



CERTIFICATE OF EMPLOYMENT

TO WHOM IT MAY CONCERN:

This is to certify that **CAPT. JOSEMARIA MARTIN F. BALCE, III** is a bonafide **PILOT/FLIGHT INSTRUCTOR** of AIRWORKS AVIATION CO., INC. since February 26, 2019 until the present.

This certification is being issued upon the request of **Capt. Balce, III** for whatever purpose it may serve him.

Signed this 10th day of October, 2023 in Lapu-Lapu City, Cebu, Philippines.

A handwritten signature in blue ink, appearing to read 'M. R. Ferol', is positioned above the printed name.

MICHELLE R. FEROL

Manager

Human Resource and Administration