



## **CERTIFICATE OF EMPLOYMENT**

This is to certify that **Ms. Kreestal Klair B. Flores** is a **Project Based employee** of **Supportware Philippines, Inc.** from September 2, 2025, to January 13, 2026, as a **Membership Service Advocate**.

Further, this is to certify that Ms. Flores is receiving annual gross compensation of **Three Hundred Thirty-Four Thousand Pesos (PHP 334,000.00)**, the breakdown of which is as follows:

<b>Salary Component</b>	<b>Amount (in Php)</b>
Base Salary	264,000.00
13 <sup>th</sup> Month Pay	22,000.00
Taxable Allowance	24,000.00
Non-Taxable Allowance (De Minimis)	24,000.00
<b>Total Gross Salary (Per Annum)</b>	<b>334,000.00</b>

This certificate is being issued to Ms. Flores for whatever legal purpose it may serve.

Issued this 9<sup>th</sup> day of February 2026.

Certified Correct.

**Janella Fei P. Real**  
HR Compensation and Benefits Specialist

**Supportware Philippines Inc**

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