



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
REGION VI

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This

Certificate Of Participation

is awarded to

_____ *(name of owner, manager or authorized representative)*

_____ *(Agency)*

For his/her active involvement in the

**Orientation Seminar on Department Order No. 18-A, series of 2011,
Rules Implementing Articles 106 to 109 of the Labor Code, as amended**

held on _____ at _____

Given this _____ day of _____ 20 _____ in Iloilo City, Philippines.

Field Office Head