



CERTIFICATE OF PARTICIPATION

This Is presented to

FRANCES ANN ARBIOL-SANTOS

for his/her active participation and invaluable contribution during

Recruitment, Selection, & Placement (RSP) refresher Training.

By the Management Information System (MIS)

conducted via Google meet on July 27 & 28, 2021 at the Visayas State University.

REMBERTO A. PATINDOL

Vice President for Administration & Finance