



September 5, 2019

### CERTIFICATE OF CLEARANCE

This is to certify that **Mr. Pakiding, Ryann** was employed by Concentrix CVG Philippines, Inc., an affiliate of Convergys Corporation (now a part of Concentrix group) the global leader in outsourced customer care.

The last position held was **Advisor I, Technical Support**. He was with the company from **July 25, 2018** and was separated **June 8, 2019**.

**Mr. Pakiding** is all cleared of all accountabilities from the Company.

**Ethel Quisido Jo - Reyes**  
Human Resources Business Partner

<sup>1</sup> Note: Any difference between the employer's name stated above and other employment documents of the employee which bears the name of Concentrix, such as his/her company ID, is due to the transition of Convergys companies into the Concentrix group. This is a computer generated document. No signature required