

**TO : PATRICK NIÑO NOAH POLICARPIO**  
**FROM : EMPLOYEE RELATIONS DEPARTMENT**  
**DATE : 28 AUGUST 2024**  
**SUBJECT : NOTICE OF REDEPLOYMENT**

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Dear Patrick,

This notice is being sent to inform you that your new project assignment will be **Cebu Air, Inc.** commencing on September 02, 2024. Your new designation will be as a **Technical Lead** with job description as follows:

**Job Description:**

- Develop and maintain robust, scalable software applications using React Native for both back-end and front-end functionalities.
- Execute software modifications and implement feature enhancements to existing systems, ensuring seamless integration with enterprise-grade solutions.
- Engage in full lifecycle development of distributed mobile applications, from design to deployment.
- Write and maintain effective APIs with robust security components.
- Oversee the complete software development process, ensuring efficient and effective solutions from conception through deployment.
- Manage and optimize client-side and server-side architecture, including the design and maintenance of well-functioning databases and applications.
- Collaborate with cross-functional teams to define, design, and launch new software features.
- Conduct peer reviews of code to ensure adherence to coding standards and best practices.
- Mentor and guide junior and mid-level developers in delivering React Native systems, promoting adherence to development standards.
- Prepare and present weekly and monthly reports detailing project progress and outcomes.
- Oversee automated testing processes and provide constructive feedback during the development cycle.
- Design, debug, and manage systems to ensure a seamless user experience and efficient server communication.

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**COLLABERA TECHNOLOGIES PRIVATE LIMITED, INC.**

**SEC Registration Number:** CS201323439

**Registered Address:** 40<sup>th</sup> Floor Rufino Tower, 6784 Ayala Avenue corner V.A. Rufino Street, Makati City, Philippines



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[www.collaberadigital.com](http://www.collaberadigital.com)

Your pay rate for this new assignment will be as follows:

<b>BASIC SALARY</b>	:	PHP 85,000
<b>NON-TAXABLE ALLOWANCE</b>	:	PHP 5,000

In addition, if you wish to terminate your employment for any reason or cause, you must give (60) days written notice.


Furthermore, please be informed that you shall remain bounded by the confidentiality and non-competition clauses incorporated in the aforementioned project employment contract.

We look forward to more years of fruitful partnership with you.

Issued by:

  
**Marielle B. Salazar, CHRA, Rpm**  
Project Lead – Employee Relations

Acknowledged and Received by:

  
**PATRICK NIÑO NOAH POLICARPIO**  
Date and Time: 08/28/2024 | 12:59 PM IST

**Certificate Of Completion**

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MARIELLE SALAZAR

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marielle.salazar@collaberadigital.com

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Patrick Policarpio

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patrickpolicarpio08@gmail.com

Security Level: Email, Account Authentication  
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Accepted: 7/2/2024 3:26:56 PM

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Patrick Policarpio

patrick.policarpio@collaberadigital.com

Security Level: Email, Account Authentication  
(None)

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [harshvardhan.m@collabera.com](mailto:harshvardhan.m@collabera.com)

#### **To advise Collabera Technologies Private Limited Inc. of your new email address**

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at [harshvardhan.m@collabera.com](mailto:harshvardhan.m@collabera.com) and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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