

# Personnel Officers Association of the Philippines, Inc.

*A Civil Service Commission (CSC)-Accredited Learning and Development Institution*



No.9 Biscayne Street, South Fairview, Brgy Fairview Park, Quezon City  
poap\_org@yahoo.com Tel Nos: (02) 8373-3468, 0917-8614273 & 0949-8892046

## *Certificate of Participation*

*is awarded to*

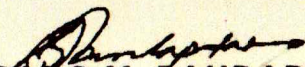
**LUCIO C. POLE, JR.**

*for having completed thirty-two (32) training hours on*

**Working Towards Personal Effectiveness**

*held on August 22 - 25, 2023*

*at Eurotel Boracay, Station 2, Boracay Island, Malay Alsan*

  
**SOMERADO M. PANDAPATAN**  
President