



UNIVERSITY *of*
SAN CARLOS
SCIENTIA • VIRTUS • DEVOTIO

Graduate Programs
School of Business & Economics

CERTIFICATION

This is to certify that **MS. PAULINE S. CAINTIC** has complied with all the academic requirements from University of San Carlos with the degree, **Doctor of Philosophy in Business Administration** with Dissertation Title: “ADAPTIVE PERFORMANCE AND EMPLOYEE ENGAGEMENT MODELS FOR PUBLIC HEIS IN LEYTE ISLAND, PHILIPPINES DURING THE COVID-19 PANDEMIC”.

Her Last term of Enrolment was last 1st Semester 2022-23. Ms. Caintic’s Transcript of Records & diploma is still on process after her graduation last January 21, 2023.

This certification is being issued for **Ms. Caintic** for whatever Legal purpose it may serve her. Given this 15th day of February 2023.

A handwritten signature in black ink, appearing to read 'Ana Liza R. Tan'.

ANA LIZA R. TAN, DBA
Coordinator,
Graduate Programs
School of Business & Economics