



DR. MARIANO C. LAO GLOBAL STUDIES CENTER  
**SILLIMAN UNIVERSITY**  
*Building Competence, Character & Faith*



presents this

# Certificate of Participation

to

**Ernesto C. Sabornido**

for attending the conference,

## **“8th International Online Conference 2024 on Contemporary Studies in Management (CoSiM)”**

*Organized by the Institut für gemeinnützige Dienstleistungen gGmbH  
(Institute for Non-Profit Charity Services) led by Prof. Dr. Markus Launer (Germany)  
and Prof. Dr. Dave Marcial (Silliman University, Philippines)*

hosted by Dr. Mariano C. Lao Global Studies Center

held on November 16, 2024

1:00-3:30 pm PST.

*Given this 16th day of November 2024,*

*Online via Zoom.*

**DAVE E. MARCIAL, Ph.D.**

Director, Dr. Mariano Lao Global Studies Center  
Silliman University

**Unabhängiges Institut  
für Dienstleistungen**  
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