

Visayas State University
Office of the Director for Human Resource Management

presents this

CERTIFICATE OF APPRECIATION

TO

FRANCES ANN A. SANTOS

for sharing her valuable time as Lady of Ceremonies during the
**Re-orientation Webinar of Employees' Duties and Responsibilities and Good Customer
Service** in celebration with the 121st Philippine Civil Service
Commission Anniversary held on September 23, 2021 via Zoom, VSU, Baybay, Leyte

HONEY SOFIA V. COLIS
OIC-Director, ODHRM

EDGARDO E. TULIN
President



VISAYAS
STATE UNIVERSITY