

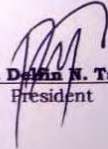
KLASH Corp

12 Bulacan St., Bonifacio Vill., Pasong Tamo, Quezon City
Telefax No. 932-73-16 / 456-62-86, Tel No. 453-24-96
E-mail add: klashcorp@yahoo.com

CERTIFICATE OF EMPLOYMENT

This is to certify that Mr. Reymond A. Eliares is an employee of **KLASH CORP.** from February 12, 2012 to February 22, 2013 as OSP Engineer for (Bayan Telecommunications Project).

This certification is being issued to **Mr. Eliares** as per his request


Engr. Delfin N. Tabora
President

Issued: June 5, 2013
Quezon City

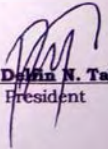
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Certificate of Appreciation

This certificate is awarded to:

Reymond Eliares

For being a key contributor to the success of FiMS project. His skills are essential to continuing growth of services delivery group.

Given this 29th Day of November 2013 at
Tanza Oasis Hotel and Resort, Tanza Cavite

Ike B. Villaramal
Business Head

Erwin S. Padrique
Managing Director



ONE COMMERCE INT'L CORPORATION
#900 Calderon Street, My Sagittarius Place,
Alderson Hills, Mandaluyong City,
Metro Manila, Philippines 1226
Telephone: (+632) 998-6000 loc.221
Facsimile: (+632) 998-4055
Email: hr2@onecommerce.com.ph
Website: www.onecommerce.com.ph

JOB OFFER (FIXED TERM CONTRACT)

Dear Mr. Reymond Eliares,

ONE COMMERCE INTERNATIONAL CORPORATION is pleased to offer you a job as OSP & Design Engineer. We trust that your knowledge, skills and experience will be among our most valuable assets.

Should you accept this job offer, per Company policy you'll be eligible to receive the following beginning on your hire date.

- **Employment Period** – shall be from November 12, 2015 – November 12, 2016 subject on terms and conditions provided
- **Employment Status** – Fixed Term for 12 months but subject to Performance review on the 4th month from employment. The Employer may opt to extend regular employment if performance met our expectations.
- **Work Schedule** – Monday-Friday; 9AM-6PM; Saturday 9AM-12noon
- **Monthly Salary** – Php 18,000.00 gross monthly salary, paid in semi-monthly thru Metrobank savings account. Please note that there will be no more salary adjustment during regularization.
- **Benefits (upon hiring)**
 - SSS Membership, Philhealth Membership, PAG-IBIG Membership
 - 13th Month Pay
 - Paternity/Maternity Leave subject on terms and conditions provided
 - Pooled Service Vehicle provided for official business outside the Company
 - Company Cellular Phone and Laptop
 - Insurance Benefit subject on terms and conditions provided
- **Benefits (upon regularization)**
 - Vacation Leave subject on terms and conditions provided
 - Sick Leave subject on terms and conditions provided
 - Bereavement Leave subject on terms and conditions provided
 - Death and Burial Benefits subject to terms and conditions provided
 - Health Care Benefits subject to terms and conditions provided
 - Birthday Incentive Gift subject on terms and conditions provided
 - Retirement Benefit subject on terms and conditions provided
 - Medical and Optical Reimbursement subject on terms and conditions provided
 - Annual Salary Increase and Merit Rewards subject on terms and conditions provided
 - Performance Bonus (14th, 15th & 16th month Pay) subject on terms and conditions provided
- **Pre-Employment requirements attached**

Prepared by:

Noted by:

JENNY CORDOVA
HR Recruitment Specialist

LIEZL MERCADO
Human Resource Dept

Job Acceptance Offer

By signing and dating this letter below, I, _____, accept this job offer of _____, I shall attend the orientation and complete the requirements the ~~soonest~~ possible time. My first day of work shall be _____.

