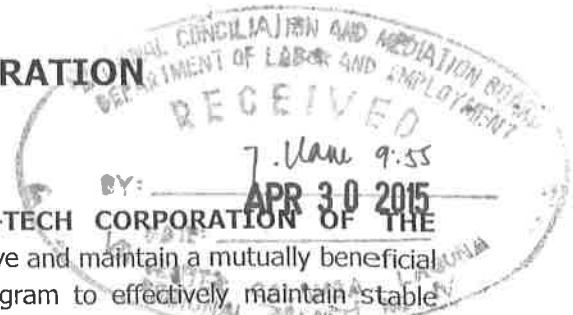


MEMORANDUM OF COOPERATION

Policy No. LMC 2012-08-000

Revision No. 01



The Labor and Management of the **FUJITSU DIE-TECH CORPORATION OF THE PHILIPPINES** aiming to foster a better communication to achieve and maintain a mutually beneficial relationship through the use of continuing communication program to effectively maintain stable Labor-Management relation and to avoid controversies, do hereby agree to constitute a Labor – Management Committee.

Based on the series of orientation seminars (Labor-Management Cooperation, Values, Teambuilding, Leadership, Conflict, Management) conducted by the National Conciliation and Mediation Board (NCMB), Regional Branch No. IV-A the need to Establish an LMC is pattern on the following common concern to both Labor and Management, to wit.

I. Objective

- To provide a direct channel of communication between Labor and Management.
- To study and discuss possible solutions to mutual problem affecting Labor-Management relation.
- To provide means of constructive cooperation between the Labor-Management.
- To improve company productivity level.
- To build a mutual trust between Management and Labor.

II. Coverage

- SRC
- Canteen Committee
- Bus Marshall
- Livelihood and Benefits
- Grievance
- Safety and Health
- Productivity and Improvement

III. Composition

The committee will be composed of 16 representatives, 8 from the management and 8 from the labor. In the event that the presiding officer is absent during the meeting, the chairman will designate replacement of equivalent authority.

Management

1. Danilo Sadio
2. Norberto Bonio
3. Sunny Lorete
4. Leonides Marasigan
5. Melchor Salvador
6. Manuel Murillo Jr.
7. Marietta Bawiin
8. Nieva Palmes

Position in the company

- Manager
- Manager
- Manager
- Manager
- Supervisor
- Supervisor
- Asst. Supervisor
- Asst. Supervisor

Workers Representative

1. Lilibeth Santiago
2. Mark Anthony Regodon
3. Clamor Madonna Laura
4. Wilinda Servania
5. Nomer Villamer
6. Donald Belardo
7. Ramil Cancisio
8. Ana Marie Devilla

Position in the company

- Assembly Worker
- Assembly Worker
- Purchasing Staff
- QC Inspector
- Production Operator
- QC Inspector
- Production Staff
- Assembly Worker

IV. Committee Officers

The Committee shall have two Chairmen – designated by mutual consent of both labor and management, and should come from the committee. The two chairmen will automatically be the representative of the committee to the top management to discuss all matters with regards to Labor-Management Committee, Plans, Proposals, Schedules and accomplishments.

Any of the party may call a special meeting for the purpose of effecting changes in the composition of the membership of the committee.

A representative of the NCMB may be invited to attend and participate if necessary in committee deliberations.

The Two Chairmen shall

1. Preside over Committee meetings;
2. Prepare the agenda for the meetings;
3. Prepare and submit reports on the status of the Committee projects and Recommendations to Top Management based on the agreement of the Steering Committee;
4. Report the results of their discussion with the Top Management before the Steering Committee; and
5. Set meeting when deemed necessary.

The Secretary shall

1. Prepare and distribute agenda and schedule for the meeting; and
2. Prepare and disseminate minutes of meetings and have all the members within the meeting to sign before **leaving** the meeting area.

The Treasurer shall

1. Handle funds of the Committee; and
2. Prepare and report the financial status of the committee quarterly.

V. Succession

In the event that the elected representative from Labor is promoted to **supervisory**/managerial position, he/she will automatically be removed from the roster and be replaced through election provided that the remaining term is not less than three months.

In case of resignation and retirement for the Labor side, he/she will be replaced through election provided that the remaining term is not less than three months while for the Management side, it will be done through appointment provided that remaining term is not less than three months.

In the event of transfer, if the remaining term is three months or more, the elected representative will automatically be removed from the list and be replaced through election but if remaining term is less than three months, he/she will continuously serve and finish his/her remaining term.

In the event that the replaced member holds a higher position in the Steering Committee, disposition of his replacement for the position will be made through the committees' mutual agreement.

VI. Committee Meetings

The Regular meetings will be held every 2nd Tuesday of the month at 1500H to 1700H. The venue shall be designated by the Chairman. Interim meetings may be held if mutually agreed by the committee.

Any party shall submit to the Presiding Chairman the items or topics for the inclusion in the agenda at least three working days before the meeting. The topics not in the agenda shall not be discussed but shall be tabled for the next meeting.

VII. Reporting

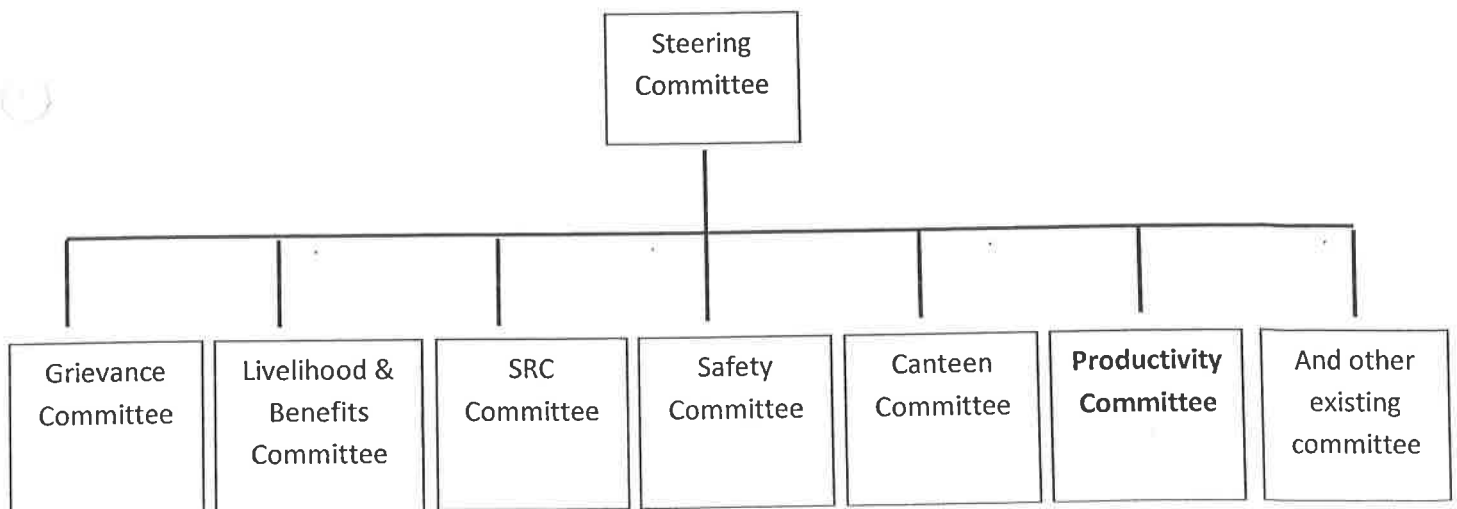
Discussions during the meeting shall be documented. Any procedure or recommendation resulting from these meetings shall be communicated and/or disseminated to concern groups for appropriate action.

VIII. General Guide line

1. Recommendations and agreements shall be reached by consensus;
2. Consensus reached out on the Committee meetings is recommendation in nature for final approval of the Top Management;
3. No bargaining shall take place;
4. Either party may initiate a request to the third party for assistance;
5. Topics requiring further study may be tabled for next meetings;
6. The committee should have the opportunity to join outside events or additional seminars for the improvement and additional knowledge of our committee.

IX. Structure

Could be changed depending on both parties mutual agreement.
(Refer to the attached LMC Organizational Chart)



X. Term of Office

Each elected and appointed member of the committee will serve a maximum of one term equivalent to two years however half of first batch of committees both for Management and Labor will only have one year of stay in the committee.

For this condition of first batch, consideration is as follows:

- a. Voluntary – four persons from Management and four from Labor

- b. In case that volunteers exceeds four, there would be a draw lots of whom to leave the group
- c. In case that volunteer count is less than four, there would be draw lot as to who will leave the group.

As for the next Chairmanship, it will come from the remaining committee members.

XI. Name of LMC, Vision & Mission

Kasama Ang Isa't-Isa Sa Adhikain (KAISA)

Vision


Continuous promotion of social partnership between Management and Labor for the transformation into a progressive and stronger organization.

Mission

1. To promote a harmonious working relationship by constant interaction and cooperation between the Management and the Labor through an objective and sound analysis and discussion.
2. To continue making a great step in its effort to carry out its vision through an amicable working environment between the management and Labor, creating an arm of efficient and effective workforce.
3. To impart the value of social partnership between the Management and the Labor for a decent workplace, better employees and more productive and competitive organization.

IN WTNESS WHEREOF, the Management and the Labor, through their respective duly authorized representative, have here unto affixed their signatures, **this 15th day of July 2014** at 113 East Science Avenue, SEPZ, Laguna Technopark, Binang, Laguna.

LILIBETH SANTIAGO
LMC Chairman (Labor)


MADONNA LAURA CLAMOR
LMC Secretary


ANA MARIE DEVILLA
LMC Steering Committee



DANILO SADIO
LMC Chairman (Management)


NORBERTO BONIO
LMC Steering Committee


SUNNY LORETE
LMC Steering Committee




MARK ANTHONY REGODON
LMC Steering Committee



LEONIDES MARASIGAN
LMC Steering Committee

WILINDA SERVANIA
LMC Steering Committee



MELCHOR SALVADOR
LMC Steering Committee

DONALD BELARDO
LMC Steering Committee



MANUEL MURILLO JR.
LMC Steering Committee



NOMER VILLAMER
LMC Steering Committee



MARIETTA BAWIN
LMC Steering Committee

RAMIL CANCISIO
LMC Steering Committee



NIEVA PALMES
LMC Steering Committee

REVIEWED & APPROVED BY:



MAMORU HOSHINO
Vice President



KATSUHIKO ORIKASA
Vice President/Treasurer



YOSHINORI SUZUKI
Executive Vice President



KAZUHIRO TAKAHASHI
President