

February 20, 2017

Dear Ezekiel Telmo,

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 Professional**. This is a **trainee** position. Upon start of training, you will receive a training allowance of **200 php** per day. You will be directly reporting to the Team Manager. The training and nesting period of your employment will be for **6 days**. After your satisfactory performance, you will be endorsed to the probationary period.

Your employment with us is dependent not only on your performance but as bounded 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.

Your official start date is **February 20, 2017**.

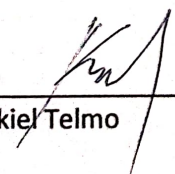
We are confident that you will be able to make a significant contribution to the success of **TAMTECH INC.** and look forward to working with you.

Best Regards,

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Francis Antoni C. Cacha  
TAMARAW TECHNOHUB INC.

Conforme:

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Ezekiel Telmo