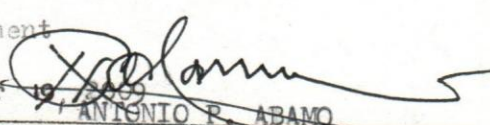


VISAYAS STATE UNIVERSITY
Baybay, Leyte

CERTIFICATION

THIS IS TO CERTIFY that Deryn Jan L. Avila
newly appointed Instructor I in the
(position/designation)
Department/Office of Dept. of Business Management
actually reported for duty on Nov. 19, 2009
(first day appointee actually reported)
Instructor I
Business and Management
November 19, 2009

ANTONIO P. ABAMO
Signature of Department/ Office Head

ANTONIO P. ABAMO