



CLAVANO PRINTERS

CERTIFICATE OF EMPLOYMENT

This is to certify that **MS. JIEZEL I. PROGILLA** was a bonafide regular employee of **Jose Clavano Inc.** (operating under the business name of Clavano Printers), from **August 22, 2023** up to **December 29, 2025**.

Office Secretary = August 22, 2023 to September 16, 2024
HR & Admin Assistant = September 17, 2024 to December 29, 2025

This certification is being issued upon **Ms. PROGILLA'S** request for whatever legal purpose it may serve her best.

Issued this 6th day of January 2026 at Cebu City, Philippines.

Certified by:

JEROME ALFRED P. ALFAFARA
HRAD Head