



This

CERTIFICATE OF COMPLETION

is awarded to

Mark R. Quilates

for having successfully completed the

PROGRAM/COURSE DESIGN AND DEVELOPMENT

(credit of sixteen [16] hours leadership and management training)

held on November 7-8, 2019
at the Sarrosa International Hotel & Residential Suites
Cebu City

Given this 8th day of November 2019


ALICIA dela ROSA-BALA
Chairperson

Attested by :


ARTHUR LUIS P. FLORENTIN
Executive Director IV
Civil Service Institute

