




REPUBLIC OF THE PHILIPPINES
PROVINCE OF LAGUNA
CITY GOVERNMENT OF SAN PABLO



OFFICE OF THE CITY MAYOR

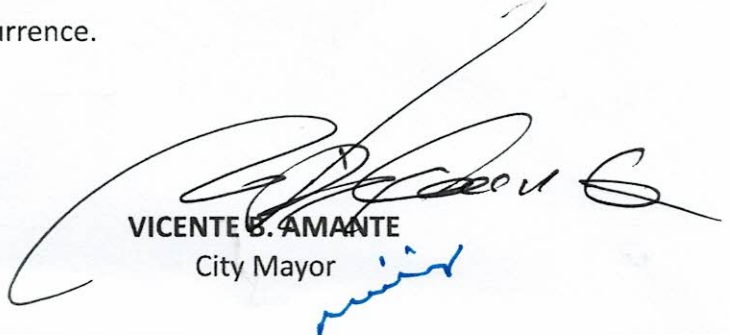
URGENT

1st Endorsement
September 20, 2023

OFFICE OF THE SANGGUNIANG PANLUNGSOD CITY OF SAN PABLO		
RECEIVED		
	SEP 27 2023	TIME: 4:16
RECEIVED BY:		Aldrich Tapalla Janolino

Respectfully forwarded to the Honorable Sangguniang Panglunsod, thru OIC-SP Secretary **Mr. Rufo D. Millar**, herewith the copies of **Memorandum of Agreement for Work Immersion** to be entered into by and between **The San Jose Integrated High School** with principal address at Brgy. San Jose, San Pablo City, Laguna, represented by its Principal IV, Editha L. Fule and **The San Pablo City General Hospital**, with principal address at San Pablo City, represented by its Officer-In-Charge, Dr. Michael Ritche L. Flores, DPBS.

Anticipating your approval and concurrence.


VICENTE B. AMANTE
City Mayor

Encl.: a/s
VBA/lcg

SPCH

MEMORANDUM OF AGREEMENT FOR WORK IMMERSION

This Memorandum of Agreement ("Agreement") is entered into this _____ in San Pablo City, Laguna by and between:

The **SAN JOSE INTEGRATED HIGH SCHOOL**, (hereinafter referred to as the "SCHOOL") with School Identification Number **308602** a public high school with principal address at **Brgy. San San Jose, San Pablo City, Laguna** represented in this Agreement by its **Principal IV, EDITHA L. FULE**, Filipino, of legal age, and hereinafter referred to as the "SCHOOL";

-and-

The **SAN PABLO CITY GENERAL HOSPITAL**, of the Republic of the Philippines, with principal address at., San Pablo City and represented in this Agreement by its **OFFICER-IN-CHARGE, DR. MICHAEL RITCHE L. FLORES, DPBS**, Filipino, of legal age, hereinafter referred to as the "**SPC GENERAL HOSPITAL**."

(Each a "Party" and collectively as, "Parties")

WITNESSETH:

WHEREAS, the Department of Education of the Philippines hereinafter referred to as "DepEd", is the primary government instrumentality mandated to formulate, implement, and coordinate policies, plans, programs and projects in the areas of formal and non-formal basic education; supervise all elementary and secondary education institutions, including alternative learning systems, both public and private for the establishment and maintenance of a complete, adequate, and integrated system of basic education relevant to the goals of national development;

WHEREAS, the DepEd has introduced the K to 12 basic education reform program that includes Senior High School, hereunder referred to as "SHS", with the major objective of ensuring that graduates of basic education are ready for employment, entrepreneurship and higher learning;

WHEREAS, the SHS curriculum can be customized at the local levels to take into consideration the needs of local industries and the labor market;

WHEREAS, the DepEd believes that for the effective delivery of SHS instruction, there is a need for school-industry partnerships that will provide the school the necessary expertise and venue for practical, on-the-job, enterprise-based training for SHS learners;

WHEREAS, the DepEd started full implementation of SHS in School Year 2018-2019

WHEREAS, the SCHOOL is among those that will offer Technical-Vocational-Livelihood track with Information and Communications Technology strand (Medical Transcription and Contact Center Services) to students in the community to carry out DepEd's objectives for SHS as spelled out above;

WHEREAS, to achieve this objective, the SCHOOL needs to enter into a Work Immersion Partnership with the COMPANY;

WHEREAS, the **SPC GENERAL HOSPITAL** operates in the area where the SCHOOL is located and has offices, facilities, project sites, and expertise that it can make available to the SCHOOL for purposes of student work immersion;

WHEREAS, the **SPC GENERAL HOSPITAL** considers going into a work immersion partnership with the SCHOOL as part of its mission to create a positive impact on the community, especially the young people;

WHEREAS, the **SPC GENERAL HOSPITAL** may avail of Revenue Regulation No. 10, s. 2003 implementing the tax incentives provision of R.A. 8525 otherwise known as the Adopt-A-School Act of 1998;

WHEREAS, the Parties undertake to collaborate for the successful implementation of the SHS in SCHOOL cognizant of the need for special protection of the child and with the best interest of the SHS learners at heart;

NOW, THEREFORE, for in consideration of the foregoing premises, the PARTIES hereby agree as follows:

DESCRIPTION OF THE WORK IMMERSION PROGRAM

With the passage of the **Enhanced Basic Education Act of 2013 or Republic Act 10533**, the DepEd was tasked to implement the K to 12 Program, especially adding two (2) years of specialization within the Basic Education System;

The DepEd designed the implementation of RA 10533 within the framework of increased community involvement in the learner's experience;

With this premise, the DepEd, offers venues for various stakeholders to participate in the implementation of RA 10533 and, the same offer, is accepted by the PARTIES, herein;

The Work Immersion Program is one of the course requirements for graduation. A SHS student has to undergo work immersion in a business organization or establishment with work requirements related to the specialization. Through work immersion, the students are exposed to and are familiarized with the work environment related to their field of specialization. Specifically, the students are able to:

1. Appreciate the importance and application of the principles and theories in school.
2. Enhance their technical knowledge and skills.
3. Enrich their skills in communication and human relations.
4. Gain relevant and practical industrial skills under the guidance of industry experts and workers.
5. Prepare to meet the needs and challenges of employment, entrepreneurship, or higher education after their graduation.

I. OBJECTIVES OF THE WORK IMMERSION PARTNERSHIP

The Work Immersion Partnership has the following objectives:

1. To supplement the formal curriculum of the SHS program with special inputs coming from the **SPC GENERAL HOSPITAL** experts and practitioners in order to make the SHS program aligned and consistent with work standards;
2. To develop in the students of the SHS program the knowledge and skills that are relevant to the needs of the job market in the area;
3. To provide SHS students relevant learning experiences by giving them exposure to the actual workplace setting;
4. Assist students gain the needed skills and competencies to enable them to pass the National Certification Assessment conducted by TESDA;
5. To form Work Immersion Partnership between SCHOOL and the **SPC GENERAL HOSPITAL**, the students, faculty, and staff of the school concerned will be allowed the use of and access to the COMPANY workplace and equipment as part of their Work Immersion

Program, subject to the limitations provided for in the Training Plan attached as Annex "A" hereof.

II. RESPONSIBILITIES OF THE PARTIES

A. Joint Responsibilities

Both the SCHOOL and the SPC GENERAL HOSPITAL shall:

1. Create a Joint Working Group ("JWG") that will prepare the action plan to operationalize the partnership. The JWG shall be composed of **four (4)** members, **two (2)** from the SCHOOL and **two (2)** from the SPC GENERAL HOSPITAL. The SCHOOL's designated Work Immersion Teacher and the SPC GENERAL HOSPITAL's designated Immersion Coordinator/Supervisor shall be members of the JWG. The other member from the SCHOOL shall be the Principal/Master Teacher while the other member from the SPC GENERAL HOSPITAL shall be the Operations Consultant. The JWG shall have the following functions and responsibilities:
 - a. Ensure proper and full implementation of the provisions of this Agreement and DepEd Order No. 30, series of 2017;
 - b. Design the Training Plan/Work Immersion for Work Immersion; and
 - c. Ensure the proper implementation of the agreed Training Plan; and
 - d. Such other actions as will operationalize the partnership between the SCHOOL and the SPC GENERAL HOSPITAL.

The JWG members from the SCHOOL shall be responsible for endorsing Grade 12 students for immersion and conducts monitoring of their progress, while the JWG members from the SPC GENERAL HOSPITAL shall be responsible for providing evaluation and certificate of participation after the 80 hours of relevant training to the SHS Coordinator.

2. Form a joint steering committee to monitor the progress of the partnership and to make sure that the provisions of this Agreement are met.
3. Adhere to all laws, memoranda and circulars pertaining to child protection as provided for Work Immersion, particularly the DepEd's Order No. 30, series of 2017, Guidelines for Work Immersion ("Guidelines").
4. Develop the student's Work Immersion module specifying goals and objectives, desired outcomes of the program and how these outcomes will be achieved, also noting the specific knowledge, skills, attitudes and competencies that the student should acquire after completing the program. (See Annex "A" and Annex "C" of the Guidelines)
5. Develop a Work Immersion Daily Schedule of Activities that will be followed by the students during the whole duration of the Work Immersion Program. (See Annex "C" of the Guidelines)
6. Formulate local school Work Immersion policies and guidelines on selection, placement, monitoring, and assessment of students (Immersion participants), in order to ensure that each student is assigned to an immersion partner matched to his/her desired track, qualifications and aptitude.

B. Responsibilities of the School

The School Shall:

1. Identify and indicate the SHS track/s, strands, and/or specialization/s which will be the subject of the partnership.

2. Make the needed adjustments to contextualize the SHS subjects based on inputs from the SPC GENERAL HOSPITAL.
3. Allow the SPC GENERAL HOSPITAL to give a work immersion program schedule to students between 8:00 a.m. and 5:00 p.m. during Mondays to Fridays. Provided that, work immersions for students below 15 years old and with permission from their parent or guardian, shall not be longer than four (4) hours in any given day. Provided further that, the schedule given to students will not be more than eight (8) cumulative or consecutive hours per day and will not exceed the 80 hours required hands-on experience or work simulation. The parent's consent shall be in the form prescribed in Annex "B" hereof.
4. Provide the SPC GENERAL HOSPITAL with a list of learning objectives and competencies that the students must attain/acquire after the Work Immersion
5. Ensure that only students who are given medical clearance and were allowed by their parents/guardians are permitted to undergo work immersion in the SPC GENERAL HOSPITAL.
6. Provide a proper orientation to the students and their parents on the nature and expectations of the Work Immersion Program as well as the different rules and agreements entered by the SCHOOL with the SPC GENERAL HOSPITAL before the start of the immersion program to ensure that both students and their parents are well aware of the requirements and conditions set by the SCHOOL and the SPC GENERAL HOSPITAL on the conduct of the immersion program.
7. Designate a Work Immersion Teacher who is the person in charge of coordinating with the SPC GENERAL HOSPITAL and supervising the activities of the students for the duration of the Work Immersion Program. For this purpose, the SCHOOL designates **Ms. Mary Rose A. Dellosa**, who shall serve as the SCHOOL's Work Immersion Teacher.
8. Provide insurance coverage for learners during the work immersion program.
9. Continue to exercise its Special Parental Authority under the Family Code over the Senior High School student under immersion in the premises of the SPC GENERAL HOSPITAL. In connection with this, only the SCHOOL and not the SPC GENERAL HOSPITAL can exercise disciplinary action on any erring student.
10. Monitor each student's progress throughout the duration of the entire work immersion program so as to ensure that the tasks assigned to each student are meaningful, challenging, and applicable to his/her particular program, and are able to maximize the quality of the learning experience.
11. Provide the SPC GENERAL HOSPITAL an evaluation tool for the students' immersion performance.
12. Issue a final grade to the student upon completion of the requirements within a prescribed period.
13. Ensure that the SCHOOL's students, teachers, staff, personnel and all official involved in the implementation of this Agreement, including parents of the students involved will adhere to the non-disclosure policies of the SPC GENERAL HOSPITAL as agreed to by the School. (Item V)
14. Provide signed Consent forms from the parents as applicable. The parent's consent shall be in the form prescribed in Annex "C".
15. Provide the SPC GENERAL HOSPITAL a Certificate of Participation in the SHS program for whatever purpose it may serve.

16. Execute a deed of acceptance as a way of recognizing and acknowledging the donation/s received from the SPC GENERAL HOSPITAL, if any.
17. Review, facilitate, and endorse the application of the SPC GENERAL HOSPITAL to avail of the tax incentives/exemption as specified in the R.A. 8525 otherwise known as The Adopt-A-School Act of 1998.

C. The SPC GENERAL HOSPITAL shall:

1. Assign an Immersion coordinator/supervisor from the SPC GENERAL HOSPITAL to liaise with the School and supervise the students, without prejudice to the special parental authority of the school, its administrators and teachers for the duration of the work immersion program so as to ensure efficient implementation of all stages of the program. For this purpose, the SPC GENERAL HOSPITAL hereby assigns its Administrative Officer V (Personnel Department), **Yvette Kristine V. Perez**, as the SPC GENERAL HOSPITAL's Immersion Coordinator/Supervisor.
2. Provide inputs to the work immersion objectives.
3. Lend its expertise by making available its resident resource person to provide training to the students.
4. Allow the students to be deployed to the different sections/departments/project sites of the SPC GENERAL HOSPITAL based on the Work Immersion Daily Schedule of Activities, attached as Annex "C" hereof.
5. Agree to the required number of hours of the immersion program set under the DepEd SHS curriculum. (See Annex "A" of the Guidelines)
6. Provide the SCHOOL with an orientation about the SPC GENERAL HOSPITAL, its line of business, and the work its employees do, and expose them to the various stakeholders of the community in which the SPC GENERAL HOSPITAL operates, with special emphasis on the work and learner activities that the students will do during the work immersion based on the Work Immersion Daily Schedule of Activities, attached as Annex "C" hereof.
7. Provide students with an orientation about the SPC GENERAL HOSPITAL, its line of business, and the work its employees do, and expose them to the various stakeholders of the community in which the SPC GENERAL HOSPITAL operates for the students to get a holistic understanding of its business.
8. Similarly ensure that students undergo training related to their course, and provide the students with work or activities that are varied and applicable to their field of study.
9. Make its workplace and facilities available to students and teachers, and shall similarly take all necessary action to ensure the safety of students within their areas of operation at all times, which shall include, but shall not be limited to, the provision for Personal Protective Equipment (PPE's), if applicable. Ensure that the students will not be exposed to hazardous materials and working environment throughout the duration of the immersion.
10. Report to the SCHOOL's Work Immersion Teacher any incident where a student commits inappropriate acts or misbehaves during the work immersion period for appropriate disciplinary action.
11. Evaluate students' performance in the immersion venue by accomplishing provided evaluation tool.
12. Issue a Certificate of Completion to the student trainees upon satisfactory compliance with all requirements of the program.

13. Executes deed of donation in favor of DepEd for the completed Work Immersion Partnership.
14. Submit to the Adopt-A-School Program Secretariat all pertinent documents in support of the amount specified/claimed for the tax exemption application of the SPC GENERAL HOSPITAL, if any.

III. EFFECTIVITY

This Agreement shall hold for the duration of the **2023 – 2024** Academic School Year and is renewable every year. The SPC GENERAL HOSPITAL and the SCHOOL shall submit their intention to renew this Agreement through a formal written notice within thirty (30) days before the expiration of this Agreement.

The SPC GENERAL HOSPITAL and the SCHOOL reserve their respective rights to terminate their participation in the Agreement through a formal written notice within thirty (30) days before the effectivity of the termination. Both parties shall turnover all deliverables agreed thereto in the Work Immersion Program.

A material breach of the Work Immersion Guidelines and/or this Agreement shall constitute a ground for termination of this Agreement, in whole or in part, by the aggrieved party, without prejudice to other legal remedies.

IV. LIABILITY

The SCHOOL, its administrator and teachers exercising authority and supervision over the Senior High School student undergoing immersion in the premises of the SPC GENERAL HOSPITAL shall be held accountable for the student's acts.

Each Party shall answer for losses and damages arising from any accident, act, or omission directly attributable to its fault or negligence, which may cause death or bodily injury to any person, or loss or damage to property, by or on account of the performance of the respective obligations by the Parties pursuant to this Agreement. Such responsibility shall continue to remain that of the responsible Party's even after the termination of this Agreement, if such losses and damages were incurred during the effectivity of this Agreement.

DepEd shall not be liable for opportunity losses of the SPC GENERAL HOSPITAL during the duration and after the termination of this Agreement.

In case of breach or violation on the part of either Party of the foregoing stipulations, the aggrieved Party shall be entitled to terminate this Agreement and recover damages sustained thereof.

V. NON-DISCLOSURE PROVISION

It is expressly understood by DepEd, SCHOOL, and the students that all information on technology, manufacturing process standards, quality assurance methodologies, quality standards, production capabilities, raw material purchasing, marketing, finance, and all other related documents, manuals, operational and technical matters that the SPC GENERAL HOSPITAL shall make available to them, hereinafter referred to a "Confidential Information", shall be used for the sole purpose of student training. All of these matters are classified in nature and proprietary to the Company and thereby each student hereby undertakes to prevent transfer of such information by any of its members to any party outside of the SPC GENERAL HOSPITAL.

Use

SCHOOL may use the said Confidential Information only for its designated purpose and not for any other

purpose. SCHOOL agrees to abide by all applicable policies by SPC GENERAL HOSPITAL that are made available to SCHOOL. Except as reasonably required for the purpose of its use, SCHOOL will not copy or reproduce the Confidential Information of SPC GENERAL HOSPITAL without SPC GENERAL HOSPITAL'S prior written consent.

Protection

SCHOOL agrees not to disclose the Confidential Information to any third Party other than those individuals who (i) are its faculty, teachers, staff, personnel, students, including parents of its students, involved in this Agreement; (ii) need to know such information for the purpose of implementing the objectives of this Agreement, and (iii) who are made aware of the obligations of confidentiality set out in this Agreement and agree to be bound by the same. In any case, the SCHOOL shall be liable for any breach of any such obligation committed by any of its faculty, teachers, staff, personnel, students, or parents of students involved, to the same extent as if committed by the SCHOOL.

Ownership

Confidential Information disclosed under this Agreement will remain the property of SPC GENERAL HOSPITAL. It does not grant any express or implied license or right to or under any patents, trade secrets, copyrights, trademarks or other rights in its Confidential Information under this Agreement.

Return

SCHOOL will return or destroy all Confidential Information (including copies) that was made available to SCHOOL under this Agreement upon request by SPC GENERAL HOSPITAL or upon termination of this Agreement.

Liability

The SCHOOL shall be liable for any breach of this provision committed by any of its faculty, teachers, staff, personnel, students or their parents, involved in this Agreement, to the same extent as if committed by the SCHOOL.

In case of BREACH or VIOLATION on the part of either the SCHOOL, its faculty, teachers, staff, personnel, students, or parents of its students, the SPC GENERAL HOSPITAL shall be entitled to terminate this Agreement and recover damages sustained thereof.

The SCHOOL acknowledges that if it fails to comply with any of its obligations hereunder, the SPC GENERAL HOSPITAL may suffer immediate, irreparable harm for which monetary damages may not be adequate. The SCHOOL agrees that, in addition to all other remedies provided at law or in equity, the SPC GENERAL HOSPITAL shall be entitled to injunctive relief hereunder.

VI. EXCLUSIVITY

During the term of this Agreement and any renewal thereof, SCHOOL agrees and warrant that Technical-Vocational-Livelihood (TVL) Track, it will not enter into any agreement for Work Immersion Program with any other business or entity which directly or indirectly competes or intends to directly or indirectly compete in any way with the SPC GENERAL HOSPITAL's business.

VII. OWNERSHIP OF OUTPUT AND INTELLECTUAL PROPERTY

Intellectual properties developed by the student as part of his or her regular Work Immersion duties in the SPC GENERAL HOSPITAL and their corresponding copyrights and/or patents shall belong to the SPC GENERAL HOSPITAL.

Intellectual properties developed by the student outside of his or her regular Work Immersion duties in the SPC GENERAL HOSPITAL and their corresponding copyrights and/or patents shall belong to the

student, even if the student used the time, facilities, materials of the SPC GENERAL HOSPITAL, unless otherwise stipulated in a separate agreement between the student and his or her parent or guardian and the SPC GENERAL HOSPITAL.

The above provision shall apply in proportion to the intellectual properties developed by the student in case intellectual property is jointly developed by the student with an employee or personnel of the SPC GENERAL HOSPITAL, unless otherwise stipulated in a separate agreement between the student and his or her parent or guardian and the SPC GENERAL HOSPITAL.

VIII. OTHER PROVISIONS

It is expressly understood by the Parties that the SPC GENERAL HOSPITAL is not obliged to pay wage or salary since there is no employer-employee relationship that exists. However, the SPC GENERAL HOSPITAL is not precluded from providing the student with any monetary or financial assistance in the form of transportation fee, food allowance, etc. The monetary or financial assistance provided to the students by the SPC GENERAL HOSPITAL, if any, shall be treated as a donation under the DepEd's Adopt-A-School Program.

In determining the existence of an employer-employee relationship, the following elements are considered: (1) the power to hire; (2) the payment of wages; (3) the power to dismiss, and (4) the power to control the employee's conduct, with the control test generally assuming primacy in the overall consideration.

No employer-employee relationship exists between the student and the partner in work immersion if all the following criteria are met:

1. The training, even though it includes actual operation of the employer's facilities is similar to training provided in an educational program;
2. The training is for the benefit of the student;
3. The student does not displace regular employees, and works under close supervision;
4. The students are not entitled to a job at the conclusion of the training period and are free to take jobs elsewhere in the same field;
5. Any clinical training is performed under the supervision and direction of people who are knowledgeable and experienced in the activity;
6. The training is general, and qualifies the student to work in any similar business. It is not designed specifically for job with the employer that offers the program;
7. The screening process for the immersion program is not the same as for employment, and does not appear to be for that purpose. The screening only uses criteria relevant for admission to an independent educational program; and
8. Advertisements, posting, or solicitations for the program clearly discuss education or training, rather than employment, although employers may indicate that qualified graduates may be considered for employment.

IX. DISPUTE RESOLUTION

Any dispute or controversy of any kind whatsoever which may arise out of or in connection with this agreement shall, in the first instance, be settled within thirty (30) days through amicable means, such as but not limited to mutual discussion. If the dispute cannot be settled amicably within thirty (30), the dispute shall be settled in the courts of San Pablo City only, to the exclusion of other courts. For purposes

of ensuring the effectiveness of this provision, the Parties waive any right which it may now or hereafter have to commence or maintain any suit or proceedings concerning the dispute until all means have been exhausted in accordance with this provision.

X. NOTICES

- a. All notices and other communications made or required to be given under this Agreement ("Notice") shall be in writing, and shall be sent by (i) electronic mail to the e-mail addresses specified below, (ii) fax to the numbers specified below, with receipt acknowledged, (iii) courier, or personal service to the addresses specified below:

If to DepEd/SCHOOL:

Attention: **Mary Rose A. Dellosa**
Address: San Jose Integrated High School, San Pablo City
Telephone: 0906-404-4033
E-mail Address: Maryrose.dellosa@deped.gov.ph

If to SPC GENERAL HOSPITAL:

Attention: **Fatima Frances C. Berguila**
Address: San Pablo City General Hospital
Telephone: 0917-677-1005
E-mail Address: spcgh2010.2@gmail.com

- b. A Notice must be treated as given and received:
- i. if sent by fax or electronic mail before 5 pm on a business day at the place of receipt, on the day it is sent and otherwise on the next business day at the place of receipt; or
 - ii. if otherwise delivered before 5 pm on a business day at the place of delivery, upon delivery, and otherwise on the next business day at the place of delivery.

XI. ENTIRE AGREEMENT

This Agreement constitutes the entire contract between the Parties relating to the Work Immersion Program and supersedes all previous contracts or understanding, oral or written.

XII. MODIFICATION

This Agreement may not be modified or amended unless such amendment is set forth in writing and executed by both Parties with the formalities hereof. Therefore, no amendments of the terms hereof shall be binding upon either Party to this Contract unless said amendment has been confirmed in writing and duly signed by both Parties.

XI. SEPARABILITY CLAUSE

If any of the provisions of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, the remaining terms and provisions of this Contract shall remain unimpaired and in full force and effect, and the Parties agree that any provision so declared invalid or unenforceable shall be replaced with valid or enforceable provisions closely aligned with the original intent of the Parties as

possible. To the extent permitted by law, the Parties to this Contract hereby waive any provision of law that renders any provision of this Contract invalid or unenforceable in any respect.

XIII. GOVERNING LAW

This Agreement will be governed by and construed in accordance with the laws of the Philippines.

XIV. COUNTERPARTS

This Agreement may be executed in any number of counterparts, each of which is an original and all of which taken together form one single document.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date first written above.

FOR THE SCHOOL :

Editha L. Fule
Principal IV

FOR THE SPC GENERAL HOSPITAL:

Michael Ritche L. Flores, MD, DPBS
Officer-in-Charge

WITNESSED BY:

May Lyn C. Mojica
Master Teacher II

Fatima Frances C. Berguila, RN, MAN
Administrative Officer V

ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES)

)ss

BEFORE ME this _____, _____, personally appeared:

Name	Government-issued Identification Document	Date and Place Issued/Validity
Editha L. Fule		
Michael Ritche L. Flores, MD, DPBS		

Known to me and to me known to be the same person who executed the foregoing instrument, and they acknowledged to me that the same is their free and voluntary act and deed. This Memorandum of Agreement consisting of eleven (11) pages including this page in which this acknowledgement is written, signed by the parties in their instrumental witnesses each and every page thereof.

WITNESS MY HAND AND NOTARIAL SEAL, on the date at the place first written above.

Doc. No. _____;
Page No. _____;
Book No. _____;
Series of 2023.