



CERTIFICATE OF EMPLOYMENT

This is to certify that **Mr. VICTORIE ALVIN DELOS SANTOS** was an employee of Results Alaska, Inc. from **May 26, 2023** to **September 24, 2024** and held the position of **Results Associate**.

This certification is being issued upon the request of **Mr. DELOS SANTOS** for whatever legal purpose it may serve.

Issued this **7th** day of **October 2024** at Pasig City, Philippines.

Results Manila, Inc.

A handwritten signature in black ink, appearing to read 'Genetha Sorrento'.

Vice President, Human Resources