

August 13, 2019

REYNATO E. FROISLAND
Salong, Calapan City

Dear Reynato,

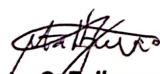
This serves as your letter of employment for a regular full-time position with Tamaraw Technohub Inc. with the following terms that will form our agreed upon employment contract with you once signed. This represents the entire agreement between you and TamTech and that no verbal or written agreement, promises or representations that are not specifically stated in this employment offer letter, are or will be binding upon TamTech.

Salary	Daily rate: P320, plus sales incentive Campaign allowance: P50
Status	Regular Full-time
Start Date	August 4, 2019
Leave Credits	You will be entitled to five (5) service incentive leaves upon first year from the start date . Any further increase is subject to policy. Vacation is to be taken at such time as is determined by or acceptable to the Company.
Policies and Standards	You will be bounded by the TamTech Code of Conduct during the period of your employment with us as well as any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies is within the sole discretion of TamTech and that these policies do not form a part of this Agreement. It is agreed that if TamTech introduces, amends or deletes employment-related policies as conditions warrant that such introduction, deletion or amendment does not constitute a breach of this Agreement.
Confidentiality and Intellectual Property	Our offer of employment is conditional upon you agreeing to and abiding by the "Confidentiality and Non-disclosure Agreement."
Resignation	Should you wish to resign your employment with TamTech, you will be required to provide 30 days written notice to enable us to transition your work.
Termination	TamTech may terminate your employment at any time for cause, providing you with the minimum notice, or pay in lieu of such notice, and no more.

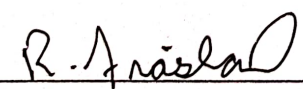
You acknowledge that this employment letter represents the entire agreement between you and TamTech and that no verbal or written agreement, promises or representations that are not specifically stated in this employment offer letter, are or will be binding upon TamTech. If you are in agreement with the above employment offer details, please sign below and return this letter to the company.

We look forward to working with you at Tamtech and wish you a successful and rewarding career with us.

Sincerely,


Ricky G. Balbuena
Human Resource Officer
Tamaraw Technohub Inc.

I, **Reynato E. Froisland**, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in, and agree to be bound by these as outlined therein.


 Signature