



Personnel Officers Association of the Philippines, Inc.

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

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CERTIFICATE OF PARTICIPATION

is awarded to

Dalisay F. Andres

for having completed twenty-four (24) training hours

Attaining Work-Life Balance and Productivity

November 9 - 11, 2022

Given this 11th day of November, 2022


SOMERADO M. PANDAPATAN

PRESIDENT