

CERTIFICATE OF EMPLOYMENT

This is to certify that **Mr. JOHN MICHAEL BADDONG ORE** was an employee of Results Manila, Inc. from **December 21, 2020** to **August 15, 2024** and held the position of **Quality Assurance Analyst**.

This certification is being issued upon the request of **Mr. ORE** for whatever legal purpose it may serve.

Issued this **3rd** day of **September 2024** at Pasig City, Philippines.

Results Manila, Inc.



Vice President, Human Resources