



CERTIFICATE OF PARTICIPATION


is awarded to


Ruen A. Sabando

For attending the Audio Production Workshop held at VSU DYDC,
Studio C on 22 February 2023 from 10:00 AM- 12:00 PM.

Given this 22nd day of February 2023, at the Department of
Development Communication, Visayas State University


ARJUN JAY LIBATO
PRESIDENT, VSU DeCSO


MARIANE U. DELA PEÑA
ADVISER, VSU DeCSO


DR. ULDERICO B. ALVIOLA
ADVISER, VSU DeCSO



CERTIFICATE


Of Participation

is awarded to

Ruen A. Sabando

For attending the VIDEO PRODUCTION WORKSHOP held at VSU
MMDC, AVR room on 25 February 2023 from 1:00 PM- 4:00 PM.

Given this 25th day of February 2023, at the Multimedia
Development Center, Visayas State University


ARJUN JAY LIBATO
PRESIDENT, VSU DeCSO


MARIANE U. DELA PEÑA
ADVISER, VSU DeCSO


DR. ULDERICO B. ALVIOLA
ADVISER, VSU DCSO



Province of Camiguin
Municipality of Mahinog
Mahinog, Camiguin, Province
Republic of the Philippines



CERTIFICATE

OF PARTICIPATION

IS GIVEN TO

RUEN A. SABANDO

for his/her participation during the conduct of the
“Registration of Fisherfolks and Information and Education Campaign (IEC) of RA NO. 10654”

Given this 4th day of August, 2023 at Mahinog, Camiguin, Province


MARITHEL M. HONDANERO
Municipal Agriculturist


HON. REY LAWRENCE K. TAN
Municipal Mayor



CERTIFICATE OF PARTICIPATION

is presented to

Ruen A. Sabando


for actively participating in the WORKSHOP ON NEWS WRITING FOR THE EYES AND EARS
held at the DDC - New Room on 17 OCTOBER 2023 from 8:00 AM - 12:00 PM.

Given this 17th day of October 2023 at the Department of Development Communication
(DDC) New Room, Visayas State University.


MARK CLARENCE A. GANTIAO
PRESIDENT, VSU SBC




MARIANE U. DELA PEÑA
ADVISER, VSU SBC


MIKAELA M. GONGORA
ADVISER, VSU SBC



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for actively participating in the one-day seminar workshop on
Circular Economy at Visayas State University.

Given this 29th day of November 2023 at the VSU Hostel
Function Hall, Lower Campus, VSU, Baybay City, Leyte, 6521-A
Philippines.

DR. ULDERICO ALVIOLA



CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for actively participating in the
3As: Appreciating Agriculture through Arts
held in celebration of the **Root Crops FIESTA**
on March 21, 2024 at Visayas State University,
Baybay City, Leyte, Eastern Visayas.

EDGARDO E. TULIN, PhD
Director, PhilRootcrops

HAZEL GRACE T. TAGANAS
Center Director, ATI-RTC 8



REPUBLIC OF THE PHILIPPINES
**SOUTHERN LEYTE
STATE UNIVERSITY**
SOGOD, SOUTHERN LEYTE

BAGONG PILIPINAS



ISO 9001:2015

CERTIFICATE

OF PARTICIPATION

IS PRESENTED TO :

Ruel A. Sabando

for his active involvement in the **Intensive Workshop for Journal Publication**, conducted on
October 23, 2024, from 9:00 AM to 5:00 PM at the 2nd floor of the RIES building,
SLSU-Main Campus, Sogod, Southern Leyte.

Given this **9th day of December 2024** at SLSU-Main Campus, San Roque, Sogod, Southern Leyte.


DR. FRANCIS ANN R. SY
VICE PRESIDENT, RIES


DR. DON ELISEO PRISNO III
NRCP RD LEADER



REPUBLIC OF THE PHILIPPINES
**SOUTHERN LEYTE
STATE UNIVERSITY**
SOGOD, SOUTHERN LEYTE



CERTIFICATE OF PARTICIPATION

THIS IS TO CERTIFY THAT

Ruen A. Sabando

for his active participation in the **Workshop on Bibliometric Analysis and Visualization Using VOSviewer**,
conducted on October 24, 2024, from 8:30 AM to 5:00 PM
at the RIES Training Hall, SLSU-Main Campus, Sogod, Southern Leyte.

Given this **9th day of December 2024** at SLSU-Main Campus, San Roque, Sogod, Southern Leyte.


DR. FRANCIS ANN R. SY
VICE PRESIDENT, RIES


DR. DON ELISEO PRISNO III
NRCP RD LEADER



REPUBLIC OF THE PHILIPPINES
**SOUTHERN LEYTE
STATE UNIVERSITY**
SOGOD, SOUTHERN LEYTE



CERTIFICATE

OF PARTICIPATION


This certificate is presented to

Ruen C.A. Sabando

for his active participation in the **Critiquing Papers of Bibliometric and Commentary Papers**,
conducted on October 28-29, 2024, from 9:00 AM to 5:00 PM
at the Conference Room of the RIES building, SLSU-Main Campus, Sogod, Southern Leyte.

Given this **9th day of December 2024** at SLSU-Main Campus, San Roque, Sogod, Southern Leyte.


DR. FRANCIS ANN R. SY
Vice President, RIES


DR. DON ELISEO PRISNO III
NRCP RD Leader



REPUBLIC OF THE PHILIPPINES
**SOUTHERN LEYTE
STATE UNIVERSITY**
SOGOD, SOUTHERN LEYTE



CERTIFICATE

OF PARTICIPATION

IS PRESENTED TO :

Ruen A. Sabando

for his active participation during the **Polishing of Research and Non-Methods Papers for Publication**
held on November 25-26, 2024, from 9:00 AM to 5:00 PM at the USSC Plenary Hall,
SLSU-Main Campus, Sogod, Southern Leyte.

Given this 9th day of December 2024 at SLSU-Main Campus, San Roque, Sogod, Southern Leyte.


DR. FRANCIS ANN R. SY
VICE PRESIDENT, RIES


DR. DON ELISEO PRISNO III
NRCP RD LEADER



Republic of the Philippines
SOUTHERN LEYTE STATE UNIVERSITY
Sogod, Southern Leyte



CERTIFICATE OF PARTICIPATION

_____ is presented to _____

Ruen A. Sabando

for actively participating in the **Re-Echo Seminar on Wellness Practical Tips "Wellness: It's not a trend, It's a lifestyle"** equivalent to four (4) hours, held on December 10, 2024, via MS Teams, conducted by the Office for Human Resource Management & Development, Southern Leyte State University Sogod, Southern Leyte.

Given this 10th day of December 2024 at Southern Leyte State University-Main Campus, Sogod, Southern Leyte, Philippines

A stylized signature of Jude A. Duarte.

JUDE A. DUARTE, DPA
University President



SOUTHERN LEYTE
STATE UNIVERSITY



CERTIFICATE OF PARTICIPATION

IS PRESENTED TO

Ruen A. Sabando

for his active participation during the *Writeshop on Peer Reviewing Journal Papers*, held on December 11, 2024, from 9:00 AM to 5:00 PM via Zoom at Southern Leyte State University - Main Campus, Sogod Southern Leyte

Given this on 11th day of December 2024 at Southern Leyte State University - Main Campus, San Roque, Sogod, Southern Leyte.


DR. FRANCIS ANN R. SY
Vice President, RIES



**SOUTHERN LEYTE
STATE UNIVERSITY**

Main Campus, San Roque, Sogod, Southern Leyte
Email: president@southernleyte.edu.ph
Website: www.southernleyte.edu.ph



CERTIFICATE OF COMPLETION

is presented to

RUEN A. SABANDO

in recognition for his/her active participation and completing
the workshop entitled "*Workshop on Patent Drafting and Intellectual Property Application
for Research-Based Engineering Technologies: Pathways to Incubation and
Commercialization*."

conducted at RIES training hall on December 11-12, 2024.

Given this 12th day of **December 2024**, at Southern Leyte State University-Main Campus,
Sogod, Southern Leyte.

JUDE A. DUARTE, DPA

President, Southern Leyte State University



Republic of the Philippines
EASTERN VISAYAS HEALTH RESEARCH AND DEVELOPMENT CONSORTIUM
DOST Regional Office No. 8, Government Center, Candahug, Palo, Leyte

awards this

CERTIFICATE OF PARTICIPATION

to

Ruen A. Sabando

for actively participating during the conduct of
"Epidemiologic & Experimental Studies, and Participatory Action Research"
held on December 12-13, 2024 via Zoom.

Given this 13th day of December, 2024.

EXUPERIA B. SABALBERINO, MD, MPH, CESE
Regional Director, DOH EV-CHD
Chairperson, EVHRDC Executive Committee



REPUBLIC OF THE PHILIPPINES
**SOUTHERN LEYTE
STATE UNIVERSITY**
SOGOD, SOUTHERN LEYTE



CERTIFICATE OF APPRECIATION

is presented to

MR. RUEN SABANDO

for sharing his invaluable contribution as a **Moderator** during the **Concept Proposal Presentation for External Funding Projects** held on **February 6 and 7, 2025** via **Google Meet**.

Given this 7th day of February 2025 at SLSU-Main Campus, San Roque, Sogod, Southern Leyte.

JUDE A. DUARTE, DPA
University President



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for his/her active involvement during the “**Orientation on Financial Management Transactions in VSU**” held on March 13, 2025 at RDE Hall, Visayas State University, Visca, Baybay City, Leyte.



HONEY SOFIA V. COLIS
Director, HRMD



PROSE IVY G. YEPES
University President, VSU



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for his/her active involvement during the L&D Activity on “**Yung Sumakses
Ka! Toolkits for Flourishing**” held on April 3, 2025 at RDE Hall,
Visayas State University, Visca, Baybay City, Leyte.

HONEY SOFIA V. COLIS
Director, HRMD

PROSE IVY G. YEPES
University President, VSU



CERTIFICATE

OF PARTICIPATION

is given to

Ruen A. Sabando

for his/her active involvement during the **“Orientation and Re-Orientation of Guidelines and Procedures on Processes/Services of the Offices Under Administrative Services (AS)”** held on April 8, 2025 at RDE Hall, Visayas State University, Visca, Baybay City, Leyte.



HONEY SOFIA V. COLIS
Director, HRMD



PROSE IVY G. YEPES
University President, VSU



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

In recognition of his/her active participation to the webinar titled
"Composting: Transforming Trash to Treasure,"
held on April 22, 2025, via Zoom.

HONEY SOFIA V. COLIS

Director, HRMD

PROSE IVY G. YEPES

University President, VSU



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for his/her active involvement during the seminar on mental health wellness
titled, **"Fostering Psychological Safety in the Workplace"** held on
April 30, 2025 at Convention Center, Visayas State
University, Visca, Baybay City, Leyte.

HONEY SOFIA V. COLIS

Director, HRMD

PROSE IVY G. YEPES

University President, VSU



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for his/her active involvement during the **“Workshop on Crafting HR Manuals and Revisiting the Merit System Plan”** held on May 21-22, 2025 at
Hostel Function Room, Visayas State University,
Visca, Baybay City, Leyte.

HONEY SOFIA V. COLIS
Director, HRMD

PROSE IVY G. YEPES
University President, VSU



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for his/her active involvement during the **“Orientation on the BOR Approved Internal Audit Framework”** held on May 27, 2025 at RDE Hall,
Visayas State University, Visca, Baybay City, Leyte.

HONEY SOFIA V. COLIS
Director, HRMD

PROSE IVY G. YEPES
University President, VSU



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for his active participation during the **"Reorientation Seminar on the Ease of Doing Business Act, Data Privacy Act of 2012, and Privacy Impact Assessment for Visayas State University Personnel,"**
conducted by the Human Resource Management and Development Office (HRMDO),
held on June 10, 2025, from 8:00 AM to 5:00 PM at the RDE Hall,
Visayas State University, Visca, Baybay City, Leyte.

Given this 10th day of June 2025 at the RDE Hall, Visayas State University,
Visca, Baybay City, Leyte, Philippines.

HONEY SOFIA V. COLIS

Director, HRMD

PROSE IVY G. YEPES

University President, VSU



VISAYAS
STATE UNIVERSITY
Cebu, Philippines

CERTIFICATE OF PARTICIPATION

is given to

Ruen A. Sabando

for his active participation during the **"Gender Sensitivity Training"** for newly hired faculty and staff,
conducted by the Human Resource Management and Development Office (HRMDO) in
coordination with the Gender and Development Office, held on June 9, 2025,
from 8:00 AM to 5:00 PM at the RDE Hall, Visayas State University,
Visca, Baybay City, Leyte.

Given this 9th day of June 2025 at the RDE Hall, Visayas State University,
Visca, Baybay City, Leyte, Philippines.

HONEY SOFIA V. COLIS

Director, HRMD

PROSE IVY G. YEPES

University President, VSU



VISAYAS
STATE UNIVERSITY

CERTIFICATE OF PARTICIPATION

is presented to

Ruen A. Sabando

Thirty-Two (32) Management and Leadership Training Hours
for his/her active participation during the four-day "**Seminar-Workshop on Succession Planning cum Crafting of the VSU's Succession Plan,**" held on July 28-31, 2025, from 8:00 AM to 5:00 PM at the
Center for Continuing Education, Visayas State University - Main Campus,
Visca, Baybay City, Leyte.

Given this 31st day of July 2025 at the CCE Building, Visayas State University,
Visca, Baybay City, Leyte, Philippines.


HONEY SOFIA V. COLIS

Director, Human Resource
Management and Development


FE JENNIFER B. PEREZ

Human Resource and Organizational
Development Consultant


PROSE IVY G. YEPES

University President