

in your possession, custody or control.

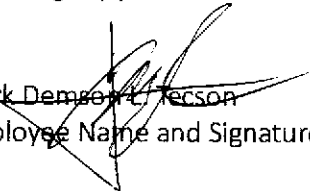
**Entire Agreement**

28. This document together with any attachments, records the agreement between the parties. No previous negotiations, understandings, contracts, agreements, representations, warranties, memorandum or commitments will affect the terms and conditions of your employment by the Company.

No oral explanation or information provided by either party to the other shall affect the meaning or interpretation of this document; or constitute any collateral agreement, warranty or understanding between any of the parties to this Agreement.

This Agreement and the employment terms and conditions shall be governed and construed in all respects in accordance with the Laws of the Republic of the Philippines.

As formal confirmation of your acceptance of employment and the foregoing terms and conditions, and to signify your understanding thereof, please sign and return to us the duplicate copy of this letter.

  
Mark Demson L. Tecson  
Employee Name and Signature/Date

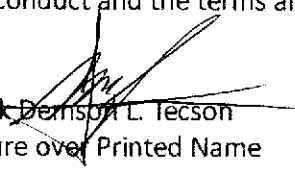
Yours sincerely,  
For and on behalf of  
iPloy Incorporated

  
JO HANNA MELECIO  
Human Resources

Noted by: ALFREDO CAMARILLO, JR.  
Director of Operations

**ACCEPTANCE OF OFFER**

I confirm I have read and understood the above terms and conditions of this Agreement. I accept the offer, Code of Conduct and the terms and conditions of the employment with the Company.

  
Signature: Mark Demson L. Tecson  
Signature over Printed Name

ID no. 711

Date: 9/11/2018