



**VISAYAS**  
STATE UNIVERSITY

**OFFICE OF THE HEAD OF RECRUITMENT,  
SELECTION, PLACEMENT AND PERSONNEL  
RECORDS OFFICE**

Visca Baybay City, Leyte 6521-A, Philippines  
Phone/Fax: 565-0600 local 563-7323  
Email Address: [prpeo@vsu.edu.ph](mailto:prpeo@vsu.edu.ph)  
Website: [www.vsu.edu.ph](http://www.vsu.edu.ph)

**CERTIFICATE OF EMPLOYMENT**

To Whom It May Concern:

This is to certify that according to the records of this office, **Mr. Kim Franz B. Cabugwason** was contracted as **Utility Worker** on Job Order Status of the Commission on Audit in this University from July 12, 2016 up to July 31, 2017.

This certification is issued upon the request of Mr. Cabugwason for future employment reference.

Given this 15<sup>th</sup> day of April 2021 at VSU, Visca, City of Baybay, Leyte.

  
**JENNIFER E. ANDO**  
OIC-Head, RSPPRO *a*

OR No. 00598453  
Date Issued: April 13, 2021



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**Vision:**  
**Mission:**

A globally competitive university for science, technology, and environmental conservation.  
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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