



CERTIFICATE OF PARTICIPATION

This certificate is presented to

Debie Jean M. Herbolingo

For demonstrating commendable commitment and active participation during the
"Orientation of Guidelines and Procedures on Processes/Services of the Offices under
Administrative Services Office (ASO)" on February 23, 2024 at the CCE Building,
Visayas State University, Baybay City, Leyte.

Honey

HONEY SOFIA V. COLIS
Director, HRMO



CERTIFICATE OF PARTICIPATION

This certificate is presented to

Debie Jean M. Herbolingo

For demonstrating commendable commitment and active participation during the
"Seminar Workshop on Basic Records and Archives Management (BRAM)"
on July 30-31, 2024, at the VSU Convention Center, Visayas State University, Baybay City,
Leyte.

Honey

HONEY SOFIA V. COLIS
Director, HRMO





CERTIFICATE OF PARTICIPATION

This certificate is presented to

Debie Jean M. Herbolingo

For demonstrating commendable commitment and active participation during the
**"From Policy to Practice: EODB, DPA of 2012, and PIA Reorientation for Visayas State
University (VSU) Personnel"** on July 29, 2024, at the 2nd Floor, CCE, Visayas State
University, Baybay City, Leyte.

HONEY SOFIA V. COLIS
Director, HRMO



CERTIFICATE OF APPRECIATION

This certificate is proudly presented to:

Debie Jean M. Herbolingo

for his/ her invaluable participation during the "Orientation on the
Roles and Responsibilities of Document and Records Controllers and
Re-cascading of Document and Records Control Processes and
Guidelines" on September 4, 2025.

Given this 4th day of September 2025, Visca, Baybay City, Leyte.

JOEL REY U. ACOB
Assistant, Quality Management Officer

ALELI A. VILLOCINO
Quality Management Officer

CERTIFICATE

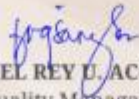
OF APPRECIATION

This certificate is proudly presented to:

Debie Jean M. Herbolingo

for his/ her invaluable participation during the "ISO 9001:2015
AWARENESS & RE-AWARENESS WEBINAR" on September 5, 2025.

Given this 5th day of September 2025, Visca, Baybay City, Leyte.



JOEL REY U. JACOB

Assistant, Quality Management Officer



ALELI A. VILLOCINO

Quality Management Officer