



CERTIFICATE OF EMPLOYMENT

This is to certify that **MR. JOHN FORD DELOS SANTOS CARINAL** was an employee of Results Manila, Inc. from **May 12, 2021** to **October 01, 2022** and held the position of **Results Associate**.

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

Issued this **10th** day of **November 2022** at Cebu City, Philippines.

Results Manila, Inc.,



Renan O. Elfante

Director, Human Resources