



CERTIFICATE OF COMPLETION

THIS CERTIFICATE IS PRESENTED TO

Janine Pilapil

for successfully completing

Effective Leadership for Results

16 May 2023

DATE

A handwritten signature in black ink, appearing to read 'Pete Neubig'.

Pete Neubig
CEO of VPM Solutions

Validate your certificate by visiting this link:

<https://mycourse.app/AoewrnXUBBINaaPx8>