



Concentrix CVG Philippines, Inc.
Ground Floor to 4th Floor, Building F, UP Ayala Technohub
Commonwealth Avenue, Diliman
Quezon City 1101
84238700 loc 351092
hr.autoresponse@concentrix.com

CERTIFICATE OF EMPLOYMENT

This is to certify that Mr. JAN EARL DABATOS GAVAS was an employee of Concentrix CVG Philippines, Inc.. Mr. GAVAS was employed as Advisor I, Customer Service under Operations from November 15, 2021 up to January 11, 2023.

Mr. GAVAS is cleared from any accountability from the company.

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

Should you have a clarification on the foregoing, you may contact 84238700 loc 351092.

Issued on January 26, 2023.

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CONCENTRIX CORPORATION