



Personnel Officers Association of the Philippines, Inc.

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

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CERTIFICATE OF PARTICIPATION

is awarded to

Norbert John Ortega Villas

for having completed twenty-four (24) training hours

PROBLEM SOLVING AND DECISION-MAKING

October 26 - 28, 2022

Given this 28th day of October, 2022


SOMERADO M. PANDAPATAN
PRESIDENT