

MEMORANDUM OF AGREEMENT

KNOW ALL MEN BY THESE PRESENTS:

This Memorandum of Agreement is made and entered into by and between the two parties:

The **DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT FIELD OFFICE CARAGA**, a national agency of the Republic of the Philippines, with principal address at Batasan Pambansa Complex, Diliman, Quezon City, herein represented by **MARI-FLOR A. DOLLAGA-LIBANG**, in her capacity as Regional Director, hereinafter referred to as "**DSWD FO CARAGA**";

and

The **PROVINCIAL GOVERNMENT OF SURIGAO DEL NORTE**, a local government unit duly organized and existing under the laws of the Republic of the Philippines, with principal address at Capitol Compound, Gov. Jose Sering Road, Brgy. Washington, Surigao City, Surigao del Norte, herein represented by **HON. ROBERT LYNDON S. BARBERS**, Provincial Governor, hereinafter referred to as "**PLGU**";

Collectively referred to as "**PARTIES.**"

WITNESSETH:

WHEREAS, the Philippine Development Plan (PDP) 2023-2028 identified climate change as one of the main challenges in achieving inclusive rapid, and sustainable growth;

WHEREAS, the cross-sectoral nature of climate and disaster response necessitated an operational collaboration among government agencies and aims to strengthen convergence across programs. The Climate Change Adaptation, Mitigation and Disaster Risk Reduction Cabinet Cluster (CCAM-DRR Cluster), a cross-departmental mechanism, serves as a venue and mechanism for coordination, harmonization, complementation, and synergy among Departments and other government instrumentalities in delivering the national vision on climate change adaptation, mitigation, and disaster risk reduction;

WHEREAS, as member of the CCAM-DRR Cabinet Cluster, the Department of Social Welfare and Development (DSWD) is mandated as the lead in the government's social protection, climate change and disaster management systems to improve food security and water sufficiency by supporting and strengthening existing social protection systems, building resilience, mitigating risk of disaster and managing emergency preparedness and response actions in the Philippines through the Risk Resiliency Program Cash for Training and Work (RRP-CFTW);

WHEREAS, the RRP-CFTW is a convergence program of the CCAM-DRR Cabinet Cluster that aims to contribute to the attainment of the PDP goal of inclusive growth by minimizing the impacts of disasters on the national economy, the environment and natural resources, and the communities through adaptation, disaster prevention and preparedness, and climate change mitigation;

WHEREAS, Project LAWA at BINHI or Local Adaptation to Water Access and Breaking Insufficiency through Nutritious Harvest for the Impoverished, a project under RRP-CFTW, is a proactive intervention and sustainable solution to combat hunger, alleviate poverty, and decrease economic vulnerability of the communities by addressing food insecurity and water scarcity exacerbated by climate change and disasters;

WHEREAS, as per Climate Outlook of DOST-PAGASA issued on 20 December 2023, majority of global climate models suggest that a strong and mature El Niño will likely persist

until March-April-May 2024 season with a transition to El Niño Southern Oscillation (ENSO)-neutral in April-May-June 2024 season;

WHEREAS, the impact of El Niño in Caraga Region is the reduction of rainfall which could lead to unstable water supplies. Monthly normal rainfall is essential for a stable water supply. Two or more months of below-normal rainfall led to meteorological dry condition, dry spell, and drought which could bring negative impacts to some important sectors such as agriculture, irrigation, water resources for domestic water consumption, hydro-electric energy, and the like;

WHEREAS, as per Dry Spell/Drought Assessment and Outlook of DOST-PAG-ASA Butuan City issued 27 February 2024, the effect of El Niño in Caraga Region is forecasted to be experienced beginning March 2024, with potential dry conditions over Dinagat Islands on March and April 2024, and over Agusan del Norte, Agusan del Sur, Surigao del Norte, and Surigao del Sur on May 2024; potential dry spell over Dinagat Islands on May 2024, and over Agusan del Norte, Surigao del Norte and Dinagat Islands on June 2024; and potential drought over Dinagat Islands on July 2023;

WHEREAS, the **DSWD CARAGA** through series of consultation sessions, has signified its intent to include the five (5) covered provinces as target recipients of the program in the establishment of community farms through a series of consultation sessions and to take part in the government's social protection, climate change, and disaster management systems and programs and shall ensure the participation of local government units both in the planning and implementation of the projects, and the **PLGU** of (*Name of Province*) was among them;

WHEREAS, both parties agree on the implementation of RRP-CFTW focusing on water sufficiency, food security, and community capacity-building activities by utilizing the RRP-CFTW resources to address its effects on the poor communities during the period of El Niño;

WHEREAS, the **PLGU** has signified its intent to participate in the program and fully commit the required resources for the program's success.

NOW THEREFORE, for and in consideration of the foregoing premises and for mutual consent in the agreement set forth, the parties have agreed to the following commitments:

TERMS AND CONDITIONS

ARTICLE I - INSTITUTIONAL ARRANGEMENTS

Section 1. The **DSWD CARAGA** is responsible for spearheading the overall management and coordination of RRP-CFTW. Its specific roles are:

- a. Spearhead the project management at the regional, provincial, and municipal level;
- b. Lead the conduct of meetings, workshops, planning activities, project implementation review, among others in close coordination with the **PLGU**;
- c. Assign provincial focal and program support to coordinate and assist the **PLGU** in the preparation, implementation, monitoring, and reporting of the RRP-CFTW;
- d. Coordinate with implementing **PLGU** and other local stakeholders for the following preparatory activities:
 1. Notification on general guidance and/or implementing updates, as well as the conduct of technical assistance and orientation, if deemed necessary;
 2. Co-lead the review of the project proposal submitted by **PLGU**;
 3. Co-lead the actual site validation for related activities in project areas;

- 4. Review and submission of feedback/recommendations to the **PLGU** based on the review and site validation results; and,
- 5. Further validation of the partner-beneficiaries as deemed necessary and acceptance of the masterlist.
- e. Conduct orientation, field monitoring, and provision of technical assistance to the **PLGU** and recipient LGUs;
- f. Undertake direct payment of cash assistance to the partner-beneficiaries in close coordination with **PLGU**;
- g. Coordinate with the provincial counterpart of the Department of Agriculture for continuous provision of learning exchange and technical assistance; and,
- h. Conduct performance assessment to **PLGU** for the implementation of projects to its recipient LGUs in consultation with the Technical Working Group (TWG).

Section 2. The **PLGU** shall:

- a. Lead the implementation of the project and all related activities detailed in the project proposal;
- b. Designate RRP-CFTW focal person and organize TWG to coordinate with **DSDW CARAGA** in the conduct of meetings, workshops, planning activities, project implementation review, among others, as part in the preparation, implementation, monitoring, evaluation and reporting of the RRP-CFTW target and accomplishments; and,
- c. Pro-actively and closely coordinate with **DSDW CARAGA** and other stakeholders for the following project-related activities:
 - 1. Notification on implementing updates, as well as the conduct of technical assistance, orientation, and other social preparatory activities, if deemed necessary;
 - 2. Preparation, revision, and submission of project proposal, work plan, project timeline for review and assessment;
 - 3. Integration of project proposal into local plans;
 - 4. Provision of resource augmentation through counter-parting as deemed necessary;
 - 5. Actual site validation for related activities in project areas; and,
 - 6. Endorsement of the validated list of barangays and eligible partner-beneficiaries submitted by recipient LGUs;
 - 7. Mobilization of LGUs and coordination with the LGU counterpart of the Department of Agriculture for continuous provision of learning exchange and technical assistance;
 - 8. Monitoring of identified project sites and activities and provision of technical assistance to LGUs;
 - 9. Documentation and consolidation of all activities and submission of documentary and reportorial requirements relative to RRP-CFTW implementation;
 - 10. Conduct of payout to partner-beneficiaries; and,
 - 11. Draft and pass an ordinance/s relevant to ensure the sustainability of the implemented project/s; and,
 - 12. Conduct of performance assessment with technical assistance from **DSDW CARAGA**.

Section 3. Special Provision

- a. **DSWD CARAGA** may directly engage or coordinate with the Provincial or City/Municipal LGUs to ensure inclusivity, flexibility, and suitability of the implementation of the RRP-CFTW, as deemed necessary.

ARTICLE II - SCOPE AND COVERAGE

Section 1. Target Areas

- a. Priority areas exposed to the effects of El Niño based on the Climate Outlook of DOST-PAGASA with the highest number of poor families based on Listahanan 3. The list of which is hereto integrally attached as ANNEX A.
- b. Provinces and selected Local Government Units (LGUs) implementing RRP-CFTW; and,
- a. Assessment and recommendations from the local cluster or TWG of the **PLGU** may be considered by **DSWD CARAGA** to ensure that the priority target areas are aligned with their Climate Change Mitigation and Adaptation programs.

Section 2. Target Partner-beneficiaries

Partner-beneficiaries are those that reside in the target areas, and shall meet all the following conditions:

Section 2.1. Eligibility Criteria

- a. Priority will be given to the families classified as poor under the DSWD Household Targeting System for Poverty Reduction (NHTS-PR) or Listahanan, whose member is part of the following sectors:
 - a.1. **Poor Farmers** - a person whose livelihood is the cultivation or the production of agricultural crops and/or livestock/poultry, either by himself/herself with the assistance of his/her immediate farm household, whether the land is owned by him/her, or by another person under a leasehold or share tenancy agreement or arrangement or arrangement with the owner thereof, and whether for sale for home consumption. This also includes, a person who renders service for value as an employee or laborer (farm workers or kasama') in an agricultural enterprise or farm, regardless of whether his/her compensation is paid on a daily, weekly, monthly or "pakyaw or quota" basis and includes regular and seasonal farm workers;
 - a.2. **Poor Fisherfolks** - people directly or personally and physically engaged in taking and/or culturing fishery and/or aquatic resources", whether for commercial purposes or for household consumption. It also includes fish vendors, fish processors, stevedores in fish ports, pump boat operators, fishery/aquaculture caretakers, and others; and,
 - a.3. **Indigenous Peoples** - refer to a group of people or homogenous societies identified by self-ascription and ascription by others, who have continuously lived as an organized community on communally bounded and defined territory, and who have, under claims of ownership since time immemorial, occupied, possessed and utilized such territories, sharing common bonds of language, customs, traditions, and other

distinctive cultural traits, or who have, through resistance to political, social and cultural inroads of colonization, non-indigenous religions, and cultures, became historically differentiated from the majority of Filipinos. Usually, they are the sectors in our society who are minorities such as the Lumads and Manobos.

- b. Families that are not included in the Listahanan, but are identified as poor, and disadvantaged upon assessment and validation of the Local Social Welfare and Development Office (LSWDO), with a member belonging to the farmers, fisher folks, and indigenous people sectors; and,
- c. Other climate and disaster-vulnerable families classified as poor under Listahanan or validated as poor by the LSWDOs and **DSWD CARAGA**.

Section 2.2. Exclusion

- a. Regardless of economic and employment status, elected and appointed individuals (i.e. permanent, contractual, casual, coterminous) and personnel contracted under Memorandum of Agreement, Contract of Service, Job Order and other similar arrangement/s in any National Government Agency (NGA), Government-Owned and Controlled Corporations (GOCC), and Local Government Units (LGUs) are not eligible to join the program.

ARTICLE III – MODALITIES AND FEATURES OF IMPLEMENTATION

Section 1. Modalities

The RRP-CFTW shall be implemented through a combination of the following modalities:

- a. Cash-for-Training (CFT) aims to build capacities on climate change adaptation and disaster mitigation and management, livelihood opportunities through skills training and for gainful employment to economically poor, and climate- and disaster-vulnerable families and communities.
- b. Cash-for-Work (CFW) is a short-term intervention used to provide additional income opportunity to economically-poor, and climate and disaster-vulnerable families in exchange for community work participated.

Section 2. Features

- a. **Cash assistance rate:** In exchange for the pieces of training undertaken and works rendered, the partner-beneficiaries are provided with cash assistance equivalent to 100% of the prevailing Regional Daily Minimum Wage Rate (RDMWR) approved by the Department of Labor and Employment – National Wages and Productivity Commission (DOLE-NWPC). Budget allocation for the PLGU will be based on their approved proposal and the approved Work and Financial Plan (WFP) and Monthly Disbursement Plan (MDP) of **DSWD CARAGA**. The occurrence of an increase in the regional daily cash assistance rate does not overrule nor affect the approved rate.
- b. **Duration of services:** Each targeted family will be considered for 20 days for one partner-beneficiary in the family, and arrangements are designed for quick release of cash assistance.
- c. **Computation:** Cash Assistance Rate = Regional Daily Minimum Wage Rate x Number of Days.

- d. **Cash assistance payment arrangements:** Payments shall be made by DSWD CARAGA through direct cash payout in close coordination with the PLGU.
- e. **Characteristics of labor:** Only one representative per family shall participate per project implementation year, regardless of modality. The family representative must be at least 18 years old at the date of participation, and able to perform moderate to intense physical work. Ensure that physically and socially vulnerable groups are given appropriate tasks commensurate to their capabilities and competency to perform. All partner-beneficiaries shall be paid fairly and equally for agreed units of work.
- f. **Registration of families:** Two other members of the family at least 18 years of age, may be registered and may train and work on behalf of the family. However, only one member per family would be allowed to render for a day for a span of twenty (20) days.
- g. **Implementation Timeline:** CFTW is implemented from January to December, the same as the appropriated budget, which should be fully disbursed within the fiscal year.
- h. **Additional Features:**
 - h.1. Activities should observe gender parity and promote the participation of indigenous, women, youth, solo parents, poor parents from public schools, head of households, senior citizens, LGBTs, and persons with disabilities based on their capacity to perform work;
 - h.2. All partner beneficiaries shall be paid fairly and equally for agreed units of work;
 - h.3. The projects enrolled and its actual implementation must not contribute to cases of discrimination and abuse, including, but not limited to, child labor and child abuse;
 - h.4. Ensure that physically and socially vulnerable groups are given appropriate tasks commensurate to their capabilities and competencies, and;
 - h.5. Establish a culturally-sensitive work schedule.

Section 3. Types of Projects and Activities

All partner-beneficiaries will implement both CFT and CFW following the three stages and two phases of interventions and may be implemented in coordination and collaboration with other government agencies and stakeholders:

a. Stage 1: Advancing Climate Action

All partner-beneficiaries will undergo Learning and Development Sessions (LDS) on Climate Change Adaptation and Mitigation (CCAM) - Disaster Risk Reduction and Management (DRRM) through CFT which includes training and seminars on Risk Resiliency, Climate Change Adaptation and Mitigation (CCAM), establishment of Water Harvesting Facilities, and rehabilitation or repairs of water establishments, aquaponics, aquaculture and other water sources.

This three (3)-day activity provides a clear footing for families and communities to raise awareness of all DRR, and CCAM vulnerabilities. The activity also provides an opportunity to orient partner-beneficiaries on the identified projects and activities by incorporating traditional/indigenous knowledge which is essential for the continuity and sustainability of the program.

b. Stage 2: Cash-For-Work Project Implementation

The implementation of Projects and Interventions focusing on:

Phase 1: Water Sufficiency, and

Phase 2: Food Security through Cash-For-Work (CFW)

The selected partner-beneficiaries will be divided into two (2) batches. Each batch shall run for a period of 15 days. Batch 1 will implement the Water Sufficiency-related activities, while Batch 2 will implement the Food Security-related activities, as follows:

Phase 1 - Water Sufficiency	Phase 2 - Food Security
<ul style="list-style-type: none">● Construction of Small Farm Reservoir or LAWA;● Repairs and rehabilitation of Water Harvesting Facilities;● Repairs of Multipurpose water infrastructures;● Diversification of water supplies;● Aqua/Hydroponics;● Aquaculture; and● Other activities supporting water sufficiency	<ul style="list-style-type: none">● Communal vegetable gardening;● Urban Gardening;● School-based and community-based vegetable gardening;● Community-Based Diversified Integrated Farming;● Planting of disaster-resilient crops, fruit-bearing trees, and mangroves;● Vermicomposting; and● Other activities supporting food security

For school-based projects, partner-beneficiaries shall be parents of students from public elementary and high schools subject to eligibility criteria set in this agreement. **DSWD CARAGA** and **PLGU** will collaboratively implement both phases of the project.

c. Stage 3: Sustainability Programming Strategy

Upon completion of project implementation, the partner-beneficiaries will be oriented on different strategies for the sustainability of the projects. This two-day CFT activity focuses on livelihood related to food and water security such as product development, food processing, maintenance/rehabilitation of constructed facilities, and organization of community groups or cooperatives. Likewise, the passage of local ordinances, and turn-over ceremony, among others are important in ensuring the sustainability of the project.

Section 4. Non-allowable Projects and Activities/Negative List

The following are specified activities that are not to be undertaken such as:

- a. Environmentally damaging activities (i.e cutting of trees, slash-and-burn, etc.);
- b. Payment of government salaries;
- c. Any funding for political parties, political activities, campaigns, etc.;
- d. Recurrent costs and minor maintenance (sweeping/clearing/cleaning/ dredging, etc.);
- e. Activities aimed at developing private household assets;
- f. Activities benefiting private institutions; and,
- g. Activities pursuing military or defense ends.



ARTICLE IV – DOCUMENTARY REQUIREMENTS

The following documentary and reportorial requirements shall be submitted/endorsed by PLGU:

Section 1. Pre-Implementation Phase.

- a. **Project Proposal:** A tool that help and guides the PLGU in crafting their project proposals in-depth information. This information provides the readers and monitoring personnel a clear baseline data and the description of what is or are the pressing issues and concerns under risks and disaster resilience initiatives as well as the identified solutions.
- b. **Memorandum of Agreement (MOA):** Prior to the start of any social preparation activities related to RRP-CFTW, the PLGU shall signify their interest by forging a partnership through this document.

Section 2. Implementation Phase

- a. **Breakdown of Allocation:** This tool is used by the PLGU to break all the number of partner-beneficiaries and the amount of the proposed budget per municipality and barangay level. This shall be signed by the Provincial Governor, **DSWD CARAGA** Budget Officer and Regional Director upon availability of funds.
- b. **Monitoring, Evaluation and Reporting (MER) Form:** MER template is a complex matrix providing a multi-set of in-depth monitoring data in the series of sheets from financial to physical targets followed by actual accomplishment that includes community works and other key result areas for plans, policies, capacity building and convergence at the Barangay level.
- c. **Masterlist of Eligible Beneficiaries:** This is a tool used to collect and manage reliable data and information inclusive of data-disaggregation for appropriate strategies and approaches relative to the RRP-CFTW. This initiative shall help other program-implementing agencies to complement and/or initiates convergence projects and activities to provide holistic interventions to vulnerable sectors.
- d. **Photodocumentation and Geotagged Photos:** Geotagging of the project sites for data gathering, monitoring and evaluation of implementation status and photo-documentation of the project sites in all stages of implementation (pre, during, and post) in close coordination with **DSWD CARAGA**.
- e. **Family Assistance Card for Emergencies and Disasters (FACED):** A registration tool that captures critical data on disaster-affected families including sex, age, and special needs as well as assistance received.

Section 3. Post-Implementation Phase

- a. **Time Tally Sheet/Attendance Sheet:** The attendance sheet monitors the number of days and hours spent by the partner-beneficiaries during RRP as payment basis and activity documentation.
- b. **Work Accomplishment Report (WAR):** Risk Resiliency Program entails major and related activities before and during the actual conduct of community works which is highlighted in this report as part of the document and further appreciation of RRP-CFTW-related activities.
- c. **Cash Assistance Payroll:** This document provides proof of the actual payment to select partner-beneficiaries in their participation in RRP-CFTW activities.

- d. **Government-Issued Identification Cards:** PLGU shall require and ensure that RRP-CFTW partner-beneficiaries will bring their government-issued identification cards and a photocopy affixing signature specimen during payout. **DSWD CARAGA** will consolidate this document for liquidation purposes.
- e. **Qualitative Performance Assessment (QPA) Result/Scorecard:** The Performance Assessment is a tool to evaluate yearly the implementation of RRP-CFTW. It is conducted to determine the project reliability, sustainability and its contribution to the RRP-CFTW.
- f. **Project Completion, Turn-over and Acceptance:** This document provides quantitative and qualitative information on the project implementation and end user's acceptance, commitment, and responsibility over the operation, maintenance and sustainability of the project/s.
- g. **Ordinance:** A copy of this document will be submitted and/or endorsed by PLGU to DSWD for the law enacted by recipient P/LGUs. It establishes the rules for the operation of the LGUs or provides rules and regulations governing the project accomplished by the partner-beneficiaries for its operation, maintenance, and sustainability.

Section 4. Special Provisions

- a. Project proposal of the **PLGU** shall be submitted before the budget year. The reviewed and approved project proposal submitted by the **PLGU** shall be the basis of the **DSWD CARAGA** in the inclusion of the **PLGU** in RRP-CFTW implementation. **PLGU** will justify the late submission of the project proposal, beyond the set deadline;
- b. Amendments or changes in the signed proposal (i.e. identified projects and activities, target areas, target beneficiaries, and target indicators) of the **PLGU** may be allowed within the implementation year upon submission of documentary requirements such as justification letter and proposal revision summary, subject to the approval of **DSWD CARAGA**;

ARTICLE V – FUND SOURCE AND MANAGEMENT

Section 1. Fund Source and Allocation

- c. **DSWD CARAGA** shall provide fund/cash assistance as labor wage for the 1,515 partner-beneficiaries amounting to Php11,211,000.00 for the implementation of RRP-CFTW subject to the approved Work and Financial Plan (WFP), Monthly Disbursement Plan (MDP) and/or Catch-up Plan, to the usual government accounting rules and regulations.
- d. **PLGU** shall provide cash or in-kind counterpart at least 5% of the total project cost equivalent to Php560,550.00 for the materials and other operational costs to be incurred or utilized for the implementation of RRP-CFTW as reflected in the approved Project Proposal of the **PLGU**.

Section 2. Fund Utilization

- a. **PLGU** should ensure fund disbursement by 60% at the end of the third quarter of the implementation year.
- b. To ensure proper allocation, management, and disbursement of funds programmed for disbursement by the end of the third quarter that will not be obligated will be redirected to other PLGUs to avoid instances of lapsed funds and to redirect resources to other PLGUs with requests for additional funding.



- c. A catch-up plan will be submitted by the PLGU for unutilized funds vis-a-vis targets reflected in baseline Monitoring, Evaluation and Reporting (MER) tool.
- d. The distribution of cash assistance to the partner-beneficiaries for the implementation of the RRP-CFTW shall be until the last quarter of each fiscal year.
- e. Payment shall commence within 30 calendar days after completion of the project and submission and/or endorsement of the required documents by the PLGU.
- f. Release of assistance shall be in full immediately upon completion on the agreed deliverables under the approved program of works.
- g. The delivery of assistance to the partner-beneficiaries shall be through a direct cash-based scheme (pay-out) disbursed by a Special Disbursing Officer (SDO).
- h. Not being able to meet the conditions required in RRP-CFTW by PLGU will mean non-funding or termination of the program implementation for the budget year.

Section 3. Fund Liquidation

- a. PLGU and DSWD CARAGA through their respective provincial focal persons shall submit liquidation documents consistent with government accounting and auditing rules and regulations.

ARTICLE VI - COUNTERPARTS

This agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

ARTICLE VII - DURATION, EFFECTIVITY AND AMENDMENTS

Section 1. This Memorandum of Agreement is effective from the date of signing hereof and shall remain in force until full utilization of the whole amount or unless sooner terminated in writing by both parties.

Section 2. This agreement shall be updated every year or every project cycle.

Section 3. Provisions contained herein may be modified, altered, or supplemented subject to mutual agreement of the parties.

ARTICLE VIII - GOVERNING LAW AND JURISDICTION

This agreement shall be governed by and construed in accordance with the laws of the Republic of the Philippines. Any disputes arising from the interpretation, implementation, or breach of this MOU shall be resolved amicably through negotiations between the PARTIES.

IN WITNESS HEREOF, the parties herewith affixed their signatures this _____ day of _____, in _____, Philippines.

**For the DEPARTMENT OF SOCIAL
WELFARE FOR THE PROVINCIAL
AND DEVELOPMENT (DSWD)**

**For the PROVINCIAL GOVERNMENT
OF SURIGAO DEL NORTE**

MARI-FLOR A. DOLLAGA-LIBANG
OIC-Regional Director


ROBERT LYNDON S. BARBERS
Provincial Governor

Signed in the presence of:

ALDIE MAE A. ANDOY
SWO IV, OIC-Division Chief
Disaster Response Management Division
DSWD Field Office Caraga

CICERO COSME P. TRIPOLI
PDRRM Officer
RRP Provincial Focal
Province of Surigao del Norte

A C K N O W L E D G E M E N T

Republic of the Philippines)
Province of _____)
_____) S.S.

BEFORE ME, a Notary Public for and in the above jurisdiction, this _____, personally appeared the following with their Identification Card:

Name

Identification Card

MARI-FLOR A. DOLLAGA-LIBANG

ID No.: _____

Known to me and known to be the same person who executed the foregoing "Memorandum of Agreement" consisting of _____ pages, including this page whereon this acknowledgement is written, and they acknowledged to me that their signature on the instrument was freely and voluntarily affixed by them for the purposes stated therein.

WITNESS MY HAND AND SEAL, on the date and place abovementioned.

Doc No.: _____
Page No: _____
Book No.: _____
Series of 2024.

A C K N O W L E D G E M E N T

Republic of the Philippines)
Province of Surigao del Norte)
City of Surigao) S.S.

BEFORE ME, a Notary Public for and in the above jurisdiction, this
MAY 08 2024 personally appeared the following with their Identification Card:

Name

Identification Card

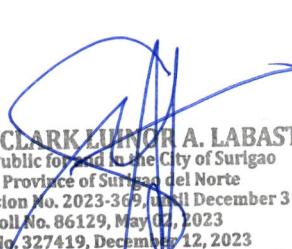
ROBERT LYNDON S. BARBERS

Driver's license

ID No.: X01 - 95 - 027068

Known to me and known to be the same persons who executed the foregoing "Memorandum of Agreement" consisting of 12 pages, including this page whereon this acknowledgement is written, and they acknowledged to me that their signature on the instrument was freely and voluntarily affixed by them for the purposes stated therein.

WITNESS MY HAND AND SEAL, on the date and place abovementioned.


ATTY. SEAN CLARK LINOR A. LABASTIDA
Notary Public for and in the City of Surigao
and Province of Surigao del Norte
Notarial Commission No. 2023-369, until December 31, 2024
Roll No. 86129, May 02, 2023
IBP No. 327419, December 12, 2023
PTR No. 1352140, January 02, 2024, Surigao City
MCLE Compliance: Admitted to the Bar on May 02, 2023
Office Address: Labastida Law Office, Capitol Road, Brgy. Washington, Surigao City

Doc No.: 854

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