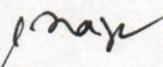




VISAYAS STATE UNIVERSITY
Baybay, Leyte

CERTIFICATION

THIS IS TO CERTIFY that ART RUSSEL R. FLANDEZ
newly appointed INSTRUCTOR 2 in the
(position/designation)
Department/Office of Department of Biological Sciences
actually reported for duty on Jan. 01, 2015
(first day appointee actually reported)



Signature of Department/Office Head