



10th Floor, Glorietta 1 BPO Office Tower
Ayala Center, Makati City 1226 Philippines
Tel. +63 2 8817 8781
Fax. +63 2 8849 9390
www.sykes.com
ph.sykes.com

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

March 8, 2022

This is to certify that **Mr. KYLE RAOUL ADOLFO GELLACONE** was a REGULAR employee of SYKES Asia, Inc. from April 12, 2021 to February 15, 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, appearing to read "Mae E. Blanco". The signature is stylized with several vertical strokes and a horizontal line at the end.

Mae E. Blanco
Senior Manager, Site Human Resources



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