



Tel (650) 316-7500
www.Upwork.com

September 28, 2023

475 Brannan St., Suite 430
San Francisco, CA 94107
USA

To Whom It May Concern,

This letter is to provide documentation of earnings to Thembaletu Ncube, who is an independent contractor performing services as a freelancer for third party client companies through Upwork. Upwork provides an online workplace, where companies hire, manage, and pay freelancers through our web-based platform.

While Upwork is not the employer of Thembaletu Ncube and does not control their ongoing earnings on Upwork, we can confirm that Thembaletu Ncube has been paid the following amounts as an independent contractor in the past 12 months.

Freelancer profile

Name	Thembaletu Ncube
Title	Native android developer
Upwork Profile URL	https://www.upwork.com/users/~0131ebf2d330179145
Active on Upwork Since	Nov 07, 2022
Address	6628 Pumula north, Plumtree, WC 00000, Zimbabwe

Service contract payments received

Since Oct 01, 2022	Since Apr 01, 2023	Since Jul 01, 2023	Since Sep 01, 2023
\$80 USD	\$80 USD	\$0 USD	\$0 USD

Service contract payments received

This Statement of Earnings is issued upon the request of the above-named freelancer for reference purposes and Upwork certifies to the truthfulness and authenticity of the same on the basis of company records.

Michelle Appleberg
Director, Customer Support,
Upwork Global Inc.

About Upwork Global Inc.

Upwork provides an online workplace, where freelancers provide online, virtual services to companies across the globe. The individual above is an independent contractor and not an employee of Upwork nor the clients to which the individual provides services. The freelancer offers his/her expertise to the public, using the freelancer's own equipment and assets and retains the possibility of profit and loss. Upwork does not control the freelancer's ongoing earnings. This statement is a confirmation of the work performed by this freelancer for his/her clients through the Upwork platform, and not a guarantee of future earnings.