



Republic of the Philippines  
Department of Education  
Region VIII  
Schools Division Office of Baybay City  
Diversion Road, Gaas, Baybay City, Leyte

This

# Certificate of Recognition

is presented to

**JOHN PAOLO A. CAINTIC**

in acknowledgement and commendation for the invaluable service rendered as **Resource Person** in the **Capability Building of Administrative Assistants and Officers on Personnel Actions** held on April 3-4, 2023 at Sabin Resort Hotel, Brgy. Bantigue, Ormoc City, Leyte.

Given this 4th day of April, 2023 at Sabin Resort Hotel, Brgy. Bantigue, Ormoc City, Leyte.



**MANUEL P. ALBAÑO PhD, CESO V**  
Schools Division Superintendent



Republic of the Philippines  
Department of Education  
Region VIII  
**SCHOOLS DIVISION OF BAYBAY CITY**  
Diversion Road, Gaas, Baybay City, Leyte

presents this


# Certificate of Recognition

to

**JOHN PAOLO A. CAINTIC**

For his active involvement and commendable performance as **Innovation Presenter** during the conduct of **2021 Division Basic Education Research and Innovation Congress** with the theme "*Responsive Research and Innovation in the New Normal (RaIN)*" held on November 17-19, 2021 at Baybay City Division Educational Center (BCDEC), Baybay City, Leyte.

Given this 19th day of November, at Baybay City Division Educational Center,  
Baybay City, Leyte.

  
**CARMELINO P. BERNADAS PhD, CESO VI**  
OIC - Schools Division Superintendent 