



Sykes Asia, Incorporated
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C E R T I F I C A T I O N

May 26, 2020

This is to certify that **GEMMAR SANTIAGO LOZAÑES** has been an employee of SYKES Asia, Inc. from **September 16, 2019** up to **February 14, 2020** as **CSA, Technical** position.

This further certifies that he has processed his clearance and has been cleared of all accountabilities from the Company.

For your information, SYKES Asia, Inc., established in 1997 and with Corporate Headquarters located in Tampa, Florida, USA, provides customer support solutions across the globe through its Manila and Cebu Call Center.

This certification is being issued upon the request of **GEMMAR SANTIAGO LOZAÑES** for whatever legal purpose it may serve him.


JANICE SANTIAGO
Assistant Manager, Site Human Resources
Sykes Asia Inc.