



## CERTIFICATE OF EMPLOYMENT

This is to certify that **Mr. LORETO IWAYAN** was an employee of Results Manila, Inc. from **March 24, 2023** to **July 04, 2023** and held the position of **Results Associate**.

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

Issued this **1<sup>st</sup>** day of **August 2023** at Cebu City, Philippines.

**Results Manila, Inc.,**



**Renan O. Elfante**  
Director, Human Resources

