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## C E R T I F I C A T I O N

December 24, 2021

This is to certify that **Ms. CLARICE BAYAWAALMIRANTE** was a REGULAR employee of SYKES Asia, Inc. from July 22, 2019 to December 7, 2021. She held the position of CUSTOMER SERVICE AGENT. Her total annual compensation package is *One Hundred Ninety Five Thousand Pesos (PHP 195,000.00)*.

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

For your information, SYKES Asia, Inc., with Corporate Headquarters located in Tampa, Florida, USA, provides customer support solutions for the Asia Pacific region through its Manila and Cebu Call Centers.

This certification is being issued to be used for **whatever legal purpose this may serve.**

A handwritten signature in black ink, appearing to read "Mae E. Blanco".

**Mae E. Blanco**  
Senior Manager, Site Human Resources