



LEYTE NORMAL UNIVERSITY  
CAS DEPARTMENT



# CERTIFICATE OF RECOGNITION

is hereby presented to

**NICO PALMY R. BAYONA**

in grateful acknowledgement of his distinguished and invaluable service  
rendered as **Guest Speaker** during the Webinar entitled:  
**"Dive into IT: Remote Work Ethics and Customer Relationship Management (CRM)"**  
thereby contributing immeasurably to the success of the activity. ,

Given this 12th day of October, 2022, at Leyte Normal University,  
Tacloban City, Philippines

**GIL NICETAS B. VILLARINO, Ph.D**  
CAS Dean

**MARK LESTER P. LAURENTE, Ph.D**  
Subject Professor