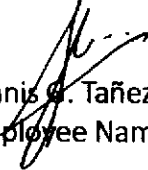


As formal confirmation of your acceptance of employment and the foregoing terms and conditions, and to signify your understanding thereof, please sign and return to us the duplicate copy of this letter.

  
Dinnis G. Tañeza Jr.  
Employee Name and Signature/Date

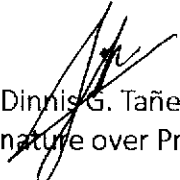
Yours sincerely,  
For and on behalf of  
iPloy Incorporated

  
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: Dinnis G. Tañeza Jr.  
Signature over Printed Name

ID no. 00801

Date: NOV. 1, 2018