EWD and PD, and DEACO

**JESUS L.R. MATEO**  
Undersecretary for Planning and Field Operations



Department of Education  
**REGIONAL OFFICE NO. VIII, EASTERN VISAYAS**  
Government Center, Candahug, Palo, Leyte  
*ISO 9001:2015 CERTIFIED*

presents this

# Certificate of Participation

to

**LERMAFLOR G. NAPOLES**

Biliran Division

for having actively participated in the Cluster Training on  
Program Management Information System (PMIS) Basic Education Inputs Module and System Enhancements  
conducted on October 8-11, 2019 at Leyte Park Resort Hotel, Tacloban City.

Given this 11th day of October 2019 at at Leyte Park Resort Hotel, Tacloban City.



**RAMIR B. UYTICO, Ed.D., CESO IV**

Director IV

**LEAD, EMPOWER, AND ACHIEVE THROUGH DATA DRIVEN DECISIONS**  
...where LEADers create great schools



This

## CERTIFICATE OF COMPLETION

is awarded to

*Lermaflor G. Napoles*

for having successfully completed the

**2019 PUBLIC SECTOR HR SYMPOSIUM  
"MOVING TOGETHER TOWARD AMBISYON NATIN 2040"**

*(credit of sixteen [16] hours leadership and management training)*

held on July 24-26, 2019  
at the Philippine International Convention Center  
Pasay City

Given this 26<sup>th</sup> day of July 2019.

*Alicia dela Rosa-Bala*  
**ALICIA dela ROSA-BALA**  
Chairperson

Attested by :

*Arthur Luis P. Florentin*  
**ARTHUR LUIS P. FLORENTIN**  
Executive Director IV  
Civil Service Institute



## Department of Education

Bureau of Human Resource and Organizational Development

# CERTIFICATE OF PARTICIPATION

is given to

**LERMAFLOR G. NAPOLES**

for actively participating in the Workshop for the Preparation & Submission of Inventory of  
DepEd Personnel  
on October 3-4, 2019 at DepEd Ecotech Center, Cebu City.

**Atty. REVSEE A. ESCOBEDO**

Assistant Secretary

Officer-In-Charge, Office of the Undersecretary  
Field Operations, HR-EWD and PD, and DEACO



## Department of Education

Bureau of Human Resource and Organizational Development

# CERTIFICATE OF PARTICIPATION

is given to

**LERMAFLOR G. NAPOLES**

for his/her active participation in the "FY 2018 Performance-Based Bonus (PBB) Validation Workshop"  
held at DepEd Ecotech Center, Cebu City from 30 September to 02 October 2019.

A blue ink signature of Atty. Revsee A. Escobedo, written in a cursive style.

**Atty. REVSEE A. ESCOBEDO**

Assistant Secretary

Officer-In-Charge, Office of the Undersecretary  
for Field Operations, HR-EWD and PD and DEACO