Civil Service Commission Regional Office VIII

This

CERTIFICATE OF COMPLETION

is awarded to

Michael O. Cabug-os

for having successfully completed the

2022 Conversations with Local Leaders in Eastern Visayas

(Credit of Sixteen [16] Leadership and Management Training Hours)
conducted at Waterfront Cebu City Hotel, Cebu City
by the
Civil Service Commission Regional Office VIII
on 28 – 29 November 2022.

ATTY. MARILYN E. TALDO
Director IV

Attested by:

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

Certificate
OF PARTICIPATION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Michael Olazo Cabug-Os

GROAP, INC.

In sincere appreciation for active participation in the Webinar Training on the

"Establishment of Records Management Program in Government Office"

conducted on October 27-29, 2021 via Zoom.

ESTRELLA M. DOMINGO
Archivist/Resource Speaker
Member-NCCA/NCA

ROSEMARIE L. CALARANAN
National President
EXECON Member- NCCA/NCA

PHILIPPINE ASSOCIATION OF STATE UNIVERSITIES AND COLLEGES
STATE COLLEGES AND UNIVERSITIES ATHLETIC ASSOCIATION
EASTERN VISAYAS

presents this

Certificate of Recognition

to

MR. MICHAEL O. CABUG-OS

for sharing his expertise as speaker during the
PASUC-SCUAA 8: REGISTRARS AND DOCUMENT OFFICERS TRAINING-WORKSHOP
held in Eastern Visayas State University, Tacloban City, Philippines on 30-31 May 2018.

Given this 31st day of March 2018 at the Eastern Visayas State University, Tacloban City, Philippines.

DOMINADOR O. AGUIRRE, JR., DM
President, PASUC 8

Eastern Visayas Registrars Association of Higher Education Institutions , Inc.
in coordination with
Commission on Higher Education (CHED)
Region 8

Certificate of Participation

This is to certify that

MICHAEL O. CABUG-OS

participated in the **Data Privacy Act Training and Orientation for Registrars**

held on March 17,2018 at the Conference Hall, 2nd Floor Admin. Bldg. ,Saint Paul School of Professional Studies, Palo, Leyte.

Given this 17th day of March, 2018 at Saint Paul School of Professional Studies, Palo, Leyte..

JOSEFINA S. APOSTOL
EVRAHEI President

Philippine Records Management Association, Inc.

PHILGEPS Accredited Supplier (CN: 2013-96619)
Member, National Committee on Archives, National Commission for Culture and the Arts (NCCA)

CERTIFICATE

awarded to

Michael O. Cabug-Os

for attending the seminar-workshop on

Generally Accepted Recordkeeping Principles (GARP®)

held on 12-14 September 2017
Crown Regency Residences
V. Rama Avenue, Guadalupe, Cebu City

Apolonia L. Talatala
Secretary

Emmy E. Ballesfin
President

Valid only with PRMA seal

Actualizing vision
Harnessing potentials
Improving lives

Republic of the Philippines
Northwest Samar State University
Calbayog City

Certificate of Participation

is awarded to

MICHAEL O. CABUG-OS

For his/her active participation during the "Two Day Seminar Workshop on Budget Preparation and Procurement Process, held on December 19-20, 2016 at NwSSU AVR and Bay Park Hotel.

Number of Hours Attended:_____

Given this 20th day of December 2016 at the Bay Park Hotel, Calbayog City Samar.

NANCY L. GETALADO, Ph.D.
Dean, CIT / Over All Chairman

BENJAMIN L. PECAYO, Ed.D.
Vice President for Administration

Republic of the Philippines

NORTHWEST SAMAR STATE UNIVERSITY

Main Campus, Calbayog City

Human Resource Management Office

Awards this

Certificate of Participation

to

MR. MICHAEL O. CABUG-OS

for his active participation during the

Workshop on Performance Calibration

held at AVR, NwSSU-Main Campus,
Calbayog City, Samar
on September 21-22, 2016.

Given this 22nd day of September 2016
at NwSSU Main Campus, Calbayog City, Samar.

AVELINA N. BERGADO, Ed. D.
University President