



CERTIFICATE OF PARTICIPATION

This certificate is presented to

Marco L. Cabras

For demonstrating commendable commitment and active participation during the
**“From Policy to Practice: EODB, DPA of 2012, and PIA Reorientation for Visayas State
University (VSU) Personnel”** on July 29, 2024, at the 2nd Floor, CCE, Visayas State
University, Baybay City, Leyte.

A handwritten signature in blue ink, appearing to read "Honey", positioned above the printed name.

HONEY SOFIA V. COLIS
Director, HRMO

