

## RELEASE, WAIVER AND QUITCLAIM

### Know All Men By These Presents:

I, **JACEY MAY SARIGUMBA** , of legal age, Filipino and a resident of \_\_\_\_\_, after having sworn in accordance with law hereby, depose and state that:

1. I was engaged as a **Customer Service Representative** by Nadela Business Center, Inc. Doing Business Under the Name and Style of Siblings International Business Solutions (“SiBS”) (the “Company”), a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines, with principal office address at Ramos Building, Arellano Street, Tagum City, Philippines;
2. I hereby acknowledge receipt of the TOTAL AMOUNT in PESOS: **FOUR THOUSAND EIGHTY-THREE PESOS AND FORTY-TWO CENTAVOS (Php 4,083.42)** representing my final pay, inclusive of such amount/s to which I am entitled to under existing laws and Company policy, by virtue of my employment with the Company, and less any lawful deduction as had been appropriate arising from my accountabilities with the Company that I have agreed to be deducted with, and net of withholding tax (the “Payment”);
3. In consideration of the Payment ---
  - a. I confirm and acknowledge that in view of the Company’s Payment that I have received in full, that I have received all amounts that were due me or, in the future may be due me, if any, arising from my employment with the Company;
  - b. I also confirm and acknowledge that during the entire period of my employment with the Company, that I received and was paid all the compensation, benefits and privileges to which I was entitled to receive under the law, and if I hereafter be found in any manner to have been entitled to any further amount, the Payment shall be considered as the full and complete satisfaction of any and all such further or future claims;
  - c. I release, remise and forever discharge the Company, its affiliates/subsidiaries, successors-in-interest, stockholders, officers, directors, agents or employees from any action, whether civil, criminal, administrative or otherwise, or from any claim and demand whatsoever, which in law or in equity I ever had, now have, or which I, my successors and assigns hereafter may have by reason of any matter, cause or thing whatsoever, up to the time of these presents, the intention hereof being to completely and absolutely release the Company as well as its successors-in-interest, stockholders, officers, directors, agents or employees from all liabilities arising wholly, partially or directly from my employment with the Company;
  - d. I also manifest that the receipt from the Company of the Payment shall not be taken by me, my heirs or assigns as a confession and/or admission of liability on the part of the Company, as well as its successors-in-interest, stockholders, officers, directors, agents or employees for any matter, cause, demand or claim that I may have against any or all of them;
  - e. I will not at any time and in any manner whatsoever, directly or indirectly, disclose to any person or entity including to any media outlets such as television and radio programs as well as in any other social media platform any information of any kind (confidential information or otherwise), any information relating to the receipt of the Payment, the business of the

Company and its clients, or any other information concerning the business of the Company, its manner of operations, plans, processes or data of any kind;

- f. I further agree that any breach of the abovementioned confidentiality provision or any unauthorized disclosure of confidential information shall entitle the Company to claim from me any and all damages suffered by it as a consequence thereof, and shall entitle the Company to seek the necessary judicial relief/s to restrain me from divulging or utilizing such confidential information for any purpose whatsoever;
  - g. I warrant that I will not institute any action-- administrative, labor, civil or criminal -- against the Company, its successors-in-interest, stockholders, officers, directors, agents or employees, by reason of my employment with the Company, and that this document constitutes as a bar to the further prosecution of any and all cases, existing or that may be filed in the future;
  - h. I further declare that if I commit any act contrary to any of the provisions of this document, I will hold the Company, its principals, stockholders, officers, directors, agents, employees, associates, contractors and consultants free and harmless from any and all liabilities arising from such acts, and will pay for all damages suffered by them; and
  - i. I warrant that I am fully aware of my contractual obligations including the non-compete and non-solicitation clauses of my contract and that I warrant that I will not engage in any activities in violation thereof;
- 4. I have read this document, and fully understand every word of it and its meaning and/or the same has been fully explained to me; and
  - 5. I have affixed my signature hereunder voluntarily and freely with the full and complete knowledge of the meaning and intent of this document and of my rights under existing laws and rules on equity.

**In Witness Whereof**, I have signed this Release, Waiver and Quitclaim at \_\_\_\_\_, Philippines on \_\_\_\_\_.

**JACEY MAY SARIGUMBA**  
\_\_\_\_\_  
Affiant's Signature over Printed Name

**Signed in the presence of:**

\_\_\_\_\_

*[Next page for the Acknowledgment]*