



CERTIFICATE

OF PARTICIPATION

is presented to

Joana Lin C. Sy

(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, which appears to read "Homes", is positioned above the printed name of the Director.

HONEY SOFIA V. COLIS

Director, HRMO



CERTIFICATE

OF PARTICIPATION

is awarded to

Joana Lin C. Sy

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.

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

DANIEL LESLIE S. TAN
OIC-PRESIDENT



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF ATTENDANCE

is hereby given to

JOANA LIN C. SY

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