

November 10, 2019

**CARL LORENZ R. VILLALUNA**  
Sta. Isabel, Calapan City

Dear Carl Lorenz,


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.

<b>Salary</b>	Daily rate: P320, plus sales incentive Campaign allowance: P50
<b>Status</b>	Regular Full-time
<b>Start Date</b>	November 10, 2019
<b>Leave Credits</b>	You will be entitled to <b>five (5) service incentive leaves upon first year from the start date</b> . Any further increase is subject to policy. Vacation is to be taken at such time as is determined by or acceptable to the Company.
<b>Policies and Standards</b>	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.
<b>Confidentiality and Intellectual Property</b>	Our offer of employment is conditional upon you agreeing to and abiding by the "Confidentiality and Non-disclosure Agreement."
<b>Resignation</b>	Should you wish to resign your employment with TamTech, you will be required to provide <b>30 days</b> written notice to enable us to transition your work.
<b>Termination</b>	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.

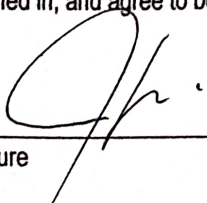
You acknowledge that this employment letter represents the entire agreement between you and TamTech and that no verbal or written agreement, promises or representations that are not specifically stated in this employment offer letter, are or will be binding upon TamTech. If you are in agreement with 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, **Carl Lorenz R. Villaluna**, 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