



EMPLOYMENT CERTIFICATE

This is to certify that **POCA JOE A. DIDAL** has been employed with iComm International Inc., as Sales Executive I from November 05, 2012 up to October 01, 2019.

This is to further certify that he was an employee of good standing and with no accountabilities in the company.

This certification is issued upon the request of Mr. Didal for employment purposes.

Issued this 1st day of October 2019 at Cebu City, Philippines.


Divine Grace Golingay
HR Manager

HR COE# 0110-1974



HUMAN CAPITAL
Building Capacities & Capabilities



CERTIFICATE OF EMPLOYMENT

This is to certify that **MR. POCA JOE A. DIDAL** was employed as Research Assistant of the project, **“Validating the Local Government Performance Monitoring System for the Development of the Leyte Provincial Competitiveness Index (LPCI) through the conduct of Focus Group Discussions (FGDs)”** at the Institute for Strategic Research and Development Studies (ISRDS) Visayas State University (VSU), Visca, Baybay City, Leyte, Philippines from January 18 to May 31, 2012.

This certification is issued on this 31st day of October 2012 for whatever legal purpose it may serve.

MARIA AURORA T. W. TABADA
Director



SLE - Postgraduate Studies on International Cooperation

Study on sustainable land-use:
A socio-economic and environmental appraisal of agroforestry systems
in the Philippine uplands

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Certificate of Employment

Mr. Poca Joe Didal, born on 23rd February 1990, was a counterpart to our team when we were based at Visayas State University (VSU), Visca, Baybay City, Leyte, during the period of 25th August - 18th October, 2011, to conduct the above-mentioned Study. Mr. Didal has been working with us at our VSU office, as well, as in a wide range of urban and rural field sites in Southern Leyte Province, particularly in the municipalities of Sogod, Maasin, Tomas Oppus, Bontoc and Silago, conducting almost 80 interviews with agroforestry farmers.

Mr. Didal has served as a Research Assistant carrying out the following activities:

- Interpreted from Visayan to English and vice-versa during the field phase
- Conducted interviews with farmers independently
- Encoded data and conducted analysis in SPSS and Excel
- Supported the team in administrative and conceptual work

During this time Mr. Didal has shown the ability to establish an excellent rapport with all of our team, professors, local government partners and surveyed farmers. He is genuinely interested in helping others and provides service in a consistently positive and helpful manner. Mr. Didal is self-assured and calmly handles the stress associated with busy times in the office.

He is exceptionally responsible and volunteers to jump in and help out with any task from the mundane to the challenging. He blends a well-organized, task oriented style with the aforementioned sensitivity to the needs of our clientele. I have rarely met a student employee upon whom I can rely as much as Mr. Didal.

For all these reasons, it has been our desire to let Mr. Didal supervisors know of the excellent performance on research and strongly recommend him. Please let me know in case additional information is needed on Mr. Didal and feel free to contact me through any means as outlined below.

Baybay, Leyte, 18th October 2011

Steffen Weidner
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