

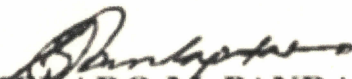
CERTIFICATE OF MEMBERSHIP

THIS IS TO CERTIFY

JANSEL JOI C. VILLAS

IS A MEMBER OF PERSONNEL OFFICERS ASSOCIATION OF
THE PHILIPPINES (POAP), INC. ON NOVEMBER 11, 2022.

ISSUED ON THE 11TH DAY OF NOVEMBER, 2022


SOMERADO M. PANDAPATAN
President

PERSONNEL OFFICERS
ASSOCIATION OF THE
PHILIPPINES, INC.

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