



present this


# *Certificate of Participation*

to

MARIAN G. SACRO

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for the active participation during the  
**Youth Entrepreneurship: Entrepreneurial Mindsetting and Business Planning**  
held on the 24th day of April 2018 at VSU Hostel Function Hall, VSU, Baybay City, Leyte



**DESIDERIO P. BELAS JR., CESO III**  
Provincial Director  
DTI Leyte

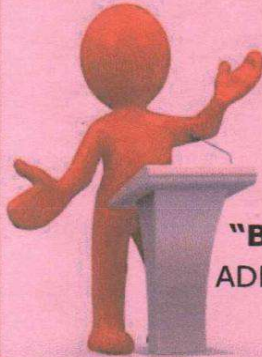




Department of Business and Management  
Society of Agribusiness Students  
Visayas State University  
ViSCA, Baybay City, Leyte



Presents this



## CERTIFICATE OF PARTICIPATION

To

*Marian G. Sacro*

For having attended in the seminar with the theme of  
**"Breaking Limits: Be an Effective Speaker"** held at the  
ADE 125N Visayas State University, Visca Baybay City, Leyte

Given this 27th day of November 2018.

Dr. Analita Salabao  
Event Organizer

*Constantino II Lazona*  
Event Coordinator



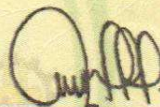





This  
**Certificate of Appearance**  
is awarded to

*Marian Sacro*

*For participating actively during this 2-day Educational Tour  
here in Cebu from May 4-5, 2018.*

*Companies visited are as follows:*

- a. Cebu Federation of Dairy Cooperatives*
- b. Liwayway Marketing Corporation*
- c. Negosyo Center Cebu*
- d. Obra Cebuana Furniture Designs, Inc.*
- e. Profood International Corporation*
- f. Susing's Guitar Factory*

  
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# Certificate of Participation

This certificate is presented to

**Marian G. Sacro**

for actively participating in the Training on identification of proper and complete items Technical Specification and parameters and orientation of the Purchase Request (PR) Module of the Supply Properties Procurement Management Information System (SPPMIS).

*Given this August 28, 2020.*



A handwritten signature in blue ink, which appears to read 'D. Ferraren'.

**Dr. DILBERTO O. FERRAREN**

Vice President for Planning, Resource Generation & Auxiliary Services







# CERTIFICATE OF ATTENDANCE

This is presented to

**Marian G. Sacro**

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for attending a webinar presentation on "Document Tracking System"  
last November 13, 2020 (3 hours).

By the Human Resource Information System.

A blue ink signature of Dr. Remberto A. Patindol, written in a cursive style. The signature is positioned above a horizontal line.

**Dr. REMBERTO A. PATINDOL**

Vice President for Administration & Finance



# CERTIFICATE OF ATTENDANCE

is hereby given to

**MARIAN G. SACRO**

for having attended the ISO 9001:2015 Awareness/Re-awareness Seminar  
conducted on August 30 & 31, 2022 at the VSU RDE Hall.

Given this 31<sup>st</sup> day of August 2022 at the  
Visayas State University, ViSCA, Baybay City, Leyte.

  
**EDGARDO E. TULIN**  
President



**VISAYAS**  
STATE UNIVERSITY

# CERTIFICATE OF ATTENDANCE

*is hereby given to*

**MARIAN S. BONGCALES**

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 presented to

**MARIAN S. BONGCALES**

For actively participating in the  
**"Mental Health Wellness Seminar"**  
on April 25, 2023 at the RDE Hall, Visayas State University, Baybay City.

  
**HONEY SOFIA V. COLIS**  
Director, HRMO





# CERTIFICATE

## OF PARTICIPATION

is awarded to

*Marian S. Bongcales*

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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

This certificate is presented to

Sacro, Marian G.

for actively participating

in the **DBM and SABS Orientation Seminar** conducted on  
October 14, 2017 at the VSU RDE Hall, Baybay City, Leyte

Given this 14<sup>th</sup> of October 2017 at VSU, Baybay City  
Leyte



A handwritten signature in black ink, appearing to read 'Dr. Antonio P. Abamo', written over a horizontal line.

DR. ANTONIO P. ABAMO  
Head,  
Department of Business and Management

A handwritten signature in black ink, appearing to read 'Ma. Lovely A. Cortezo', written over a horizontal line.

MA. LOVELY A. CORTEZO  
President,  
Society of Agribusiness Students





# CERTIFICATE

## OF PARTICIPATION

is presented to

**Marian S. Bongcales**

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(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.



*Homes*

**HONEY SOFIA V. COLIS**  
Director, HRMO



## KNIGHTS OF ONLINE MARKETERS

A Member of the Davao Chamber of Commerce and Industry, Inc. Since 2014  
Awardee of Presidential Citation for Membership Distinction 2017-2019  
Davao City, Philippines 8000

# CERTIFICATE

## OF PARTICIPATION WEBINAR ON HR TRAINING AND DEVELOPMENT

This is to formally certify and acknowledge that

**Marian Bongcales**

has actively participated the "Webinar on Human Resource Training and Development: Strategies for Empowering Excellence of the Human Capital in a High-Performance Workplace" conducted by Knights of Online Marketers via Zoom and Facebook live streaming.

This certificate is given this 3rd day of February 2024.

**RONALD PIPER R. RAMBOANGA, RN, MA**

Founder and Owner, Knights of Online Marketers  
Certified Coach and Mentor, Philippine Center for Entrepreneurship  
Davao's Most Influential Personality 2015 (Davao Eagle Online)



Certificate Serial Number: 2024-KOM-HRM-0203