



**PERSONNEL OFFICERS ASSOCIATION OF THE PHILIPPINES, INC.**

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

Room 310 Delta Bldg., West Avenue, West Triangle, Quezon City 1104 (02)373-0817; 373-3468

# *Certificate of Participation*

*is awarded to*

**ANTONETTE S. CRUZ**

*for having completed thirty-two (32) training hours on*

**Working Towards Personal Effectiveness**

*held in Harbor Lights Hotel, Cagayan de Oro City  
on Novemeber 20 - 23, 2018*

  
LORETA G. AYSON, CESO I  
President