



Certificate of Participation

is awarded to

Karen O. Paña

for the active participation in the webinar
**Agroforestry Research and Development Initiatives:
Experiences of Visayas State University**

held on 9 December 2021 organized by the Institute of Agroforestry,
College of Forestry and Natural Resources,
University of the Philippines Los Baños, College, Laguna.

Given this 9th day of December 2021.


JOSE NESTOR M. GARCIA
Director, IAF



TOWNS
The Outstanding Women in the Nation's Service

CERTIFICATE OF ATTENDANCE

is hereby granted to

Karen O. Paña

for his/her attendance to the

NAST PHL - TOWNS TALKS

**Climate Resilient Pathways
for Future Generations**

held on 25 November 2021, via Zoom


Luningning E. Samarita-Domingo
Director IV



**Ecosystems
Research and
Development
Bureau**

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES
ECOSYSTEMS RESEARCH AND DEVELOPMENT BUREAU

presents this

CERTIFICATE OF PARTICIPATION

to

KAREN O. PAÑA

for successfully participating in the virtual seminar titled “The Effects of Climate Change in the Phenology of Forest Trees” held on November 17, 2021 via Zoom and Facebook live.

HENRY A. ADORNADO, *Ph.D.*
Director



ALAB SOLUTIONS INC., ASI

awards this

CERTIFICATE

of Completion to

KAREN O. PANA

for having satisfactorily completed the

CLIMATE CHANGE AND OZONE DEPLETING SUBSTANCES

During the October Free Webinar Fest

Streamed live from San Fernando, Pampanga
on October 11, 2021

Given this 11th day of October 2021

A handwritten signature in black ink, appearing to read 'Lark V. Ebreo', is positioned above the printed name and title.

LARK V. EBREO
President, ALAB Solutions Inc.



ALAB SOLUTIONS INC., ASI

awards this

CERTIFICATE

of Completion to

KAREN O. PANA

for having satisfactorily completed the

EAT GREEN: DECREASE YOUR CARBON FOOTPRINT

During the October Free Webinar Fest

*Streamed live from San Fernando, Pampanga
on October 14, 2021*

Given this 14th day of October 2021

A handwritten signature in black ink, appearing to read 'Lark V. Ebreo', is positioned above the printed name.

LARK V. EBREO
President, ALAB Solutions Inc.



ALAB SOLUTIONS INC., ASI

awards this

CERTIFICATE

of Completion to

KAREN O. PANA

for having satisfactorily completed the

Pollution and Solution

During the October Free Webinar Fest

Streamed live from San Fernando, Pampanga
on October 12, 2021

Given this 12th day of October 2021

A handwritten signature in black ink, appearing to read 'Lark V. Ebredo', is positioned above the printed name and title.

LARK V. EBREDO
President, ALAB Solutions Inc.



ALAB SOLUTIONS INC., ASI

awards this

CERTIFICATE

of Completion to

KAREN O. PANA

for having satisfactorily completed the

Sustainable Energy Source

During the October Free Webinar Fest

Streamed live from San Fernando, Pampanga
on October 13, 2021

Given this 13th day of October 2021

A handwritten signature in black ink, appearing to read 'Lark V. Ebredo'.

LARK V. EBREDO
President, ALAB Solutions Inc.