



**ALTA SOFIA REVIEW, RESEARCH, AND TRAINING INSTITUTE INC.**  
**3<sup>rd</sup> Floor Uytingkoc Building, Senator Enage Street**  
**Tacloban City, Leyte 6500 Philippines**

**VERIFICATION OF  
 TEACHING/ADMINISTRATIVE  
 (VERIFICACION DE  
 DOCENCIA/ADMINISTRATIVA)**

**This is to certify that: PALAGAR JOHN IVAN VILLALINO**  
 Este documento certifica a: (Last Name) (Apellido) (First Name) (Primer Nombre) (Middle Name) (Segundo Nombre)

**Last Four of SSN** \_\_\_\_\_  
 Ultimos Cuatro Digos del SSN:

**Any other name(s) Used: NONE**  
 Alias:

**Was employed by: ALTA SOFIA REVIEW, RESEARCH, AND TRAINING INSTITUTE INC.**  
 Fue empleada por:

**City of: TACLOBAN CITY State of/Country of: PHILIPPINES**  
 Ciudad: Departamento/Pais:

*BEGINNING M/D/Y *COMIENZO MES-DIA-AÑO	*ENDING M/D/Y *FINAL MES-DIA-AÑO	*POSITION *TITULO	*NUMBER OF DAYS WORKED *NUMERO DE DIAS TRABAJADOS	*HOURS PER DAY *HORAS AL DIA	*FULLTIME/ PARTTIME *TIEMPO- COMPLETO o MEDIO-TIEMPO
08/01/2021	07/30/2022	PRESIDENT	300	8	Full Time
08/01/2022	07/30/2023	PRESIDENT	300	8	Full Time
08/01/2023	09/15/2022	PRESIDENT	30	8	Full Time

\*Required Fields (Casillas Requeridas)

GERARD G. BEJO

SIGNATURE (FIRMA)

VICE-PRESIDENT FOR OPERATIONS/ CORP. SEC.

TITLE (TITULO DE LA PERSONA QUE FIRMA)

September 15, 2023

DATE (FECHA)

gerardpres17@gmail.com

E-MAIL (E-MAIL DE LA PERSONA QUE FIRMA)

OFFICIAL SEAL (SELLO OFICIAL)







**PHILIPPINE SCIENCE HIGH SCHOOL**  
**Eastern Visayas Campus,**  
**Pawing, Palo, Leyte**

**VERIFICATION OF  
TEACHING/ADMINISTRATIVE  
(VERIFICACION DE  
DOCENCIA/ADMINISTRATIVA)**

This is to certify that: **PALAGAR** **JOHN IVAN** **VILLALINO**  
Este documento certifica a: (Last Name) (Apellido) (First Name) (Primer Nombre) (Middle Name) (Segundo Nombre)

Last Four of SSN \_\_\_\_\_  
Ultimos Cuatro Digitos del SSN:

Any other name(s) Used: NONE  
Alias:


Was employed by: **PHILIPPINE SCIENCE HIGH SCHOOL – EASTERN VISAYAS CAMPUS**  
Fue empleada por:

City of: **TACLOBAN CITY, PALO, LEYTE** State of/Country of: **PHILIPPINES**  
Ciudad: Departamento/Pais:

*BEGINNING M/D/Y <small>*COMIENZO MES-DIA-AÑO</small>	*ENDING M/D/Y <small>*FINAL MES-DIA-AÑO</small>	*POSITION <small>*TITULO</small>	*NUMBER OF DAYS WORKED <small>*NUMERO DE DIAS TRABAJADOS</small>	*HOURS PER DAY <small>*HORAS AL DIA</small>	*FULLTIME/ PARTTIME <small>*TIEMPO- COMPLETO o MEDIO-TIEMPO</small>
06-08-2008	03-30-2009	High School Teacher	195 days	8 Hours	Full Time
06-01-2009	03-30-2010	High School Teacher	200 days	8 Hours	Full Time
06-01-2010	03-30-2011	High School Teacher	200 days	8 Hours	Full Time
06-01-2011	03-30-2012	High School Teacher	200 days	8 Hours	Full Time
06-01-2012	09-12-2012	High School Teacher	65 days	8 Hours	Full Time

\*Required Fields (Casillas Requeridas)

SIGNATURE (FIRMA)

  
**CYNTHIA C. OCAÑA, D.M.**  
**SAO/FAD CHIEF**

TITLE (TITULO DE LA PERSONA QUE FIRMA)

September 24, 2023

DATE (FECHA)

  
E-MAIL (E-MAIL DE LA PERSONA QUE FIRMA)

OFFICIAL SEAL (SELLO OFICIAL)







ASIAN DEVELOPMENT FOUNDATION COLLEGE  
P. Burgos Street, Tacloban City, Leyte 6500  
Philippines

VERIFICATION OF  
TEACHING/ADMINISTRATIVE  
(VERIFICACION DE  
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Last Four of SSN \_\_\_\_\_  
Ultimos Cuatro Digitos del SSN:

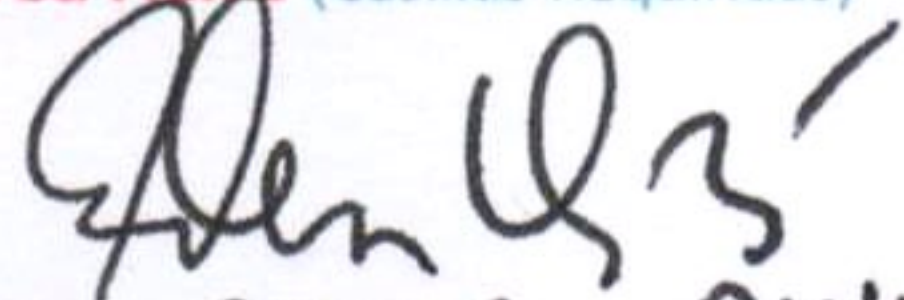
Any other name(s) Used: NONE  
Alias:

Was employed by: ASIAN DEVELOPMENT FOUNDATION COLLEGE  
Fue empleada por:

City of: TACLOBAN CITY State of/Country of: PHILIPPINES  
Ciudad: Departamento/Pais:

*BEGINNING M/D/Y *COMIENZO MES-DIA-AÑO	*ENDING M/D/Y *FINAL MES-DIA-AÑO	*POSITION *TITULO	*NUMBER OF DAYS WORKED *NUMERO DE DIAS TRABAJADOS	*HOURS PER DAY *HORAS AL DIA	*FULLTIME/ PARTTIME *TIEMPO- COMPLETO o MEDIO-TIEMPO
11/05/2003	03/30/2004	College Instructor	100 Days	8 Hours	Full Time
06/01/2004	03/30/2005	College Instructor	200 Days	8 Hours	Full Time
06/01/2005	03/30/2006	College Instructor	200 Days	8 Hours	Full Time
06/01/2006	03/30/2007	College Instructor	200 Days	8 Hours	Full Time
06/01/2007	03/30/2008	College Instructor	200 Days	8 Hours	Full Time

\*Required Fields (Casillas Requeridas)

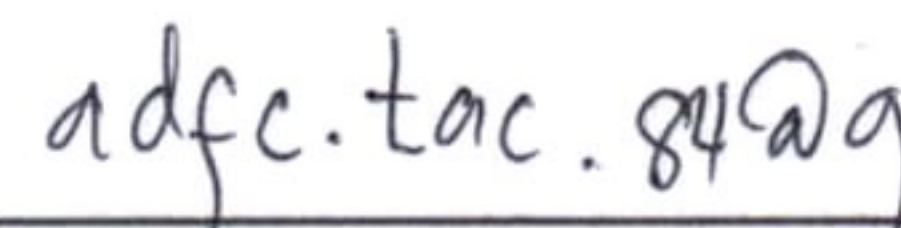
  
EDEN CHUA-PINEDA

SIGNATURE (FIRMA)

September 24, 2023

DATE (FECHA)

VICE PRESIDENT FOR ACADEMIC AFFAIRS  
TITLE (TITULO DE LA PERSONA QUE FIRMA)



E-MAIL (E-MAIL DE LA PERSONA QUE FIRMA)

OFFICIAL SEAL (SELLO OFICIAL)







معهد التدريب التقني والإداري ش.م.م  
TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE L.L.C.

Dear Dr. John Ivan Palagar  
E Code -10605  
Location - Al Musanna

1 July 2021

Subject: **Renewal of Employment**

We refer to the Employment offer dated 22-08-2019 as accepted by you in the "Contract", whereby your services were engaged in connection with the **University of Technology and Applied Science - Al Musanna** being executed by the University of Technology and Applied Sciences (UTAS) of the Sultanate of Oman.

As you are aware, the Contract is project specific and subject to the existing and back to back contractual arrangements between TATI and the University of Technology and Applied Sciences (UTAS) of the Sultanate of Oman.

Pursuant to this letter, TATI is pleased to inform you of the renewal of the Contract subject to and in accordance with the terms and conditions set out hereunder:

1. The Contract shall stand renewed from **27<sup>th</sup> August 2021** and shall be valid until **26<sup>th</sup> August 2022**.
2. Any renewal of the Contract beyond the Term shall be in the sole and absolute discretion of TATI and, in the event of TATI not notifying you of the renewal of the Contract beyond the Term, the Contract as renewed shall stand terminated for all intents and purposes upon the conclusion of the Term.
3. No express or implied promises are being made by TATI with you that the Contract will be renewed beyond the Term.
4. You further agree that in the event of your tendering resignation during the academic semester of the Technical College's Academic Calendar Year (as determined by the University of Technology and Applied Sciences (UTAS)), such resignation shall be effective and be accepted by TATI only upon the conclusion of the first or third semester (as the case may be) and provided that such resignation is preceded by a three (3) month prior notice from you to TATI.
5. Your air passage in the form of an economy class two way ticket from **MCT-MANILA, PHILIPPINES-MCT** once every year.
6. Subject to the aforementioned, all other terms and conditions specified in the offer dated 22-08-2019 shall remain in full force and effect.
7. Kindly let us know if you agree to the aforementioned contractual arrangement in which case, please sign a copy of this letter as a token of your acceptance of the terms and conditions set out herein.

Yours sincerely,

Mr. Waleed Said Harib Al Siyabi  
Manager, HR & Public Relation



Dr. John Ivan Palagar

Signature:

Date: 4 July 2021



معهد التدريب التقني والإداري ش.م.م  
TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE L.L.C.

27/01/2020

**TO WHOM IT MAY CONCERN**

This is to certify that **DR. JOHN IVAN VILLALINO PALAGAR**, Emp.Code.10605, is working with us since 12.01.2020 and is presently designated as "Lecturer". His current monthly emoluments are as follows:-

Basic Salary	: - R.O. 750.000
Other Permanent Allowances	: - R.O. 350.000
	-----
Gross Emoluments	: - R.O. 1100.00
	=====

(Rial Omani One Thousand One Hundred only)

This certificate is issued as per the request from the employee and without any further commitment and responsibility on the part of the company.

For Technical and Administrative Training Institute L.L.C

Authorised Signatory





## MODEL EMPLOYMENT CONTRACT

This **Employment Contract** is executed and entered into by and between:

- A. Employer : **TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE LLC (TATI)**  
Address : P. O. Box 337, Postal Code 115,  
Madinat Al Sultan Qaboos, Sultanate of Oman  
Telephone : +968 24693767-3768 | Fax +968 24693765
- B. Represented in the Philippines by:  
Name of Agent/ Company : **iRekrut Manpower, Inc.**  
Address : 4<sup>th</sup> Floor Casman Building,  
1198 Quezon Avenue, Quezon City 1103,  
Philippines
- And
- C. Employee: **John Ivan V. Palagar**  
Civil Status: **Single**  
Passport No.: **P2870739A**  
Date & Place of Issue: **PE MANAMA**  
Address: **Tacloban City**

Voluntarily binding themselves to the following terms and conditions:

1. Site of Employment **Sultanate of Oman**
2. Contract Duration 12 Months commencing from the employee's departure from the point of origin to the site of employment.
3. Employee's Position **LECTURER**
4. Gross Monthly Salary Rial Omani **1,100**  
Equivalent US\$ **2,857.54**

Breakdown as follows:

Basic Salary	: <b>R.O. 750</b>
Food & Housing Allowance	: <b>R.O. 250</b>
Transportation Allowance	: <b>R.O. 100</b>

5. Regular Working Hours: Maximum of 9 hours per day, 5 days per week

*John Ivan V. Palagar*  
**iRekrut**  
MANPOWER INCORPORATED

*[Signature]*







6. Overtime Pay:
  - a. For work over regular working hours:  
(In accordance with Company Policy and/or Labor Laws of the **Sultanate of Oman**)
  - b. For work on designated rest days & holidays:  
(In accordance with Company Policy and/or Labor Laws of the **Sultanate of Oman**)
7. Leave with Full Pay:
  - a. Vacation Leave:  
(Thirty [30] days for year of service or in accordance with the Labor Laws of the **Sultanate of Oman** whichever is higher)
  - b. Sick Leave:  
(In accordance with Company Policy and/or Labor Laws of the **Sultanate of Oman**)
8. Free passage/transportation from the Philippines to the site of employment; and in the following cases, free return transportation to the point of origin:
  - a. expiration of the contract;
  - b. termination of the contract by the employer without just cause;
  - c. if the employee is unable to continue to work due to work connected or work aggravated injury of illness;
  - d. force of majeure; and
  - e. in such other cases when contract of employment is terminated through no fault of the employee.
9. Free emergency medical services and facilities including medicine.
10. Personal life accident insurance in accordance with host government and/ or Philippine government laws without cost to the worker. In addition, for areas declared by the Philippine government as war risk areas, a war risk area insurance of not less than P100,000.00 shall be provided by the employer at no cost to the worker.
11. In the event of death of the employee during the terms of this agreement, his remains and personal belongings shall be repatriated to the Philippines at the expense of the employer. In the case the repatriation of remains is not possible, the same may be disposed of upon prior approval of the employee's next kin and/ or by the Philippine Embassy/ Consulate nearest the jobsite.
12. The employer shall assist the Employee in remitting a percentage of his salary through the proper Banking channel or other means authorized by law.
13. This **Agreement** shall remain in force for a period indicated under paragraph #2 and the probation period Three (3) Months will be counted as part of normal employment if successfully completed

*[Handwritten signature]*



*[Handwritten signature]*  
**REKUIT**  
RECRUITMENT & EMPLOYMENT



14. Termination:

- a. Termination by Employer: The employer may terminate this Contract on the following just causes: serious misconduct, willful disobedience of employer's lawful orders, habitual neglect of duties, absenteeism, insubordination, revealing secrets of establishment, when employee violates customs, traditions, and laws of **Sultanate of Oman** and/ or terms of this Agreement. The employee shall shoulder the repatriation expenses.
  - b. Termination by Employee: The employee may terminate this Contract without serving any notice to the employer for any of the following just causes: serious insult by the employer or his representative, inhuman and unbearable treatment accorded the employee by the employer or his representative, commission of a crime/ offense by the employer or his representative. Employer shall pay the repatriation expenses back to the Philippines.
  - b.1 The employee may terminate this Contract without just cause by serving one (1) month in advance notice to the employer. The employer upon whom no such notice was served may hold the employee liable for damages. In any case, the employee shall shoulder all expenses relative to his repatriation back to his point of origin.
  - c. Termination due to Illness: Either party may terminate the contract on the ground of illness, disease or injury by the employee. The employer shall shoulder the cost of repatriation.
15. Settlement of disputes: All claims and complaints relative to the employment contract of the employee shall be settled in accordance with the Company policies, rules and regulations. In the case the employee contests the decision of the employer, the matter shall be settled amicably with the participation of the Labor Attaché or any authorized representative of the Philippine Embassy / Consulate nearest competent or appropriate government body in host country or in the Philippines if permissible by host country laws at the option of the complaining party.
16. The employee shall observe employer's company rules and abide by the pertinent laws of the host country and respect its customs and traditions.
17. Applicable Law: Other terms and conditions of employment, which are consistent with the above provisions, shall be governed by the pertinent laws of the **Sultanate of Oman**.

*John Ben V. Felgar*  
MANPOWER INCORPORATED

*[Signature]*







معهد التدريب التقني والإداري ش.م.م  
TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE L.L.C.

HEREBY GIVING AND GRANTING unto my / our said legal representative full power and authority to execute whatsoever is requisite or proper to be done in the premises as fully to all intents and purposes as I might or could lawfully do or cause to be done under and by virtue of these present.

IN WITNESS WHEREOF, I have hereunto signed and affixed my signature, this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

*[Signature]*

KHALED M. ASAD  
Managing Director

TECHNICAL & ADMINSTRATIVE TRAINING INSTITUTE LLC (TATI)  
P. O. Box 337, Postal Code 115, Madinat Al Sultan Qaboos, Sultante of Oman  
+968 24693767-3768 | +968 24693765



Conforme:

For:

*[Signature]*  
iRekrut Manpower, Inc.

*[Signature]*  
iRekrut Manpower, Inc.

ATTY. LHORIETESS L. COLLADO  
President & CEO

OCCI attests the signature of the authorized signatory of Technical & Admin registered under No. 42501 grade EX without any responsibility on the contents of the document.  
Legalization No. 149370 Date: 19/9/2016  
Muscat  
Signature: *[Signature]*

18 SEP 2016 - 2390384 -  
VERIFIED BY  
*[Signature]*  
NASSER S. MUSTAFA  
Labour Attaché II







### CONTINGENCY PLAN

I, **KHALED M. ASAD**, wish to convey the following designated contingency plan related to the recruitment of Filipino workers who shall be employed under the sponsorship of **TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE LLC**. This plan covers remedial measure that should apply in the event of any contingency (i.e. Natural Calamity, Man Made Disaster/War).

In the course of any impending contingency, we shall strive our best to repatriate our employee to their point of origin the soonest time possible via safe course travel.

If repatriation measure is not possible as prompted by prevailing circumstances that may occur, I shall provide continuous support to the employee (Food, Medical, Clothing and Safe Shelter) and constant communication with the update of their living condition.

I shall provide a personal accident insurance from a reputable insurance company in the Sultanate of Oman in favor of the employee that will cover benefits for their beneficiaries during their employment.

AND BY VIRTUE OF THIS LETTER, we pledge to give the employee a reasonable and justified treatment for their well being in accordance with the job contract.

In witness thereof, we hereby sign this contract this \_\_\_\_\_ day of \_\_\_\_\_, at Manila, Philippines.



By:

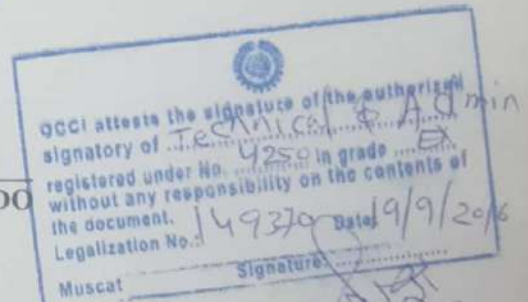
**TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE LLC.**

**KHALED M. ASAD**  
Managing Director  
EMPLOYER

**JOHN IVAN V. PALAGAR**  
EMPLOYEE

By: **iRekrut Manpower, Inc.**

**ATTY. LHORIETESS L. COLLADO**  
President and CEO



18 SEP 2016

1-2390384-







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Telephone : +968 24693767-3768 | Fax +968 24693765
- B. Represented in the Philippines by:  
Name of Agent/ Company : **iRekrut Manpower, Inc.**  
Address : 4<sup>th</sup> Floor Casman Building,  
1198 Quezon Avenue, Quezon City 1103,  
Philippines
- And
- C. Employee: **John Ivan V. Palagar**  
Civil Status: **Single**  
Passport No.: **P2870739A**  
Date & Place of Issue: **PE MANAMA**  
Address: **Tacloban City**

Voluntarily binding themselves to the following terms and conditions:

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*John Ivan V. Palagar*  
iRekrut  
MANPOWER INCORPORATED

*[Signature]*







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  - d. force of majeure; and
  - e. in such other cases when contract of employment is terminated through no fault of the employee.
9. Free emergency medical services and facilities including medicine.
10. Personal life accident insurance in accordance with host government and/ or Philippine government laws without cost to the worker. In addition, for areas declared by the Philippine government as war risk areas, a war risk area insurance of not less than P100,000.00 shall be provided by the employer at no cost to the worker.
11. In the event of death of the employee during the terms of this agreement, his remains and personal belongings shall be repatriated to the Philippines at the expense of the employer. In the case the repatriation of remains is not possible, the same may be disposed of upon prior approval of the employee's next kin and/ or by the Philippine Embassy/ Consulate nearest the jobsite.
12. The employer shall assist the Employee in remitting a percentage of his salary through the proper Banking channel or other means authorized by law.
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*[Handwritten signature]*  
**REKUIT**  
RECRUITMENT & EMPLOYMENT





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16. The employee shall observe employer's company rules and abide by the pertinent laws of the host country and respect its customs and traditions.
17. Applicable Law: Other terms and conditions of employment, which are consistent with the above provisions, shall be governed by the pertinent laws of the **Sultanate of Oman**.

*John Ben V. Feliciano*  
MANPOWER INCORPORATED

*[Signature]*







معهد التدريب التقني والإداري ش.م.م  
TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE L.L.C.

HEREBY GIVING AND GRANTING unto my / our said legal representative full power and authority to execute whatsoever is requisite or proper to be done in the premises as fully to all intents and purposes as I might or could lawfully do or cause to be done under and by virtue of these present.

IN WITNESS WHEREOF, I have hereunto signed and affixed my signature, this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

*[Signature]*

KHALED M. ASAD  
Managing Director

TECHNICAL & ADMINSTRATIVE TRAINING INSTITUTE LLC (TATI)  
P. O. Box 337, Postal Code 115, Madinat Al Sultan Qaboos, Sultante of Oman  
+968 24693767-3768 | +968 24693765



Conforme:

For:

*[Signature]*  
iRekrut Manpower, Inc.

*[Signature]*  
iRekrut Manpower, Inc.

ATTY. LHORIETESS L. COLLADO  
President & CEO

OCCI attests the signature of the authorized signatory of Technical & Admin registered under No. 42501 grade EX without any responsibility on the contents of the document.  
Legalization No. 149370 Date: 19/9/2016  
Muscat  
Signature: *[Signature]*

18 SEP 2016 - 2390384 -  
VERIFIED BY  
*[Signature]*  
NASSER S. MUSTAFA  
Labour Attaché II







### CONTINGENCY PLAN

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I shall provide a personal accident insurance from a reputable insurance company in the Sultanate of Oman in favor of the employee that will cover benefits for their beneficiaries during their employment.

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By:

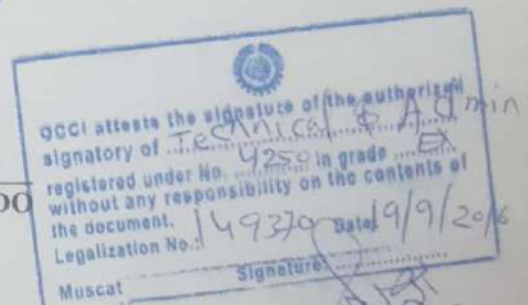
**TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE LLC.**

**KHALED M. ASAD**  
Managing Director  
EMPLOYER

**JOHN IVAN V. PALAGAR**  
EMPLOYEE

By: **iRekrut Manpower, Inc.**

**ATTY. LHORIETESS L. COLLADO**  
President and CEO



18 SEP 2016

1-2390384-







معهد التدريب التقني والإداري ش.م.م  
TECHNICAL & ADMINISTRATIVE TRAINING INSTITUTE L.L.C.

27/01/2020

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Other Permanent Allowances	: - R.O. 350.000
	-----
Gross Emoluments	: - R.O. 1100.00
	=====

(Rial Omani One Thousand One Hundred only)

This certificate is issued as per the request from the employee and without any further commitment and responsibility on the part of the company.

For Technical and Administrative Training Institute L.L.C

Authorised Signatory







1 July 2020

Dear Dr. John Ivan Palagar  
E Code - 10605  
Location - Al Musanna

**Subject: Renewal of Employment**

We refer to the Employment Offer dated 22-08-2019 as accepted by you in the "Contract", whereby your services were engaged in connection with the Al Musanna College of Technology being executed by the Ministry of Manpower of the Sultanate of Oman.

As you are aware, the Contract is project specific and subject to the existing and back to back contractual arrangements between TATI and the Ministry of Manpower of the Sultanate of Oman.

Pursuant to this letter, TATI is pleased to inform you of the renewal of the Contract subject to and in accordance with the terms and conditions set out hereunder:

1. The Contract shall stand renewed from 27<sup>th</sup> August 2020 and shall be valid until 26<sup>th</sup> August 2021.
2. Any renewal of the Contract beyond the Term shall be in the sole and absolute discretion of TATI and, in the event of TATI not notifying you of the renewal of the Contract beyond the Term, the Contract as renewed shall stand terminated for all intents and purposes upon the conclusion of the Term.
3. No express or implied promises are being made by TATI with you that the Contract will be renewed beyond the Term.
4. You further agree that in the event of your tendering resignation during the academic semester of the Technical College's Academic Calendar Year (as determined by the Ministry of Manpower), such resignation shall be effective and be accepted by TATI only upon the conclusion of the first or third semester (as the case may be) and provided that such resignation is preceded by a three (3) month prior notice from you to TATI.
5. Your air passage in the form of an economy class two way ticket from MCT-MANILA, PHILIPPINES-MCT once every year.
6. Subject to the aforementioned, all other terms and conditions specified in the offer dated 22-08-2019 shall remain in full force and effect.
7. Kindly let us know if you agree to the aforementioned contractual arrangement in which case, please sign a copy of this letter as a token of your acceptance of the terms and conditions set out herein.

Yours sincerely,

Mr. Abdullah Al Hakmani  
Head, HR & Administration



John Ivan Palagar  
Dr. John Ivan Palagar  
Signature:  
Date: 7 July 2020

*[Handwritten signature]*





1 July 2020

Dear Dr. John Ivan Palagar  
E Code -10605  
Location - Al Musanna

**Subject: Renewal of Employment**

We refer to the Employment Offer dated 22-08-2019 as accepted by you in the "Contract", whereby your services were engaged in connection with the Al Musanna College of Technology being executed by the Ministry of Manpower of the Sultanate of Oman.

As you are aware, the Contract is project specific and subject to the existing and back to back contractual arrangements between TATI and the Ministry of Manpower of the Sultanate of Oman.

Pursuant to this letter, TATI is pleased to inform you of the renewal of the Contract subject to and in accordance with the terms and conditions set out hereunder:

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5. Your air passage in the form of an economy class two way ticket from **MCT-MANILA, PHILIPPINES- MCT** once every year.
6. Subject to the aforementioned, all other terms and conditions specified in the offer dated 22-08-2019 shall remain in full force and effect.
7. Kindly let us know if you agree to the aforementioned contractual arrangement in which case, please sign a copy of this letter as a token of your acceptance of the terms and conditions set out herein.

Yours sincerely,

Mr. Abdullah Al Harmani  
Head, HR & Administration



Dr. John Ivan Palagar  
Signature:  
Date:





Date 2<sup>nd</sup> -July-2018

To Whom It May Concern

MOE certifies that this employee is still working

CPR	821146564
Name	Dr.John Ivan V.Palagar
Place of Work	Bahrain Training Institute
Job	Lecturer
Nationality	Filipino
Hire Date	16 Sep 2012
Salary	BD 1,101.590

He has been given this certificate upon her request.

MOE will not accept any administrative or financial responsibilities.



Head of employee Relation and Services

E





*Republic of the Philippines*  
Department of Science and Technology  
PHILIPPINE SCIENCE HIGH SCHOOL –EASTERN VISAYAS CAMPUS  
Pawing, Palo, Leyte



AJA18-209

**Commitment to Service Pursuit of Truth Passion for Excellence**

### CERTIFICATION

This is to Certify that **DR. JOHN IVAN V. PALAGAR** was employed as an **ENGLISH TEACHER** at **Philippine Science High School – Eastern Visayas Campus** from **JUNE 2008** to **SEPTEMBER 2012**. He taught first year and fourth year high school classes in the aforementioned inclusive dates.

This certificate has been issued upon his request on December 6, 2019 for whatever legal purpose it may serve.

  
**CYNTHIA OCAÑA, D.M.**  
**Supervising Administrative Officer**





## ASIAN DEVELOPMENT FOUNDATION COLLEGE

P. Burgos Street, Tacloban City  
Tel. Nos. 325-8698/321-2269

July 20, 2012

# CERTIFICATION

### TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that as per record on file, **DR. JOHN IVAN V. PALAGAR** has been employed as an English Instructor at Asian Development Foundation College from November 2003 to March 2008.

This certification is issued upon request of the interested party for **Employment** purposes.



not valid  
without seal

  
**EDEN CHUA-PINEDA**  
VP-Academic Affairs