

February 20, 2023

JOHN MARCK CASTRO
Calapan, Oriental Mindoro

Dear John Mark:

Congratulations! We are pleased to confirm that you have been selected to work for **TAMARAW TECHNOHUB INC.** and are delighted to make you the following job offer.

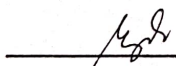
You will be working as a **Call Center Associate Trainee**. This is an assessment period. You will be directly reporting to the assigned Team Lead for your respective campaign. Your official Training start date is **February 20, 2023**. After your satisfactory performance, you will be endorsed to the probationary period.

You will undergo a 10-day training with an allowance of **Php200** per day. Keep in mind that the management has the right to end your training anytime within that period if your performance is unsatisfactory. Also, you will only receive your training allowance if you passed the final assessment. In the case that your training exceeds the 10-day period, you will not be compensated.

Your employment with us is dependent not only on your performance but as bound by the Labor Code of the Philippines. Our standard non-compete and confidentiality agreement must be signed prior to the commencement of your work. Similarly, all employees of **TAMTECH INC.** agree to be bound by the rules, policies, and prohibitions found in the company manual as well as all other rules and regulations that may be issued from time to time.

We are confident that you will be able to make a significant contribution to the success of **TAMTECH INC.** and look forward to working with you.

Best Regards,



KRISTINE C. TEJIDA
Human Resource Officer
TAMARAW TECHNOHUB INC.

Conforme:



JOHN MARCK CASTRO