

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

No. 9 Biscayne Street, South Fairview, Brgy. Fairview Park, Quezon City  
poap\_org@yahoo.com, Tel Nos: (02) 8373-3468, 0917-8614273 & 0949-8892016



# CERTIFICATE

OF PARTICIPATION

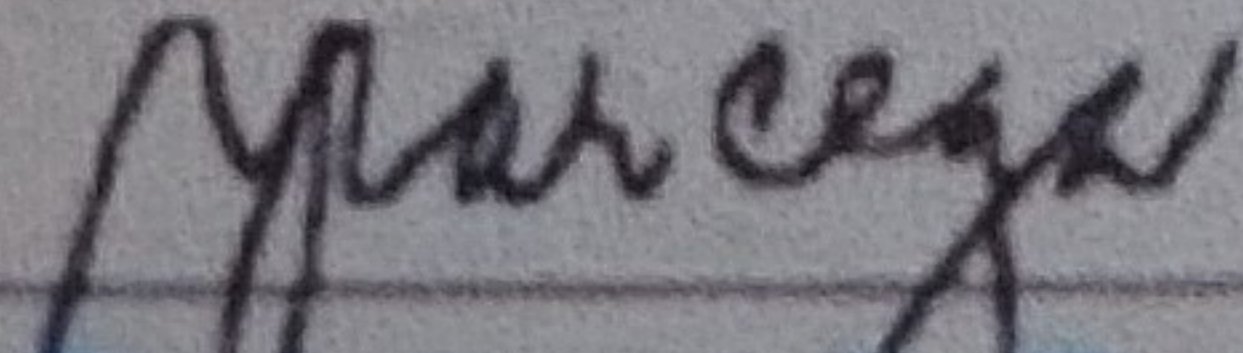
IS AWARDED TO

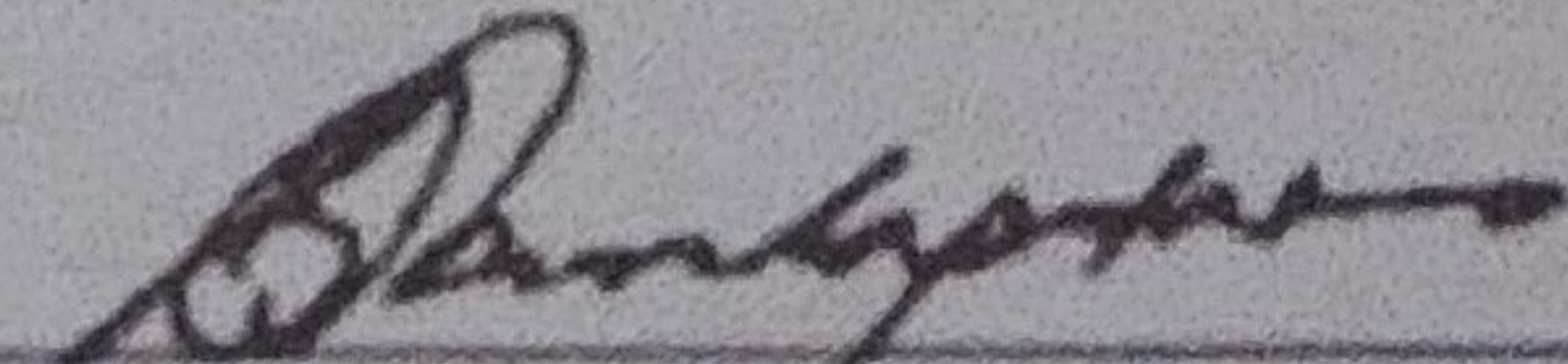
**VILLAS, NORBERT JOHN O.**

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

**Working Towards Personal Effectiveness**

*held on September 24-27, 2024  
at Grand City Hotel, Cagayan De Oro City*

  
Dir. Raymundo P. Arcega  
Vice-President

  
Dir. Somerado M. Pandapatan  
President