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## C E R T I F I C A T I O N

November 8, 2022

This is to certify that **Mr. JOHN WILMAR RALLOS RAGANAS** was a PROBATIONARY employee of SYKES Asia, Inc. from August 1, 2022 to October 5, 2022. He held the position of CUSTOMER SERVICE AGENT. His total annual compensation package is *One Hundred Ninety Five Thousand Pesos (PHP 195,000.00)*.

This further certifies that he has processed his clearance and has been cleared of all accountabilities from the Company.

For your information, SYKES Asia, Inc., with Corporate Headquarters located in Tampa, Florida, USA, provides customer support solutions for the Asia Pacific region through its Manila and Cebu Call Centers.

This certification is being issued to be used for **whatever legal purpose this may serve**.

A handwritten signature in black ink, consisting of several vertical strokes and a horizontal line at the bottom, representing Mae E. Blanco.

**Mae E. Blanco**  
Senior Manager, Site Human Resources