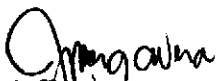


As formal confirmation of your acceptance of employment and the foregoing terms and conditions, and to signify your understanding thereof, please sign and return to us the duplicate copy of this letter.

 11/01/2018

Jeffrey B. Martin

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: Jeffrey B. Martin
Signature over Printed Name

ID no. 798

Date: NOVEMBER 01, 2018