



CERTIFICATE

OF PARTICIPATION

is presented to

Norbert John O. Villas

(8-hour Training)

For demonstrating commendable commitment and active participation during the **"HRIS Software Onboarding"** on December 6, 2023 via Zoom at the Visayas State University, Baybay City, Leyte.



Homes

HONEY SOFIA V. COLIS
Director, HRMO
