

## SERVICES AGREEMENT

This Services Agreement ("Agreement") is entered into as of \_\_\_\_\_, 201\_\_ by and between:

**Accenture, Inc.**, a corporation registered and duly existing under the law of the Philippines with office address at 7th Floor, Robinsons Cybergate 1, Pioneer St., Mandaluyong City, herein represented by its Country HR Managing Director, Maria Rosario N. Reyes ("Accenture").

-and-

**Comprehensive Credit Services Inc**, a corporation registered and duly existing under the law of the Philippines with office address at Unit 2503 & 2504 25/F Summit One Tower, 530 Shaw Blvd., Mandaluyong City herein represented by its President, Miguel Carlos E. Castillo ("Service Provider").

WHEREAS, Service Provider is in the business of providing support for outsourcing activities as described below; and

WHEREAS, Accenture desires to engage Service Provider to provide certain services ("Services") as described below;

FOR AND IN CONSIDERATION OF the mutual agreements herein, Accenture and Service Provider agree as follows:

### **1. Service Provider's Engagement.**

**1.1 Project.** Accenture hereby engages Service Provider to perform a certain project which consists generally of providing Pre-Employment Screening services (the "Project"). Service Provider is solely responsible for determining the manner in which the Project is to be accomplished. Changes to the Project will be subject to mutual agreement of Accenture and Service Provider.

**1.2 Deliverables.** The deliverables to be provided by Service Provider are described in the Memorandum of Services herein attached as Addendum A.

**1.3 Performance.** Service Provider will undertake and accomplish the Project with standards acceptable to Accenture. In carrying out the Project, Service Provider will maintain liaison with Daniel Patrick Tabamo or such other Accenture personnel as Accenture may designate. Service Provider may not assign this Agreement or subcontract any portion of the services to be performed hereunder to any other person without the express written approval of Accenture.

**1.4 Supplier Standards of Conduct.** *Accenture is committed to conducting its business free from unlawful, unethical or fraudulent activity. Service Providers are expected to act in a manner consistent with the ethical and professional standards of Accenture as described in the Accenture Supplier Standards of Conduct, including prompt reporting of unlawful, fraudulent or unethical conduct. A copy of the Supplier Standards of Conduct can be found at [www.accenture.com/SupplierStandardsOfConduct](http://www.accenture.com/SupplierStandardsOfConduct).*

*Accenture has established reporting mechanisms and prohibits retaliation or other adverse action for reporting violations of these standards. To report a serious concern, please call the Accenture Business Ethics Line at +1 312 737 8262, available 24 hours a day, seven days a week (you can reverse the charges) or visit the encrypted website at*

<https://businessethicsline.com/accenture>. You should use the Ethics Line only to make a good faith claim. Accenture takes all allegations seriously.

**1.5 Anti-Corruption and Compliance with Laws.** Service Provider covenants to comply with all applicable laws, ordinances and regulations, including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and all other applicable anti-corruption laws, anti-competition laws, and export compliance laws. Service Provider will not take any action, or fail to take any action, that would result in Accenture violating any such law, rule, ordinance or regulation. Service Provider agrees to execute the Certification of Acknowledgement and Compliance, a copy of which is attached hereto as Attachment A (the "Certification"), at the time of entering into this Agreement.

Each party will comply with all applicable laws, rules, ordinances and regulations of the Republic of the Philippines and the state designated in the governing law provision below, and with any other jurisdiction in which it acts. In no event shall either party be obligated under this Agreement to take any action that it believes, in good faith, would cause it to be in violation of any laws, rules, ordinances or regulations applicable to it.

In addition, Service Provider warrants and agrees to the following:

1. Service Provider allows Accenture to disclose, to a client or government, information related to violations of anticorruption laws or the Agreement.
2. Service Provider certifies that it is unaware of any existing or potential conflicts of interest between it and Accenture.
3. Service Provider represents that it is not currently under actual or, to Service Provider's knowledge, threatened investigation or inquiry, or being audited by the U.S. Government or other governmental authority in connection with alleged noncompliance of any Anticorruption Laws
4. Service Provider will notify Accenture if it becomes a Public Official or if a Public Official takes ownership interest.
5. None of Service Provider's directors, officers, partners or employees is presently (or has been within the last two (2) year(s)) a government official, representative, or employee of any political party, holder of public office, or a candidate for public office. Service Provider covenants that it will inform Accenture promptly in writing, if any such person assumes such a position during the term of this Agreement while at the same time remaining one of Service Provider's directors, officers, partners or employees.
6. Service Provider is fully qualified, licensed and registered to assist Accenture as required by the laws, regulations, rules, decrees and other directives applicable to it.
7. All invoices submitted to Accenture must include adequate documentation, including:
  - a. A statement that the services performed and expenses incurred comply with Accenture's Supplier Standards of Conduct and the provisions of the Agreement;
  - b. An explanation of the services provided during the period covered by the invoice; and,
  - c. Itemized expenses with receipts (or other documentation if a receipt is unavailable).

8. With respect to any transaction effected or performance of services in connection with this Agreement, Service Provider will maintain proper and accurate books, records, and accounts that accurately and fairly reflect, in reasonable detail, any payments made, expenses incurred, and assets disposed of, indicating the purpose therefore and the person (including position and title) for whom the payment or expense was made, with such records to be made available upon request to Accenture. Service Provider will also maintain an internal accounting controls system to ensure the proper authorization, recording, and reporting of all transactions and to provide reasonable assurances that violations of the Anticorruption Laws of the applicable jurisdictions will be prevented, detected, and deterred.

9. Service Provider agrees to maintain such books, records, and internal accounting controls for five (5) years or longer as necessary to enable Accenture to conduct a reasonable review of books and records related to all transactions conducted by Accenture with Service Provider. Service Provider has not and will not provide Accenture any inaccurate documentation and records in connection with any function performed under this Agreement.

10. In the event that Accenture has reason to believe that a breach of any of the representations, warranties, and covenants under Section [containing anticorruption reps and warranties] has occurred or may occur, Accenture may withhold any payments otherwise due and payable under this Agreement until it receives confirmation to its satisfaction that no breach has occurred or will occur. Accenture shall not be liable to Service Provider for any claims, losses or damages whatsoever related to its decision to withhold payments under this Section.

11. An authorized representative of Service Provider shall execute the annual Anticorruption Compliance Certification at the conclusion of the first and second years after Agreement execution.

12. Service Provider has disclosed to Accenture complete, truthful, and accurate information related to compliance by Service Provider with Anticorruption Laws and other laws and regulations relating to anti-money laundering, export controls and sanctions, and anti-boycott, including, without limitation, voluntary disclosures and internal and external memoranda and reports on any investigation, audit, or review conducted of or by Service Provider.

13. Service Provider will not prepare, approve, or execute any contract or other document or make any record that Service Provider knows or has reason to know is false, inaccurate, or incomplete.

14. Service Provider is organized for legitimate business purposes and not for any unlawful purpose, and has only lawful sources of funding.

15. Neither Service Provider, nor any of its directors, officers, employees or agents has been convicted of or pleaded guilty to an offense involving fraud, corruption, or moral turpitude, nor has any such person been listed by any government agency as debarred, suspended, proposed for suspension or debarment, or otherwise ineligible for government procurement programs.

16. Service Provider hereby acknowledges receipt of a copy of Accenture's Anticorruption Compliance Policies (Policy 0150: Gifts and Entertainment and Policy 1327: Business Intermediaries). Service Provider certifies that it fully understands the Anticorruption Policy and the requirements of the FCPA and other anticorruption laws described therein, and will ensure that it, its officers, directors, and employees perform the services under this Agreement in compliance with the Anticorruption Policy.

17. Service Provider agrees to give prompt notice in writing to Accenture in the event that at any time during the term of this Agreement, Service Provider breaches any representations or warranties or fails to comply with any covenants under Section 6. Service Provider further agrees to give prompt notice in writing to Accenture about any potential violation of the representations, warranties, and covenants under this Agreement of which it obtains knowledge or becomes aware, or has reasonable grounds to believe has occurred.
18. Service Provider agrees to cooperate in good faith with Accenture and its representatives in the event of an actual or potential violation of any Anticorruption Law, or any representations, warranties, and covenants under this Agreement, by it, its officers, directors, or employees, including providing access to its officers, directors, and employees for interviews.

**1.5.1 Termination Rights.** In the event of a breach of any of the representations, warranties, or covenants in Section 1.5 above, Accenture may, in its sole discretion and in addition to any other remedies it may have under law or this Agreement, terminate this Agreement immediately. Any claims for payment by Service Provider with regard to a transaction for which such breach has occurred, including claims for services previously performed, shall be automatically terminated and cancelled and all payments previously paid shall be refunded to Accenture by Service Provider. Service Provider shall further indemnify and hold Accenture harmless against any and all claims, losses, or damages arising from or related to such breach and/or termination of this Agreement.

**1.5.2. Records and Audit Rights:** During the term of this Agreement and for three (3) years thereafter, Service Provider will retain and, upon reasonable notice, will provide Accenture reasonable access to audit Service Provider's books, accounts, and records relating to the Services performed and payments made by Service Provider in connection with performance of the Services. At the Service Provider's option, Accenture may select an independent third party of international reputation and good standing to conduct the audit. Any such independent third party will be required to agree to an appropriate confidentiality/non-disclosure agreement. Service Provider shall cooperate fully in any audit conducted by or on behalf of Accenture.

**1.6 Technical Direction.** "Technical Direction" refers to direction to Service Provider from Accenture which implements the Agreement's (or the Work Order's, as the case may be) general scope of work. "Technical Direction" must be confined to such scope of work and will not constitute a change or new assignment, nor supersede or modify any other provision of this Agreement. To be valid, technical direction: (a) must be consistent with the general scope of work set forth in the Addendum A (b) will not change the expressed terms, conditions, or specifications incorporated into the Agreement; and (c) will not constitute a basis for either an extension of the schedule or an increase in the Service Provider's compensation. If Service Provider believes any direction exceeds this definition of "Technical Direction," Service Provider will notify Accenture in writing within ten (10) days of receipt of such Technical Direction. Service Provider will be obligated to continue with performance as directed, or as subsequently modified, notwithstanding any dispute as to whether the direction exceeds the limitation stated above.



**1.7 Personnel.** Any personnel assignment by Service Provider will be subject to prior review and acceptance of Accenture. Accenture will have the right to review the qualifications of and interview (in person or by telephone, as practicable) all personnel Service Provider designates to perform work under this Agreement. As part of the standard requirements on Service Provider background check, the Service Provider will be required to notify Accenture five (5) business days prior to Start Date of any Service Provider personnel onboarding to support the Accenture account. In the event of a negative finding/discrepancy in



either the background check or pre-employment medical exam, the Service Provider may request Accenture to review the case for reconsideration. Accenture shall apply the standard disposition criteria. In case disapproved, Accenture may request the Service Provider for a replacement as stipulated in section 7.4 of this Agreement. In cases when a Service Provider personnel needs to immediately onboard to the Accenture account due to business needs, the Service Provider may request for approval to onboard pending completion of BGC Part 2. As a minimum requirement, the personnel should clear Part 1. SERVICE PROVIDER POC shall attach, along with the request, Part 1 and Part 2 status as artifact. Service Provider agrees not to reassign or divert any such personnel without the prior written acceptance of Accenture. In the event it becomes necessary to remove such personnel for reasons beyond the control of Service Provider, Service Provider will deliver to Accenture at least fifteen (15) days' advance written notice thereof, which notice will designate the name and qualifications of the proposed replacement, whose qualifications and capabilities will be at least equal to those of the person being replaced, and who will be subject to Accenture's review and acceptance. Service Provider, at Accenture's request, will remove any personnel performing work hereunder who in the reasonable opinion of Accenture are not performing satisfactorily, and promptly provide a substitute employee satisfactory to Accenture.

## 2. Fees.

**2.1 Invoices, Fees and Expenses.** Service Provider shall ensure that all invoices will be current (i.e. invoices should be received by Accenture within Five (5) calendar days from the time services were rendered). Accenture shall not honor any invoice received after Three (3) months from the date of service. Accenture will pay to Service Provider the fees as described in Addendum A, less withholding taxes. Service Provider will not be entitled to any other compensation for the Project. It is expressly understood that Service Provider will have no interest in or claim to any billings by Accenture to its clients for services related to the Project. Payment on satisfactory invoices will be made within Sixty (60) days of receipt and approval by Accenture.

As stated in Section 1.5 (7) (b) and (c), all invoices submitted to Accenture must include adequate documentation, including: (a) An explanation of the services provided during the period covered by the invoice; and (b) Itemized expenses with receipts (or other documentation if a receipt is unavailable).

**2.2 Taxes.** If Accenture is required to withhold or deduct any taxes from any payment to Service Provider, Accenture will not be required to "gross up" the amount of such payment and will pay to Service Provider the total amount reflected on the invoice less the applicable withholding taxes. Each party will provide and make available to the other party any treaty certification and other exemption information reasonably requested by the other party. Upon request, Service Provider agrees to provide Accenture any documents which may be required for regulatory purposes.

**2.3 Retention of Records.** During the term of this Agreement and for three (3) years after, Service Provider will maintain accurate and complete records of all activities and expenses relating to the Project, and will provide Accenture full access to such records upon request during normal business hours.

**2.4 Most Favorable Customer.** The fees for the services, as set forth in Addendum A, shall be fixed during the Term of this Agreement; provided, however, if, during the Term of this Agreement, the Service Provider offers or accepts lower fees for similar services to other Service Provider's customers under similar terms and conditions, the Service Provider shall so notify Accenture and shall thereafter charge Accenture for the services based upon such lower fees. Addendum A shall be deemed to be amended to incorporate such lower fees upon Service Provider's notification to Accenture. Without limiting the generality of the foregoing, if during the Term of this Agreement there is any decrease in the fees applicable to the services provided hereunder due to a change in the applicable laws, regulations or tariffs, the fees set forth in Addendum A shall be reduced in a manner which gives effect to such decreases.

**2.5. Electronic Funds Transfer Payments.** All amounts due from Accenture to the Service Provider shall be settled by way of electronic funds transfer (hereafter "EFT") under the following terms and conditions:

- 2.5.1. To facilitate the processing of payments, the Service Provider shall transmit the original billing or invoice within the agreed terms in section 2.1. Service Provider shall also be required to provide a statement of account to Accenture on monthly basis, on or before the last day of each calendar month which shall cover amounts due for the immediately preceding thirty (30) day period.
- 2.5.2. The Service Provider hereby nominates its bank account as its settlement account, as described below :

Account Name / Service Provider Name : Comprehensive Credit Services Inc.  
Account Number : 7078000352  
Bank Name : BDO  
Bank Address : Shaw Blvd -Escriva Drive Branch  
Swift Code : BNORPHMM

Attached hereto and made an integral part hereof as "Schedule 1" is a Bank Certificate issued by the Service Provider's nominee bank containing the foregoing information.

- 2.5.3. Should there be any change in the Service Provider's nominated bank account, it shall inform Accenture thereof in writing and submit the Bank Certificate identifying the new nominated bank account to Accenture at least ten (10) business days prior to the effectiveness of the change.
- 2.5.4. For purposes of this Agreement and the terms and conditions hereof, the Service Provider's point of contact shall be:

Name : Mary Ann Macatuay  
Telephone Number : 219-0276  
Mobile Telephone Number : 0917-8334423  
Company's official email address : maan.macatuay@ccsi.com.ph

It is hereby expressly agreed that notice to the Service Provider's Point of Contact as nominated above shall constitute notice to and bind the Service Provider. In the event that the Service Provider wishes to change its Point of Contact, it shall notify Accenture of the same in writing, providing the same information above, at least ten (10) business days prior to the issuance of the monthly invoice indicated in Section 2.5.1 hereof.

- 2.5.5. Accenture will notify Service Provider of the payment of invoices by sending a payment advice through Service Provider's official email address.
- 2.5.6. Within five (5) business days from the time Accenture has provided the payment advice, the Service Provider shall:
  - 2.5.6.1. Transmit the original Official Receipts covering the payment;
  - 2.5.6.2. Confirm receipt of payment by sending an email to philscdc.vendors@accenture.com (Accenture) after Accenture's notice of payment advice.
- Should the Service Provider fail or refuse comply with any of the foregoing, Accenture has the right to withhold release of the succeeding payments due to the Service Provider until the Service Provider shall have complied.

- 2.5.7. Electronic funds transfer cost shall be shouldered by the Service Provider.

3. **Confidential Information.**

3.1 **Definition.** Confidential Information shall refer to any information belonging to Accenture which:

- a.) During the course of the performance of the Services, each party may be given access to (in any form) that relates to the other's past, present, and future research, development, business activities, products, services, and technical knowledge; OR
- b.) Is identified by the discloser as confidential; OR
- c.) Refers to any and all information relating to, belonging, referring to or in any manner pertaining to Accenture's clients; OR
- d.) By its very nature is or would be understood to be confidential by a reasonable person under the circumstances

(hereafter "Confidential Information").

3.2 **Use.** Service Provider may use or make copies of the Confidential Information of Accenture only to the extent reasonably necessary for purposes of this Agreement.

3.3 **Protection.** Service Provider will protect the confidentiality of the Confidential Information of Accenture in the same manner that it protects the confidentiality of its own similar confidential information, but in no event using less than a reasonable standard of care. Service Provider will restrict access to the Confidential Information to those of its personnel (including such personnel employed by its affiliates) and subcontractors engaged in the performance, management, receipt or use of the Services under this Agreement, provided that such parties are bound by obligations of confidentiality substantially similar to the terms of this Agreement.

3.4 **Return.** Service Provider will return or destroy Accenture's Confidential Information in its possession upon request by Accenture, unless otherwise allowed to retain such Confidential Information. Service Provider may retain copies of the other party's Confidential Information required for compliance with its recordkeeping or quality assurance requirements (subject to the terms of this Agreement).

If in the estimation of the Service Provider there is a threat to the integrity of the data held by it on behalf of Accenture, or there is a danger of the data being compromised, Service Provider has the option of submitting and forwarding all known copies of the data including all storage devices containing the data to Accenture for the latter's disposition. The Service Provider may make the submission at any time that it determines it is to the best interest of the parties. The service provider shall not be held liable for any unauthorized access or loss of data stored after the completion of the background investigation and submission of the data as stated herein provided such unauthorized access or loss is not due to the fault or negligence of the Service Provider.

**IMPORTANT**

3.5 **Exceptions.** Nothing in this Agreement will prohibit or limit a party's use of information (including, but not limited to, ideas, concepts, know-how, techniques, and methodologies) (a) previously known to it without an obligation not to disclose such information, (b) independently developed by or for it without use of the information, (c) acquired by it from a third party which is not, to the receiver's knowledge, under an obligation not to disclose such information, or (d) which is or becomes publicly available through no breach of this Agreement.

3.6 **Compelled Disclosure.** If the receiver receives a subpoena or other validly issued administrative or judicial process requesting Confidential Information of the other party, it will promptly notify the other party of such receipt and tender to the other party the defense of such subpoena or process. If requested by the other party, the receiver will reasonably cooperate (at the expense of the other party) in opposing such subpoena or process. Unless the subpoena or process is timely limited, quashed or extended, the receiver will then be entitled to comply with such request to the extent permitted by law.

*Amritpal Singh*

3.7 **Data Privacy.** The parties fully understand, and agree to abide by, the Data Privacy Schedule, which is hereto annexed as "Attachment B", and made an integral part of this Agreement.

4. **Ownership.** All Deliverables prepared by Service Provider for Accenture pursuant to this Agreement will be owned exclusively by Accenture, and Service Provider hereby assigns to Accenture all rights in such materials, including patent rights and copyrights therein. Service Provider further will disclose to Accenture all discoveries, inventions, ideas or techniques ("Inventions") made by Service Provider, its employees and agents in carrying out the Project hereunder, provided that either the conception or reduction to practice occurs during the term hereof and in carrying out the Project. All such Inventions will be the exclusive property of Accenture. Service Provider will acquire from its employees and agents who may carry out the Project under this Agreement all such rights as may be necessary so that Accenture will receive the rights hereby agreed to be conveyed and vested in it, free of any claims of such employees and agents. Service Provider will execute such documents, and provide such assistance as Accenture may reasonably request to give full effect to the provisions of this Section (at Accenture's expense).

5. **Warranties.** Service Provider warrants to Accenture as follows:

5.1 All services provided by Service Provider will be performed in a good and workmanlike manner in accordance with applicable standards.

5.2 No Deliverables will infringe any patent, trademark, copyright or any other proprietary right.

5.3 Service Provider will comply at all times with all applicable laws and regulations of any jurisdiction in which Service Provider acts, including but not limited to, Anti-Wiretapping and Data Privacy Laws, and will provide Accenture satisfactory evidence of such compliance upon request

5.4 Service Provider, its employees and agents will comply at all times with all policies in effect from time to time at Accenture's premises or any of Accenture client's premises.

5.5 Service Provider is legally authorized to engage in business in the Philippines and will provide Accenture satisfactory evidence of such authority upon request.

5.6 Service Provider will not use Accenture's name in any promotional materials or other communications with third parties without Accenture's prior written consent.

6. **Indemnification.**

Service Provider will indemnify and hold harmless Accenture and its affiliates, and their partners, agents, and employees from all liability or expense (including but not limited to reasonable attorneys' fees and costs of investigation and defense) resulting from either (a) bodily injury to any person (including injury resulting in death) or damage to property arising out of the performance of this Agreement, provided such injury or property damage is due or claimed to be due to the acts, negligence or willful misconduct of Service Provider its employees, agents, or subcontractors; (b) any claim that any Deliverable delivered under this Agreement, or use thereof by Accenture, infringes any patent, copyright, trademark, trade secret or other proprietary right of any third party; (c) negligence, recklessness or willful misconduct of the Service Provider or Service Provider employees in the provision of the Services; (d) a breach by Service Provider or Service Provider Employees of any of the terms herein; (e) any claim, that the Service Provider's services, related actions or omissions of the Service Provider, or the Service Provider employees, agents, or sub-contractors in any way connected therewith have violated any law or regulation; (f) any demand or claims for fees including damages from Service Providers' employees, agents and its employees; (g) any unauthorized act or omission by the Service Provider or Service Provider employees; or (h) any finding, by any competent authority, of an employment relationship between Accenture and any Service Provider employee.

The indemnities provided under this Agreement shall be in addition to and not in lieu of any other remedy available to Accenture under this Agreement or by law.

## 7. Service Provider Status.

7.1 **Independent Contractor.** Service Provider will be an independent contractor and Service Provider acknowledges, and confirms to Accenture, its status as that of an independent contractor. Nothing herein will be deemed or construed to create a joint venture, partnership, agency or employee/employer relationship between the parties for any purpose, including but not limited to taxes or employee benefits. Service Provider will be solely responsible for payment of any and all taxes and insurance. Upon request, Service Provider will submit to Accenture evidence of compliance with the provisions of this paragraph in a form and manner satisfactory to Accenture.

7.2 **Authority.** Service Provider will not have any right, power or authority to create any obligation, express or implied, or make representation on behalf of Accenture except as Service Provider may be expressly authorized in advance in writing by Accenture and then only to the extent of such authorization.

7.3 **No Conflicts.** Service Provider affirms that to the best of its knowledge neither it nor its officers, partners, employees, permitted subcontractors and/or agents have knowledge of any existing or potential interest in conflict with the Project or this Agreement that could reasonably be considered to: (a) negatively impact its participation during the Project; (b) cause it or Accenture to violate any law or regulation; or (c) create any appearance of impropriety (each a "Conflict"). If either party becomes aware of a Conflict during the term of this Agreement, it will promptly bring the matter to the attention of the other party and the parties will work together to reach a mutually satisfactory resolution; if such mutually satisfactory resolution cannot be reached within a reasonable period of time (not to exceed ten (10) business days after first notice, unless mutually agreed), then Accenture may immediately terminate this Agreement.

## 7.4 **Background Checks.**

Prior to the commencement of the project subject of each Memorandum of Services, and after first having secured the individual written consent of each resource for the collection of their personal data and the disclosure thereof to Accenture, the Service Provider must provide and submit to Accenture the results of the background investigation, medical examination of the resource/s assigned to the project, and such other documents Accenture may require within five (5) calendar days from receipt of such requirement from Accenture. Service Provider undertakes to engage the Accenture-accredited background check providers and to comply with the standards required by Accenture, a list of whom shall be provided to the Service Provider by Accenture. Service Provider shall secure the prior individual written consent of each resource for the collection of their personal data and the disclosure of the same to Accenture. Within five (5) days from Accenture's request, the Service Provider shall submit such individual written consent to Accenture. Further, the Service Provider warrants and undertakes to comply with the relevant provisions of Data Privacy laws in force or applicable to the Philippines.



Anytime during the term of this Agreement, Accenture may require Service Provider to conduct another background check investigation and medical examination on its personnel assigned to Accenture, after first having secured the individual written consent of the resource for the collection of their personal data and the disclosure of the same to Accenture and provide and submit to Accenture the results of the background investigation, medical examination of its personnel, and all other documents required by Accenture within five (5) business days from receipt of such requirement from Accenture. Within five (5) days from Accenture's request, the Service Provider shall submit such individual written consent to Accenture.



A negative finding in the results of background investigation and/or medical examination, where such medical finding is of an illness or disease which is contagious and serious as would pose a health risk or

hazard to Accenture's own employees, in accordance with the policies of Accenture may result in a request for replacement from Accenture.

Further, the Service Provider shall make sure that its personnel shall recite the following spiel prior to any telephone calls that they will have with any institution (e.g. school, company, etc.) for purposes of verification or checking of records of individuals who are subject of the back ground check; viz:

*"Please be informed that this call will be recorded."*

**7.5 Non-Solicitation.** Service Provider will not solicit, offer work to, employ, or contract with, directly or indirectly any of Accenture's Personnel or the Personnel of Accenture's affiliates, during the provision of the Services and twelve (12) months after the conclusion of the Services. "Personnel" includes any individual or company Accenture employs or has employed as a partner, employee or independent contractor and with which Service Provider comes into direct contact in the course of the Services. However, this Section will not apply to personnel who independently respond to indirect solicitations (e.g. general newspaper advertisements, employment agency referrals and internet postings).

## **8. Term and Termination**

**8.1 Term.** This Agreement shall be effective for a period of three (3) years from June 13, 2017 to June 12, 2020 unless sooner terminated in accordance with this Agreement. Accenture shall have the right to renew this Agreement under the same terms and conditions by providing written notice at least ten (10) days prior to the expiration date. Reference to "Agreement" in paragraphs 8.1 to 8.5 inclusive, shall mean this Agreement, any Memorandum of Services or portion thereof, as shall be expressly stated in the written notice of termination.

**8.2 Cause.** Either party may, upon giving thirty (30) days' written notice identifying specifically the basis for such notice, terminate this Agreement for breach of a material term or condition of this Agreement, provided the other party will not have cured such breach within the thirty (30) day period.

**8.3 Convenience.** Accenture may terminate this Agreement for its convenience upon thirty (30) days written notice to Service Provider. In the event of such termination, Service Provider will be entitled to payment of all fees and reimbursement of expenses, as provided in Section 2, incurred prior to the effective date of such termination.

**8.4 Specific Actions.** Without prejudice to termination rights under other specific provisions, this Agreement may likewise be terminated by Accenture, immediately upon Service Provider's receipt of written notice in the event of a breach by Service Provider of Section 1.4 or an unresolved Conflict.

**8.5 Effect of Termination.** Upon termination of this Agreement for any reason, Service Provider will deliver to Accenture all work in process, drafts and other materials developed in connection with the Project, and any other materials, documentation or information necessary for Accenture to complete, or have completed, the work to be performed hereunder by Service Provider. All provisions of this Agreement which are by their nature intended to survive the expiration or termination of this Agreement will survive such expiration or termination.

**9. Dispute Resolution.** The parties will make good faith efforts to first resolve internally any dispute under this Agreement by escalating it to higher levels of management. Any dispute, controversy, or claim arising out of, relating to, involving, or having any connection with this Agreement or otherwise related to the Project, including any question regarding the validity, interpretation, scope, performance, or enforceability of this dispute resolution provision, will be exclusively and finally settled by arbitration in accordance with the arbitration laws of the Philippines. The arbitration will be conducted in Mandaluyong City, unless the parties agree on another location by three arbitrators, with each party selecting one

arbitrator and the third selected by both parties. The parties will be entitled to engage in reasonable discovery, including requests for production of relevant non-privileged documents. Depositions and interrogatories may be ordered by the arbitral panel upon a showing of need. All decisions, rulings, and awards of the arbitral panel will be made pursuant to majority vote of the three arbitrators. The award will be in accordance with the applicable law, will be in writing, and will state the reasons upon which it is based. The arbitrators will have no power to modify or abridge the terms of this Agreement.

## 10. Miscellaneous.

**10.1 Business Continuity Plan.** Service Provider warrants that it has in effect a Business Continuity Plan ("BCP") as described in its response to the request for proposal in connection with this Agreement, if any, and that Service Provider shall maintain such BCP in effect for the term of this Agreement. Service Provider shall test its BCP a minimum of once each calendar year and inform Accenture in writing within 30 days of conducting such tests that such testing has been completed and (a) list any deficiencies revealed, or (b) confirm that no deficiencies were found. Service Provider shall allow Accenture to audit its BCP and test results at least once in a year or in the event of a material change to the BCP. Service Provider shall notify Accenture with at least sixty (60) days prior written notice of any intention to substantially modify or terminate such BCP. In the event that Service Provider (a) does not have a BCP in effect on the Effective Date of this Agreement, (b) did not respond to a request for proposal or (c) did not include a BCP in its response to a request for proposal in connection with this Agreement, Service Provider shall establish a detailed BCP and provide it to Accenture no later than thirty (30) days following the Effective Date of this Agreement and such BCP shall be subject to Accenture's written approval. Upon approval, such BCP shall be considered the BCP referred to in this section and shall be subject to the foregoing terms. In addition, upon request by Accenture, but not more than once in every calendar quarter, Service Provider shall provide assurance of its financial health by submitting to Accenture such financial reports or documentation normally maintained by Service Provider in the course of its business as may be reasonably requested by Accenture.

**10.2 Entire Agreement.** This Agreement sets forth the entire understanding between the parties with respect to its subject matter, and supersedes all prior agreements, conditions, warranties, representations, arrangements and communications, whether oral or written, and whether with or by Accenture, any of its affiliates, or any of their employees, officers, directors, agents or shareholders. Each party acknowledges that it is entering into this Agreement solely on the basis of the agreements and representations contained herein, and that it has not relied upon any representations, warranties, promises, or inducements of any kind, whether oral or written, and from any source, other than those that are expressly contained within this Agreement. Each party acknowledges that it is a sophisticated business entity and that in entering into this Agreement it has had the opportunity to consult with counsel of its choosing. Nothing in this Agreement is intended or will be construed to confer on any party (other than Accenture, Service Provider and the parties entitled to indemnification) any rights, benefits or remedies of any kind, and no other party will be deemed to be a third party beneficiary.

**10.3 Modification.** This Agreement may not be modified or amended except by the mutual written agreement of the parties. If a court of competent jurisdiction or arbitral panel finds any term or provision of this Agreement to be invalid, illegal or otherwise unenforceable, such term or provision will not affect the other terms or provisions of this Agreement or this Agreement as a whole. Such term or provision will be deemed modified to the extent necessary, in the court's or panel's opinion, to render such term or provision enforceable while preserving to the fullest extent permissible, the intent and agreements of the parties set forth in this Agreement. Upon such modification, the rights and obligations of the parties will be construed and enforced in accordance with such modification.

**10.4 Notice.** Any notice or other communication provided under this Agreement will be in writing and will be effective either when delivered personally to the other party, or five (5) days following deposit of such

notice or communication into the Philippine Postal System (registered mail, return receipt requested), or upon delivery by overnight delivery service (with confirmation of delivery), addressed to such party at the address set forth below. Either party may designate a different address by notice to the other given in accordance with this Agreement.

**10.5 Publicity.** Service Provider will not issue or sponsor any advertising or publicity that states or implies, either directly or indirectly, that Accenture endorses, recommends or prefers Service Provider's services or products. Service Provider will not use Accenture's name or trademarks in any promotional materials, press releases, or other communications with third parties without the prior written consent of Accenture.

**10.6 Service Provider Contract Language.** Notwithstanding anything to the contrary in this Agreement, Accenture may use data and information including, but not limited to, Service Provider's pricing and other information provided to Accenture in relation to or as part of this Agreement ("Information"), in providing services to its clients and to develop and create reports, statistical analysis, and benchmarking analyses (collectively, "Market Reports") for its clients provided that such Market Reports contain only anonymous, aggregated data and do not identify Service Provider by name. Accenture creates Market Reports only in spend areas where Accenture has sufficient volumes of data to create benchmarking ranges, price trends, or relationships between price, volume, and service requirements such that no single vendor's data included in the Market Report is identifiable. The parties understand and agree that Accenture personnel involved in its procurement services business will have access to the Information, which shall be deemed to include the information in quotes, proposals, sales orders and other similar documents exchanged by the parties.

**10.7 Waiver.** No waiver of any provision of this Agreement will be effective unless it is in writing and signed by the party against which it is sought to be enforced. The delay or failure by either party to exercise or enforce any of its rights under this Agreement is not a waiver of that party's right to later enforce those rights, nor will any single or partial exercise of any such right preclude any other or further exercise of these rights or any other right.

**10.8 Counterparts.** This Agreement may be executed by facsimile and in any number of counterparts, each of which will be considered an original for all purposes, and all of which when taken together will constitute one agreement binding on the parties, notwithstanding that both parties are not signatories to the original or the same counterpart.

**10.9 Governing Law.** This Agreement will be governed by and construed in accordance with the laws of Philippines, without giving effect to conflict of law rules.

#### **10.10 Compliance With Environmental Laws, Regulations, And Standards**

Accenture is committed to incorporating leading environmental practices into its business strategy and operations and to fostering environmental awareness and responsibility among our stakeholders, including employees, clients and service providers/suppliers.

Service Provider undertakes to comply with all applicable environmental laws, regulations and standards. Service Provider further commits to reduce their negative environmental impact and provide visibility to their progress toward this commitment, and to encourage the development and use of environmentally friendly technologies and practices and the reduction of negative environmental impacts through their supply chain. Failure to comply with these standards or with applicable laws and regulations may result in termination of this Agreement as well as Service Provider's accreditation as an Accenture supplier, and referral of the matter to local authorities.

#### **10.11 Insurance**

Provider shall have in force and maintain during the term of this Agreement, at its own cost and expense, adequate insurance coverage, with a reputable and authorized insurer, which is reasonable with respect to the provision of the Services or otherwise in connection with this Agreement. Service Provider shall provide with certificates of proof confirming insurance coverage maintained by Service Provider for purposes of or in connection with this Agreement, as and when requested for by Accenture. On renewal of the insurance coverage, the Service Provider shall provide Accenture with a copy of the renewed certificate from the insurance company, as and when requested for by Accenture. Accenture shall have the right to terminate the services of the Service Provider if it fails to satisfy Accenture with the proof of insurance. Accenture may ask the Service Provider to increase its coverage if Accenture believes that the coverage is inadequate. The availability of such insurance cover is acknowledged by the Service Provider to be in the Service Provider's interests, and its availability or absence shall not operate in any way so as to affect or limit the liability of the Service Provider in connection with the provision of the Services.

At its option, Accenture may, in certain instances and depending on the nature of services rendered, require the Service Provider to put up a performance bond in lieu of or in addition to the insurance coverage herein required.

IN WITNESS WHEREOF, the parties have duly executed this Agreement as of the day and year first above written.

ACCENTURE INC.

By:



(Authorized Signature)

Name: Maria Rosario N. Reyes

Title: Contry HR Managing Director

Date: \_\_\_\_\_

SERVICE PROVIDER

By:



(Authorized Signature)

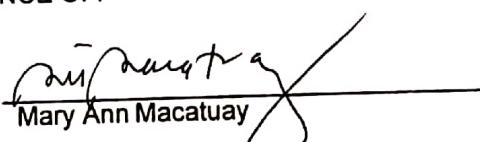
Name: Miguel Carlos E. Castillo

Title: President

Date: \_\_\_\_\_

SIGNED IN THE PRESENCE OF:

  
Daniel Patrick Tabamo

  
Mary Ann Macatuay

### ACKNOWLEDGEMENT

REPUBLIC OF THE PHILIPPINES )  
\_\_\_\_\_CITY ) S.S.

BEFORE ME, a notary public for and in \_\_\_\_\_ City, Philippines this \_\_\_\_\_ personally appeared:

Name	Competent Evidence of Identity	Date/Place Issued
Maria Rosario N. Reyes	Driver's license no. N01-85-025276	

Known to me to be the same person who executed the foregoing instrument, and they acknowledged to me the same is their free and voluntary act and deed.

WITNESS MY HAND AN NOTARIAL SEAL, on the date and place first above written.

NOTARY PUBLIC  
Until December 31, \_\_\_\_\_

Doc. No. \_\_\_\_\_  
Page No. \_\_\_\_\_  
Book No. \_\_\_\_\_  
Series of \_\_\_\_\_

### ACKNOWLEDGEMENT

REPUBLIC OF THE PHILIPPINES )

CITY CITY ) S.S.

QUEZON CITY )  
BEFORE ME, a notary public for and in QUEZON CITY, Philippines this \_\_\_\_\_ personally  
appeared:

APR 04 2018

Name	COM. TX No.	Date/Place Issued
------	-------------	-------------------

Vendor Signatory	Details
------------------	---------

Miguel Carlos E. Castillo

Known to me to be the same person who executed the foregoing instrument, and they acknowledged to  
me the same is their free and voluntary act and deed.

WITNESS MY HAND AN NOTARIAL SEAL, on the date and place first above written.

NOTARY PUBLIC  
Until December 31, \_\_\_\_\_

263  
Doc. No. 27  
Page No. XX  
Book No. 2212  
Series of 2212

ATTEST: ROSEMO J. SOLIMAR  
Notary Public in N. QUEZON CITY  
AM Adm. Not. Com. No. NP-CQD 1-12-17 until 12-31-2018  
IBP O.R. No. 1038374 Jan. 2017 up to Dec. 2018  
PTR O.R. No. 552448 C 1-3-18 / Reg. No. 03801 / TIN# 129-071-009  
MCLE No. V-0019256 valid from 04/16/2016 until 04/14/2019 PASIG CITY  
Address: 31-F Harvard St Cubao, Q.C.

## Attachment A

### Cost Schedule

#### 1. Special Package Rates (VAT Exclusive)

Hire Category	Standard SLA	Rate, PHP
<p><b><u>Entry Level Hires (EL)</u></b></p> <ul style="list-style-type: none"> <li>• Identity Check (Part 1)</li> <li>• Criminal Check (Part 1)</li> <li>• Minimum Legal Working Age Check (Part 1)</li> <li>• Global Database Check (Part 1)</li> <li>• Financial History Check (Part1)</li> <li>• Education Check (Part 2)</li> <li>• Employment History Check (Part 2)</li> </ul> <p>* For candidates/employees in entry level role but with prior work experience, previous employment check will be done to ascertain that we are not hiring candidates with conclusive negative findings.</p>	1 working day – Part 1  10 working days – Part 2	<b>1,640</b>
<p><b><u>Entry Level Hires – Internal Control (EL-IC)</u></b></p> <p><b><u>Identity Check (Part 1)</u></b></p> <ul style="list-style-type: none"> <li>• Criminal Check (Part 1)</li> <li>• Minimum Legal Working Age Check (Part 1)</li> <li>• Global Database Check (Part 1)</li> <li>• Financial History Check (Part1)</li> <li>• Education Check (Part 2)</li> <li>• Employment History Check (Part 2)</li> <li>• Personal/Professional Reference Check (Part 2)</li> </ul> <p><b><u>* For candidates/employees in entry level role but with prior work experience, previous employment check will be done to ascertain that we are not hiring candidates with conclusive negative findings.</u></b></p>	1 working day – Part 1  10 working days – Part 2	<b>2,000</b>

<b><u>Experienced Hire (EH)</u></b> • Identity Check (Part 1) • Criminal Check (Part 1) • Minimum Legal Working Age Check (Part 1) • Global Database Check (Part 1) • Financial History Check (Part1) • Education Check (Part 2) • Employment History Check (Part 2)	1 working day – Part 1 10 working days – Part 2	2,000
<b>Part 1</b> • Identity Check (Part 1) • Criminal Check (Part 1) • Minimum Legal Working Age Check (Part 1) • Global Database Check (Part 1) • Financial History Check (Part1) • Global Database Check (Part1)	1 working day – Part 1	1,400
<b><u>Experienced Hire – Internal Control (EH-IC)</u></b> • Identity Check (Part 1) • Criminal Check (Part 1) • Minimum Legal Working Age Check (Part 1) • Global Database Check (Part 1) • Financial History Check (Part1) • Education Check (Part 2) • Employment History Check (Part 2) • Personal/Professional Reference Check (Part 2)	1 working day – Part 1 10 working days – Part 2	2,250
<b><u>Executives Hires (Exec)</u></b> • Identity Check (Part 1) • Criminal Check (Part 1) • Minimum Legal Working Age Check (Part 1) • Global Database Check (Part 1) • Financial History Check (Part1) • Education Check (Part 2) • Employment History Check (Part 2) • Personal/Professional Reference Check (Part 2) • SEC/DTI Check (Part 2)	1 working day – Part 1 10 working days – Part 2	2,250

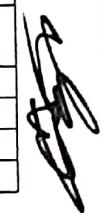
## 2. Ala Carte Rates (VAT Exclusive)

Standard Check Part 1	Standard SLA	Rate, PHP
Identity Check	1 WD	720
Global Database Check	1 WD	300
Criminal Check	1 WD	720
Financial/Credit Check	1 WD	300
Minimum Work Legal Age Check	1 WD	300
Financial, Credit Check & Identity Check	1 WD	1,140

Standard Check Part 2	Standard SLA	Rate, PHP
Education Verification	10 WD	840
Previous Employment (Per Employer)	10 WD	600
Crossmatching (SEC Check)	10 WD	360
Crossmatching (DTI Check)	10 WD	360
Personal Reference Check	10 WD	360

<b>Non-standard Check</b>	<b>Standard SLA</b>	<b>Rate, PHP</b>
Social Security Number (SSS) Verification	3 WD	120
Reputational Profile	3 WD	600
Permanent Address Verification – Metro Manila (Paper Screening)	10 WD	150
Permanent Address Verification – Provincial (Paper Screening)	10 WD	300
Permanent Address Verification – Metro Manila	3 WD	600
Permanent Address Verification – Provincial	Please see Non-Standard check for provincial rates	
Physical Address Verification – Metro Manila	6 WD	600
Physical Address Verification Provincial	Please see Non-Standard check for provincial rates	
Barangay Check – Metro Manila	6 WD	600
Barangay Check – Provincial	Please see Non-Standard check for provincial rates	
Tax Identification Number (TIN) Verification	N/A	N/A
Crossmatching check (Securities and Exchange Commission)	N/A	N/A
Crossmatching check (Department of Trade and Industry)	N/A	N/A
Driver's License Number Verification	N/A	N/A
Verification of Professional Qualifications (PRC) – Online verification only	N/A	N/A
Verification of Professional Qualifications (PRC) – Ocular visit (Requires an authorization letter or special power of attorney (SPA) from the subject)	N/A	N/A
Bureau of Immigration (Watchlist check, Legal right to work, Citizenship)	N/A	N/A
Local & international Media Searches	N/A	N/A
Global Database Integrity Check	1 WD	300
Bureau of Internal revenue (BIR)	N/A	N/A
Metropolitan Trial Court (MTC) & Regional Trial Court (RTC) Search – Metro Manila	3 WD	600
Metropolitan Trial Court (MTC) & Regional Trial Court (RTC) Search – Provincial	3 WD	Field Rate
Criminal Record Check (Project Specific)	1 WD	720
Employment Check (Project Specific)	6 WD	600
Citizenship Check	N/A	N/A
Credit & Financial Check (Project Specific)	1 WD	1,140




NON-STANDARD PROVINCIAL RATES		
AREA	Per Request	TAT
<b>Cavite Region IV-A</b>		
Bacoor	Php 700.00	3 days
Imus	Php 700.00	3 days
Kawit	Php 700.00	3 days
Noveleta	Php 700.00	3 days
Rosario	Php 714.00	3 days
Tanza	Php 714.00	3 days
<b>Cavite Region IV-B</b>		
Cavite City	Php 786.00	3 days
Naic	Php 786.00	3 days
Trece Martires	Php 786.00	3 days
General Trias	Php 786.00	3 days
GMA	Php 786.00	3 days
Dasmarinas	Php 714.00	3 days
Carmona	Php 714.00	3 days

*[Signature]*

*[Signature]*

<b>Cavite Region IV-C</b>		
Ternate	Php 948.00	3 days
Silang	Php 948.00	3 days
Amadeo	Php 948.00	3 days
Mendez	Php 948.00	3 days
Tagaytay	Php 948.00	3 days
Alfonso	Php 948.00	3 days
Maragondon	Php 948.00	3 days
Indang	Php 948.00	3 days
Magallanes	Php 948.00	3 days
Gen. Emilio Aguinaldo	Php 948.00	3 days
<b>Rizal Region IV-A</b>		
Cainta	Php 700.00	3 days
Taytay	Php 700.00	3 days
Antipolo	Php 700.00	3 days
<b>Rizal Region IV-B</b>		
Angono	Php 738.00	3 days
Binangonan	Php 738.00	3 days
Cardona	Php 738.00	3 days
Morong	Php 738.00	3 days
Teresa	Php 738.00	3 days
San Mateo	Php 738.00	3 days
Baras	Php 738.00	3 days
Tanay	Php 738.00	3 days
Pililia	Php 738.00	3 days
Jala Jala	Php 738.00	3 days
Montalban	Php 738.00	3 days
<b>Laguna Region IV-A</b>		
San Pedro	Php 700.00	3 days
Binan	Php 700.00	3 days
Sta Rosa	Php 714.00	3 days
Cabuyao	Php 714.00	3 days
<b>Laguna Region IV-B</b>		
Calamba	Php 906.00	3 days
Los Banos	Php 906.00	3 days
Bay	Php 906.00	3 days
Calauan	Php 906.00	3 days
Victoria	Php 906.00	3 days
Nagcarlan	Php 906.00	3 days

Rizal	Php 906.00	3 days
San Pablo	Php 906.00	3 days
Alaminos	Php 906.00	3 days
<b>Laguna Region IV-C</b>		
Liliw	Php 948.00	3 days
Majayjay	Php 948.00	3 days
Cavinti	Php 948.00	3 days
Luisiana	Php 948.00	3 days
Magdalena	Php 948.00	3 days
Sta Cruz	Php 948.00	3 days
Pagsanjan	Php 948.00	3 days
Lumban	Php 948.00	3 days
Kalayaan	Php 948.00	3 days
Paete	Php 948.00	3 days
Pakil	Php 948.00	3 days
Pangil	Php 948.00	3 days
Mabitac	Php 948.00	3 days
Famy	Php 948.00	3 days
Sinuluan	Php 948.00	3 days
Sta Maria	Php 948.00	3 days
<b>Quezon Region IV-A</b>		
San Antonio	Php 1,476.00	4 days
Tiaong	Php 1,476.00	4 days
Dolores	Php 1,476.00	4 days
Sanaya	Php 1,476.00	4 days
Candelaria	Php 1,476.00	4 days
Lucban	Php 1,476.00	4 days
Tayabas	Php 1,476.00	4 days
Pagbilao	Php 1,476.00	4 days
Sampaloc	Php 1,476.00	4 days
Lucena	Php 1,476.00	4 days
Mauban	Php 1,476.00	4 days
Polillo Island	Php 4,500.00	5 days
<b>Quezon Region IV-B</b>		
Almonan	Php 1,578.00	4 days
Padre Burgos	Php 1,578.00	4 days
Agdangan	Php 1,578.00	4 days
Unisan	Php 1,578.00	4 days
Plaridel	Php 1,578.00	4 days
Gumaca	Php 1,578.00	4 days

Pilogo	Php 1,818.00	4 days
Maca Lelon	Php 1,818.00	4 days
Gen. Luna	Php 1,818.00	4 days
Catanauan	Php 1,818.00	4 days
Mulanay	Php 1,938.00	4 days
San Francisco	Php 1,938.00	4 days
San Andres	Php 1,938.00	4 days
San Narciso	Php 1,938.00	4 days
Buena Vista	Php 1,938.00	4 days
Guinayangan	Php 1,938.00	4 days
Lopez	Php 1,938.00	4 days
Calauag	Php 1,938.00	4 days
Tagkawayan	Php 1,938.00	4 days
Alabat	Php 1,938.00	4 days
Perez	Php 1,938.00	4 days
<b>Batangas Region IV-A</b>		
Sto. Tomas	Php 1,050.00	3 days
Tanauan	Php 1,050.00	3 days
Malvar	Php 1,050.00	3 days
Talisay	Php 1,050.00	3 days
Laurel	Php 1,050.00	3 days
Balete	Php 1,050.00	3 days
Lipa City	Php 1,050.00	3 days
Mataas na Kahoy	Php 1,050.00	3 days
Lian	Php 1,050.00	3 days
Nasugbu	Php 1,050.00	3 days
Balayan	Php 1,050.00	3 days
Calaca	Php 1,050.00	3 days
Tuy	Php 1,050.00	3 days
Lemery	Php 1,050.00	3 days
Taal	Php 1,050.00	3 days
Sta Teresita	Php 1,050.00	3 days
Alitagtag	Php 1,050.00	3 days
Cuenca	Php 1,050.00	3 days
San Jose	Php 1,050.00	3 days
San Luis	Php 1,050.00	3 days
Bauan	Php 1,050.00	3 days
San Pascual	Php 1,050.00	3 days
Batangas City	Php 1,050.00	3 days
Ibaan	Php 1,050.00	3 days
Rosario	Php 1,050.00	3 days
Padre Garcia	Php 1,050.00	3 days

Taysan	Php 1,050.00	3 days
<b>Batangas Region IV-B</b>		
San Juan	Php 1,356.00	3 days
Mabini	Php 1,356.00	3 days
Calatagan	Php 1,356.00	3 days
Lobo	Php 1,356.00	3 days
Oriental Mindoro	Php 5,000.00	5 days
Occidental Mindoro	Php 5,000.00	5 days
Palawan	Php 7,000.00	5 days
El Nido Palawan	Php 8,000.00	5 days
Marinduque	Php 5,500.00	5 days
Romblon	Php 5,000.00	5 days
<b>Bicol Region V</b>		
Camarines Sur	Php 2,820.00	4-5 days
Naga	Php 2,820.00	4-5 days
Pili	Php 2,820.00	4-5 days
Iriga City	Php 2,820.00	4-5 days
Tabaco City	Php 2,820.00	4-5 days
Legazpi	Php 3,060.00	4-5 days
Catanduanes	Php 4,700.00	4-5 days
Sorsogon	Php 4,860.00	4-5 days
Masbate	Php 5,000.00	4-5 days
<b>Region III - Central Luzon</b>		
Bulacan	Php 738.00	3 days
Pampanga	Php 786.00	3 days
Tarlac	Php 786.00	3 days
Nueva Ecija	Php 786.00	3 days
Zambales	Php 1,620.00	4 days
Bataan	Php 1,620.00	4 days
<b>Cordillera Admin Region</b>		
Benguet	Php 1,320.00	4 days
Baguio	Php 1,560.00	4 days
Ifugao	Php 1,800.00	4 days
Mountain Province	Php 2,340.00	5 days
Kalinga	Php 2,340.00	5 days
Abra	Php 2,340.00	5 days
Apayao	Php 2,340.00	5 days

<b>Region II - Cagayan Valley</b>		
Nueva Vizcaya	Php 2,154.00	4 days
Quirino	Php 2,154.00	4 days
Isabela	Php 2,274.00	5 days
Cagayan	Php 2,274.00	5 days
Tuguegarao	Php 2,274.00	5 days
<b>Region I - Ilocos/Pangasinan</b>		
Pangasinan	Php 954.00	4 days
La Union	Php 984.00	4 days
Ilocos Sur	Php 1,900	5 days
Ilocos Norte	Php 1,900	5 days
<b>WESTERN VISAYAS</b>		
Aklan	Php 1,962.00	4 days
Capiz	Php 1,134.00	4 days
Antique	Php 1,362.00	4 days
Iloilo	Php 1,362.00	3 days
Guimaras	Php 1,134.00	3 days
<b>Negros Occidental</b>		
Bacolod	Php 1,362.00	3 days
Talisay	Php 1,410.00	3 days
Victoria	Php 1,410.00	3 days
Cadiz	Php 1,410.00	3 days
Sagay	Php 1,410.00	3 days
Bago	Php 1,410.00	3 days
La Carlota	Php 1,410.00	3 days
San Carlos	Php 1,494.00	3 days
Kabankalan	Php 1,494.00	3 days
<b>CENTRAL VISAYAS</b>		
Bohol	Php 1,140.00	4 days
Cebu	Php 954.00	3 days
Danao	Php 954.00	3 days
Lapu-Lapu	Php 954.00	3 days
Mandaue	Php 954.00	3 days
Toledo	Php 954.00	3 days
Negros Oriental	Php 2,160.00	4 days
<b>EASTERN VISAYAS</b>		
Samar	Php 5,700.00	5 days
Ormoc Leyte	Php 5,000.00	5 days

Southern Leyte	Php 7,000.00	5 days
<b>MINDANAO</b>		
Misamis Oriental	Php 700.00	3 days
Cagayan De Oro	Php 700.00	3 days
Gingoog	Php 894.00	3 days
Agusan Del Norte	Php 2,160.00	3 days
Butuan	Php 2,160.00	3 days
Agusan Del Sur	Php 1,374.00	3 days
Properidad	Php 1,374.00	3 days
Surigao Del Sur	Php 2,130.00	4 days
Tandag	Php 2,130.00	4 days
Lanao Del Norte	Php 1,080.00	3 days
Tubod	Php 1,080.00	3 days
Ilagan	Php 1,080.00	3 days
Bukidnon	Php 1,194.00	3 days
Malanbalay	Php 1,014.00	3 days
Lanao Del Sur (ARMM)	Php 1,314.00	3 days
Marawi	Php 1,314.00	3 days
Misamis Occidental	Php 1,794.00	4 days
Oroquieta	Php 1,794.00	4 days
Ozamis	Php 2,754.00	4 days
Tangub	Php 2,754.00	4 days
Zamboanga Del Norte	Php 2,994.00	4 days
Dipolog	Php 2,994.00	4 days
dapitan	Php 2,994.00	4 days
Zamboanga Del Sur	Php 2,034.00	3 days
Pagadian	Php 2,034.00	3 days
Zamboanga City	Php 2,394.00	4 days
Davao del Sur	Php 894.00	3 days
Davao city	Php 700.00	3 days
Digos	Php 700.00	3 days
Davao del Norte	Php 720.00	3 days
Tagum	Php 720.00	3 days
Compostela Valley	Php 900.00	3 days
Nasunturan	Php 900.00	3 days
Davao Oriental	Php 2,400.00	3 days
Mati	Php 840.00	3 days
North Cotabato	Php 1,218.00	3 days
Kidapawan	Php 1,218.00	3 days
South Cotabato	Php 1,794.00	3 days
Koronada	Php 1,794.00	3 days

General Santos	Php 1,794.00	3 days
Sarangani	Php 1,914.00	4 days
Alabel	Php 1,914.00	4 days
Sultan Kudarat	Php 2,094.00	4 days
Maguindanao	Php 2,094.00	4 days
Shariss Aguak	Php 2,094.00	4 days

### 3. Volume Discount Scheme (VAT Exclusive)

Hire Category	Number of Monthly Cases					
	Rate	51 to 150 cases	151 to 250 cases	251 to 350 cases	351 to 450 cases	Over 451 cases
Entry Level (EL)	1,640.00	1,558.00	1,476.00	1,394.00	1,312.00	1,230.00
Experienced Hires (EH)	2,000.00	1,900.00	1,800.00	1,700.00	1,600.00	1,500.00
Executive Hires (EH)	2,250.00	2,137.50	2,025.00	1,912.50	1,800.00	1,687.50