

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

ANTONETTE S. CRUZ

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

Personality Development and Developing Customer Satisfaction

*held on June 13 - 16, 2023
at A&A Plaza Hotel, Puerto Princesa City*


SOMERADO M. PANDAPATAN
President



CERTIFICATE OF ATTENDANCE

is hereby given to

ANTONETTE S. CRUZ

for having attended the "Orientation/Re-orientation of Duties and Responsibilities of dDRCs and AdDRCs, and Cascading of Documents and Records Control Procedure Manuals and Guidelines" conducted on September 7, 2022 at the 1st Floor CCE Bldg., VSU, Baybay City, Leyte.

Given this 7th day of September 2022 at the Visayas State University, ViSCA, Baybay City, Leyte.

A handwritten signature in blue ink, appearing to read 'Paw'.

PAMELA P. ORAÑO
University Document and
Records Controller

A handwritten signature in blue ink, appearing to read 'Aleli'.

ALELI A. VILLOCINO
Quality Management
Representative



VISAYAS
STATE UNIVERSITY

**OFFICE OF THE DIRECTOR FOR
HUMAN RESOURCE MANAGEMENT**

Certificate of Attendance

is presented to

ANTONETTE S. CRUZ

**For actively participating the Re-Orientation of Employees' Duties and
Responsibilities and Good Customer Service on September 23, 2021 via Zoom
Visayas State University
Baybay City, Leyte**

A handwritten signature in blue ink, appearing to read "Homes".

HONEY SOFIA V. COLIS
OIC-Director, ODHRM

A handwritten signature in blue ink, appearing to read "Edgardo".

EDGARDO E. TULIN
President



DEPARTMENT OF SCIENCE AND TECHNOLOGY
SCIENCE AND TECHNOLOGY INFORMATION INSTITUTE (DOST-STII)

present this

CERTIFICATE OF PARTICIPATION

to

ANTONETTE S. CRUZ

for having participated in the
webinar entitled "**Control Your Records before They Control You:
The Basics of Records Management and Records Control**"

Given this 27th day of January 2021 via Zoom.



RICHARD P. BURGOS
DIRECTOR, DOST-STII



CERTIFICATE OF ATTENDANCE

This is presented to

Antonette S. Cruz

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 over a horizontal line.

Dr. REMBERTO A. PATINDOL

Vice President for Administration & Finance

Certificate of Participation

This certificate is presented to

Antonette S. Cruz

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).

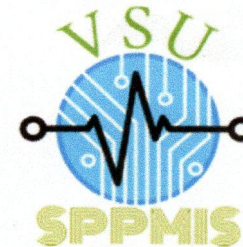
Given this August 28, 2020.



A handwritten signature in blue ink, appearing to read "D. Ferraren", is written over a horizontal line.

Dr. DILBERTO O. FERRAREN

Vice President for Planning, Resource Generation & Auxiliary Services





PERSONNEL OFFICERS ASSOCIATION OF THE PHILIPPINES, INC.

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

Room 310 Delta Bldg., West Avenue, West Triangle, Quezon City 1104 (02)373-0817; 373-3468

Certificate of Participation

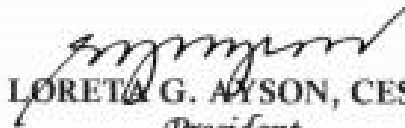
is awarded to

ANTONETTE S. CRUZ

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

Working Towards Personal Effectiveness

*held in Harbor Lights Hotel, Cagayan de Oro City
on Novemeber 20 - 23, 2018*


LORETA G. AYSON, CESO I
President



VISAYAS
STATE UNIVERSITY

presents this

Certificate of Participation

to

Antonette S. Cruz

*for his/her active involvement in the **Procurement Planning Workshop** held on September 13, 2016 at CCE Building,
Visayas State University, Visca Baybay City, Leyte.*

Given this 15th day of September 2016 at VSU, Baybay City, Leyte.

A handwritten signature in black ink, appearing to read 'Edgardo E. Tulín'.

EDGARDO E. TULIN, Ph.D.

President

Vision: The premier university of science and technology in the Visayas.

Mission: Provide excellent education, conduct relevant research and foster community engagement that produce highly competent graduates necessary for the development of the country.



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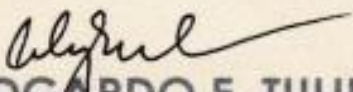
VISAYAS
STATE UNIVERSITY

presents this

Certificate of Participation
to
ANTONETTE S. CRUZ

for his/her active involvement in the *Workshop to Review and Improve Citizens' Charter per CSC MC No. 14, s. 2016* held on September 1, 2016 at PhilRootcrops Conference Hall, Visayas State University, Visca, Baybay City, Leyte.

Given this 2nd day of September 2016 at VSU, Baybay City, Leyte.


EDGARDO E. TULIN, Ph.D.
President



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This

Certificate of Participation

is awarded to

Antonette S. Cruz

for his/her active involvement in the **Procurement Act Orientation** held on September 9, 2016 at CCE Building, Visayas State University, Visca Baybay City, Leyte.

Given this 15th day of September 2016 at VSU, Baybay City, Leyte.


EDGARDO E. TULIN, Ph.D.
President