

Name: **Carlo Baylon**

Gender: Male

Age: 35

Date of birth: November,03,1985

Place of birth: Subic,Zambales

Nationality: Filipino

Passport number: P7875693B

Current address: 0748 baltao calapandayan Subic zambales

Contact number: 09816952973

Email Address: Bayloncarlo19@yahoo.com

Educational Qualification: High school graduate



Employment history

1)From November 21 2021 up to present

Position : Structural Welder

Name of company : Pacific federal management

Duties and responsibilities:

Reading and understanding blueprints or other written guidelines to determine welding requirements

Applying protective masks, helmets, gloves, or other personal protective equipment as required by OSHA standards

Inspecting welds to ensure they meet industry standards for quality and strength

Operating mechanical equipment such as grinders and drills to prepare work surfaces for welding

Selecting the appropriate welding rod size and type for the job application

Cutting and grinding materials to prepare them for welding, such as cutting holes in metal plates for weld access

Maintaining records of work performed, including time spent on each task, material specifications, and any defects in the finished product

2)Company Name: Nozaka gumi

march 14,2016-march 14,2019

Position : Welder Fabricator

Duties and responsibilities:

- Daily. Maintained clean work environment and observed proper safety considerations daily to prevent injury and lost time
- Weekly Demonstrated clear understanding of blueprint interpretation.Selected appropriate grade metal and cut pieces using precise measurements to minimize rework while maintaining production schedule.
- Monthly Mig and tig welding, including the following:
Create quality welds according to blueprints (weld symbols). Inspects welds for accuracy.Prepare product to be welded by grinding, drilling, milling, tapping, and cutting steelaluminum parts. Change wire, welding, as needed. Changes gas tanks, as needed

3)Company Name: Gulf specialized mechanical engineering

October 02,2011-September 03,2015

Position held : Welder Fabricator

Duties and responsibilities:

- Daily. Maintained clean work environment and observed proper safety considerations daily to prevent injury and lost time
- Weekly Demonstrated clear understanding of blueprint interpretation.Selected appropriate grade metal and cut pieces using precise measurements to minimize rework while maintaining production schedule.
- Monthly Mig and tig welding, including the following:
Create quality welds according to blueprints (weld symbols). Inspects welds for accuracy.Prepare product to be welded by grinding, drilling, milling, tapping, and cutting steelaluminum parts. Change wire, welding, as needed. Changes gas tanks, as needed

4) Company Name; Keppel Alpine tuas

From November 05,2009- October 28,2010

Position: Welder Fabricator

Duties and responsibilities:

- Daily. Maintained clean work environment and observed proper safety considerations daily to prevent injury and lost time
- Weekly Demonstrated clear understanding of blueprint interpretation. Selected appropriate grade metal and cut pieces using precise measurements to minimize rework while maintaining production schedule.
- Monthly Mig and tig welding, including the following:
Create quality welds according to blueprints (weld symbols). Inspects welds for accuracy. Prepare product to be welded by grinding, drilling, milling, tapping, and cutting steelaluminum parts. Change wire, welding, as needed. Changes gas tanks, as needed

5) Company Name: hanjin (baypower)

From April 16,2007-January 12,2008

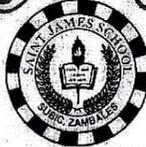
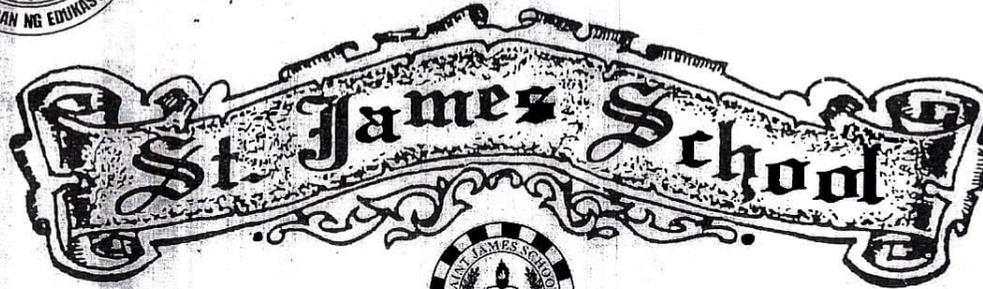
Position: Welder Fabricator

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Republic of the Philippines
 KAGAWARAN NG EDUKASYON
 Department of Education
 REHIYON III
 Region III

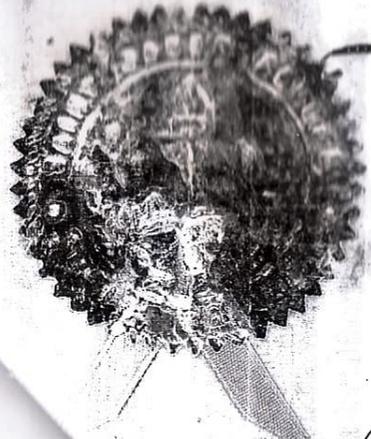


Pinatunayan nito na si
 This certifies that

Carlo T. Bauzon

ay maluwathating nakatapos ng kurso sa sekundarya na itinakda para sa mataas na paaralan ng Kagawaran ng Edukasyon
 has successfully completed the Academic Secondary Course prescribed for the Secondary School by the Department of Education
kaya pinagkalooban siya nitong
 and is therefore awarded this

VERIFIED AGAINST THE ORIGINAL
 OLITHA M. CIBUG
 Administrative Officer IV
 RECORDS UNIT
 DepED Igo III



DIPLOMA
 KATUNAYAN

Nilagdaan sa St. James School, Subic, Zambales

Given at St. James School, Subic, Zambales

Ngayon ika- **22** ng **Marso** 2002

This day of 200

S.O. (A) No. 9-00054 S. 2002

Fr. Audencio M. Mozo, Jr.
 REV. FR. AUDENCIO M. MOZO, JR.
 PATNUGOT
 Director

Sister Rosa C. Mendoza, SFIC
 SISTER ROSA C. MENDOZA, SFIC
 PUNONG-GURO
 Principal



Republic of the Philippines
DEPARTMENT OF EDUCATION
Region III-Central Luzon

D.M. Government Center, Maimpis, City of San Fernando, Pampanga
 Website: www.deped3.net ✕ Email: depedreg3@yahoo.com
 Telfax: (045) 455-2309

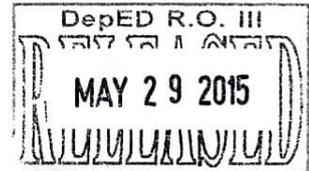


May 21, 2015

Date

CAV (R-III) No. 02137
Series 2015

TO WHOM IT MAY CONCERN:



This is to certify that the eligibility for graduation of

BAYLON, CARLO L.

(Complete name)

Private Secondary Course as of **March 22, 2002**
 (Course completed) (Date)

at the **St. James School of Subic, Inc., (formerly: Saint James School), Subic, Zambales**
 (School and Address)

was approved by this Office under Special Order No. 9-00054 s. 2002

This is to further certify that the attached **Certification of Graduation, Student Permanent Records (Form 137) and Diploma** issued to the above-named person are found to be authentic. Given for purposes of **employment abroad**



For the Secretary of Education

Olivia M. Sibug
OLIVIA M. SIBUG
 Administrative Officer V

NOT VALID WITHOUT OFFICIAL SEAL NOR WITH ERASURE OR ALTERATION



THIRD YEAR		School <u>Saint James School</u>								School Year			
CURR. YEAR	SUBJECT	CLASS STANDING						C.S.	ACTION TAKEN	CREDITS EARNED			
		1	2	3	4		AVERAGE						
III	Values Education (Living Morality)							76	PASSED				
III	English (The World of Nature / Composition)							75	PASSED				
III	Filipino (El Felibusterismo)							77	PASSED				
III	Science and Technology (Chemistry)							80	PASSED				
III	Mathematics (Geometry)							79	PASSED	1			
III	Araling Panlipunan (Economics)							75	PASSED	1			
III	Tech. and Home Eco. (Home Mgmt & Child Care)							81	PASSED	2			
III	PEEHM (Indoor & Outdoor games)							83	PASSED	1			
III	Homeroom Guidance (Handling Relationship to others)							77	PASSED	0.2			
										10.2			
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Total
Days of School													205
Days Present													191 1/2

CLASSIFIED AS FOURTH YEAR		Total number of years in the school to date <u>10</u>								School Year <u>2001 - 2002</u>			
CURR. YEAR	SUBJECT	CLASS STANDING						C.S.	ACTION TAKEN	CREDITS EARNED			
		1	2	3	4		AVERAGE						
IV	Values Education / GMRC (Witnessing Community)							79	PASSED	1			
IV	English (Poetry/Mythology /Composition)							77	PASSED	1			
IV	Filipino (Noli Me Tangere)							75	PASSED	1			
IV	Science and Technology (Physics)							79	PASSED	1			
IV	Mathematics (Trigonometry /Statistics)							80	PASSED	1			
IV	Araling Panlipunan (World History)							80	PASSED	2			
IV	Tech. and Home Economics (Cooking / Related Crafts)							79	PASSED	1			
IV	C A T (Citizens Army Training)							81	PASSED	2			
IV	Homeroom Guidance (Personal Development)							79	PASSED	0.2			
										10.2			
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Total
Days of School													205
Days Present													186

CLASSIFIED AS YEAR		Total number of years in the school to date								School Year			
CURR. YEAR	SUBJECT	CLASS STANDING						C.S.	ACTION TAKEN	CREDITS EARNED			
		1	2	3	4		AVERAGE						
N O E N T R Y													
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Total
Days of School													
Days Present													

SO. (A) No. 9 - 00054

Series, 2002

TRANSFER

I certify that this is a true record of CARLO L. BAYLON
responsibility in this school Issued this 15th day of May, 2015 for record purpose

This student has no property

SISTER ROSA C MENDOZA, SFC
Principal

証明書番号 : C18089-0880

発行日 : 2018 年 11 月 20 日

外国人溶接技能評価試験 結果証明書

氏名
(NAME) BAYLON CARLO LAT

生年月日
(DATE OF BIRTH) 1985 年 11 月 3 日

国籍
(NATIONALITY) フィリピン

【半自動溶接】作業【専門級】溶接技能評価試験の結果が次のとおりであることを証明します。

学科試験 : 受験なし

実技試験 (SA-2F) : 合格

(SA-2V) : 合格

※ (再受験可) が表示されている種目については、1 回のみ再受験が可能です。
再受験を希望される場合は速やかにご申請ください。

一般財団法人 日本海事協会



合格証明書

証明書番号 (No.)

E161041

氏名 BAYLON CARLO LAT

(NAME)

生年月日 03 / Nov / 1985

(DATE OF BIRTH)

国籍 フィリピン

(NATIONALITY)

あなたは、初級溶接技能評価試験に合格したことを証明します。

2017年1月10日

一般社団法人 日本溶接協会

会長 栗飯原周二



監理団体/実習実施者発行

Issued by the Supervising / Implementing Organization

技能実習修了証明書

Certificate of the Technical Intern Training Program Completion

技能実習生氏名

Technical Intern Trainee's Name BAYLON CARLO LAT

国籍 フィリピン

Nationality Philippine

上記の者は、日本国において、当監理団体・実習実施者のもと下記のとおり技能実習を修了しましたことを証明します。

This is to certify that the above person has completed the technical intern training program under the supervision of our Supervising / Implementing Organization in Japan as described below.

2019 年(Year) 3 月(Month) 13 日(Day)

1. 技能実習内容 Technical Intern Training Content

職種 Type of occupation	溶接 Welding	作業 Selective work	半自動溶接 Semi-automatic welding
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2. 技能実習期間 Technical Intern Training Period

2016 年(Year) 3 月(Month) 14 日(Day) ~ 2019 年(Year) 3 月(Month) 13 日(Day)

3. 技能実習に関し合格した試験 Tests Related to Technical Intern Training Program Passed

試験名 Test title	合格級 Level passed
技能検定 National Trade Skill Test	<input type="radio"/> 基礎級・初級 Basic level / Elementary level
	<input type="radio"/> 3級・専門級 (学科合格) Level 3 / Professional level (theoretical subjects passed)
	<input type="radio"/> 3級・専門級 (実技合格) Level 3 / Professional level (practice exams passed)
	<input type="radio"/> 2級・上級 (学科合格) Level 2 / Advanced level (theoretical subjects passed)
技能実習評価試験 Technical Intern Training Evaluation Test	<input type="radio"/> 2級・上級 (実技合格) Level 2 / Advanced level (practice exams passed)
上記試験以外に定めた技能実習到達目標の内容と到達結果や日本語能力試験・検定の受験結果等 Content and results of the attainment objectives that are defined other than the exams described above, the result of the Japanese-Language Proficiency Test / Japanese Language Examination, etc.	(自由記述 Free description)

監理団体 Supervising Organization

(法務省・厚生労働省許可番号)

(Permission Number by Ministry of Justice of Japan and Ministry of Health, Labour and Welfare of Japan)

許1709000380

(名称)

(Name)

ジェー・エム・エス協同組合

実習実施者 Implementing Organization

(名称)

(Name)

株式会社 N・T・C

(担当者)

(Person in charge)

代表理事 高橋 憲臣

(技能実習指導員)

(Technical intern training instructor)

河合 和輝



印
Seal



印
Seal

法務省及び厚生労働省が定める様式

Format authorized by Ministry of Justice of Japan and Ministry of Health, Labour and Welfare of Japan

1. 業務（技能実習）遂行のための基本的能力 Basic Abilities for Carrying out Operations (Technical Intern Training)

A : 常にできている A: Always ready B : 大体できている B: Almost ready C : 評価しない C: Not evaluated

能力ユニット Ability unit	実習実施者評価 Evaluation by the Implementing Organization			業務（技能実習）遂行のための基準 Standards for Carrying out Operations (Technical Intern Training)
	A	B	C	
業務（技能実習）への意識と取り組み Awareness and Effort for Carrying out works (Technical Intern Training)		○		技能実習に対する自身の目的意識や思いを持って取り組んでいる。 The person engaged in technical intern training having his/her own sense of purpose and thoughts.
責任感 Sense of Responsibility		○		指示を受けた技能実習を途中で投げ出さずに、最後までやり遂げている。 The person completed the course without giving up on the technical intern training tasks instructed.
マナーとコミュニケーション Manners and Communication		○		職場において、技能実習にふさわしい身だしなみを保っている。 The person dressed properly for technical intern training at the workplace.
		○		同僚や後輩と協調して円滑な関係を築いている。 The person built a smooth relationship with his/her colleagues and juniors.
		○		技能実習指導員、生活指導員に対し、正確に報告・連絡・相談をしている。 The person accurately made reports, contact, and had discussion with technical intern training instructors and daily life advisors.
チャレンジ意欲 Motivation for Challenges		○		仕事を効率的に進められるように、作業の工夫や改善に取り組んでいる。 The person strived to improve or to be creative with work in order that works are efficiently executed.
		○		日本語能力検定受検等、日本語能力の向上に努めている。 The person tried to enhance his/her Japanese language skill by taking the Japanese language proficiency test.
安全衛生及び諸ルールの遵守 Compliance with Various Health and Safety Rules		○		職場の安全規程の内容を正しく理解し、技能実習を行っている。 The person understood the proper safety regulations for the workplace while working during the technical intern training program.
		○		作業場の整理整頓する等、危険を誘発する要因の除去に努めている。 The person strived to remove any factors that could cause damages such as by organizing the workplace.

2. 経験した業務に関する能力 Ability regarding Operations Experienced

A : 目標水準を十分に上回った A: Well exceeded the target level B : 目標水準に達した B: Reached the target level C : 目標水準に達しなかった C: Failed to reach the target level

必須業務・関連業務別 By compulsory/related works	実習実施者評価 Evaluation by the Implementing Organization			内容 Content
	A	B	C	
必須業務 Compulsory works		○		半自動アーク溶接機・付属機器の取扱い作業 Handling of semi-automatic arc welders and ancillary equipment
		○		溶接ワイヤ及びシールドガスの選定等の準備作業 Preparation by selecting welding wires and shield gas, etc.
		○		被溶接材の開先加工、調整、仮付け溶接作業 Edge preparation for the material to be welded, adjustment, and temporary welding
		○		下向き姿勢等による溶接作業 Welding done by facing downward, etc.
関連業務 Related works (注) 技能実習生が経験した業務のみを評価 (Note) Evaluate only operations that technical intern trainees have experienced		○		溶接ワイヤ、鋼材の準備作業 Preparation of welding wires and steel materials
		○		溶接仕上げ作業 Welding finishing
		○		設計図書の読図作業 Reading of design documents

用語解説 Glossary

■上記2. Above 2.

- 必須業務 Compulsory works

技能等を修得するために必ず行わなければならない業務
Works that are required to master skills, etc.

- 関連業務 Related works

必須業務に携わる労働者が、当該職種・作業の生産工程において行う可能性のある業務のうち、必須業務には含まれないが、その業務が必須業務の技能等の向上に直接又は間接的に寄与する業務

Out of works that could be implemented by technical intern trainee engaging in the compulsory works during the production process of the relevant job category and jobs, those works that are not required but that contribute directly/indirectly to enhance skills of the compulsory works



International Management & Construction Corporation- Abu Dhabi, UAE

Gulf Piping Company W.L.L, Abu Dhabi Coating Enterprises W.L.L, International Metal & Construction Company,
Gulf Specialized Mechanical & Engineering Services Company L.L.C & Trans Gulf Port Cranes W.L.L, Control Industrial Co. LTD (Oil & Gas) L.L.C



CERTIFICATE OF HSE TRAINING

This is to certify that Mr. Carlo Lat Baylon, Welder FCAW has attended 'IMCC Primary HSE induction' and 'Confined Space Training', conducted by the IMCC HSE Department at the IMCC HSE Training Center.

HSE Supervisor

Date: 09-March-15

شركة الخليج للخدمات الميكانيكية والهندسية المتخصصة ذ.م.م.
GULF SPECIALIZED MECHANICAL & ENGINEERING SERVICES CO. L.L.C.

P. O. Box : 8865
Abu Dhabi - U.A.E.
Tel. : +971-2-5552855
Fax : +971-2-5553321
Telex : 23186 DBWAGEM



Formerly Deutsche Babcock Services

ص.ب : ٨٨٦٥
أبوظبي - الامارات العربية المتحدة
تلفون : +٩٧١-٢-٥٥٥٢٨٥٥
فاكس : +٩٧١-٢-٥٥٥٣٣٢١
تلکس : ٢٣١٨٦ أي أم

CERTIFICATION

This is to certify that **Mr. Carlo Lat Baylon** holder of **Filipino** Passport No. **EB5498203** had been an employee of **Gulf Specialized Mechanical & Engineering Services Co LLC**, from **10.02.2013** to **16.02.2015** as **Welder_FCAW** in our **Welding- IMAC Department**.

Given this on **09.03.2015** in **Mussafah, Abu Dhabi, United Arab Emirates**.

With regards,

For Gulf Specialized Mechanical & Engineering Services Co LLC.


Arnie Vital
Assistant HR Manager

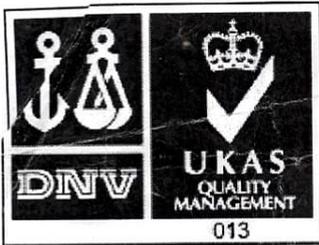
Cc:file 10001165



E-mail : gsme@imcc.ae Internet : www.imcc.ae

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U, U2, S, PP & A

NATIONAL BOARD OF
BOILERS &
PRESSURE VESSELS
"IBR"
STAMP HOLDER



Alpine Services

LETTER OF SERVICE

NAME	:	CARLO LAT BAYLON	
EMP NO	:	44187	PS NO: 5033949
WP NO	:	0 25221133	
PPT NO	:	UU0067179	
DATE	:	28 OCTOBER 2010	

RE: Letter Of Service

This is to certify that the above worker was working with us since 05 November 2009 till 28 October 2010. He has been working as a Welder. He has 1 year of experience in the Shipyard Environment.

We wish him the best in his future endeavours.


Ezra Chiam
HR and Admin Manager





Subic Shipyard and Engineering, Inc.

(A member of the Keppel Group, Singapore)

CERTIFICATION

(EC255-09)

To Whom It May Concern:

This is to certify that **MR. CARLO L. BAYLON**, with I.D. No. 11088-08 is presently employed with this Company, specifically designated as Ship Welder, Hull Section, Production Department. He has been with us since November 17, 2008 up to present.

This is to further certify that the said employee will be sent for Technical Training in Singapore for at least one (1) year. That Mr. Baylon is required to come back to the Philippines after the said training.

This certification is being issued to the above-mentioned employee for all legal interest and purposes.

Issued this 31st day of October 2009 at Cabangaan Pt., Cawag, Subic, Zambales.

Very truly yours,

LUCIA P. LOVERITA
Human Resource Manager



Greenbeach 1, Redondo Peninsula, Subic Bay Freeport Zone 2222

Tel. Nos. (047)306-5100 / fax. No. (047)306-2714

C2-REF-201111-0006

November 10, 2011

CERTIFICATION

This is to certify that **Mr. CARLO LAT BAYLON** is employed by **SUBIC BAY POWERTECH CORP.** under **ASSEMBLY UNIT 85 - ASSEMBLY TEAM** with a **REGULAR** position as **WORKER** from **APRIL 13, 2011** up to present.

This certification is issued upon the request of **Mr. BAYLON**.

PURPOSE: REFERENCE

Issued at Greenbeach 1, Redondo Peninsula, Sitio Agusuhin Brgy. Cawag,
Subic Bay Freeport Zone 2222, Zambales, Philippines.

서만석
MAN SEOK SEO
President

5. Regular Working Hours: 40 hours per week
6. Overtime Pay:
 - a. For work over regular working hours: As per Guam Labor Law
 - b. For work on designated rest days and holidays: As per Guam Labor Law
7. Leave with Full Pay:
 - a. Vacation Leave: As per Guam Labor Law
 - b. Sick Leave: As per Guam Labor Law
8. Free round trip transportation to and from the point of origin regardless of the reason of employment separation.
9. The EMPLOYER will provide meals and accommodation to the EMPLOYEE at a charge of no more than \$80.00 per week. This amount will be paid by the EMPLOYEE and shall be deducted from the EMPLOYEES' paycheck.
10. Free emergency medical and dental services and facilities for work related injuries as required by Guam law. Employer/employee-paid medical insurance provided.
11. Personal life accident insurance in accordance with host government and/or Philippine government laws without cost to the worker.
12. In the event of death of employee during terms of this agreement, his remains and personal belongings shall be repatriated to the Philippines at the expense of the employer. In the case that repatriation of the remains is not possible, the same may be disposed of upon prior arrival of the EMPLOYEE'S next of kin and/or by the Philippine Consulate General's Office in Guam.
13. Termination:
 - a. Termination by the 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 GUAM and/or terms of this Agreement. The EMPLOYER 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.

i. The EMPLOYEE may terminate this contract without just cause by serving one (1) month in advance written notice to the EMPLOYER. The EMPLOYER upon whom no such notice was served may hold the EMPLOYEE liable for damages. In any case, the EMPLOYER 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 grounds of illness, diseases or injury suffered by the employee. The EMPLOYER shall shoulder the cost of repatriation.

14. Settlement of Dispute: All claims and complaints relative to the employment contract of the employee shall be settled in accordance with Company policies, rules and regulations. In case the amicable settlement fails, the matter shall be submitted to the competent or appropriate government body in the host country.

15. The EMPLOYEE shall observe the EMPLOYER'S company rules and abide by the pertinent laws of the host country and respect its customs and traditions.

16. In the event of an accident or emergency, the EMPLOYER is authorized to notify the consul of the nation of citizenship of the EMPLOYEE and shall be authorized without further consent of the EMPLOYEE or liability being incurred, thereby the following:

NAME: Mary Jane Baylon

RELATIONSHIP: Spouse

ADDRESS: 0748 Baltao Caapandayan Subic Zambales Philippines

EMAIL ADDRESS: Carlobay19@gmail.com TEL #: 09061816195

17. In executing this contract, both the EMPLOYER and EMPLOYEE stipulate and agree that no brokerage fee is due or has been paid to any third party as an assessment on wages in exchange for the opportunity of employment and that payment or demand for payment is a violation of the Guam law.

18. Applicable Law: Other terms and conditions of the employment which are consistent with the above provisions shall be governed by the pertinent laws of the United States and Guam.

PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION

**STANDARD EMPLOYMENT CONTRACT
FOR H-2B WORKERS DEPLOYED IN GUAM**

This employment contract is executed and entered into by and between:

A. Employer/Foreign Principal: Pacific Federal Management, Inc.

Address: 202 Hilton Road, Suite 7, Tamuning, Guam 96913

Tel No.: 671-989-8542

B. Represented in the Philippines by:

Name of Agent/Company: Philstar International Services Corporation

Address: 2-A 2nd Flr, Prosperity West Center Building 92A West Avenue, Brgy.
Phil-Am, Quezon City, Philippines 1104

– and –

C. Employee: Baylon, Carlo Lat

Civil Status: Married Passport No.: P7875693B

Date & Place of Issue: October 14, 2021 / DFA Manila

Address: 0748 Baltao Caapandayan Subic Zambales Philippines

Voluntarily binding themselves to the following terms and conditions:

1. Site of Employment: Guam
2. Contract Duration: 12 Months commencing from employee's departure from the point of origin to the site of employment or the expiration of H-2B visa, whichever occurs first. The contract may be extended for an additional period as may be approved by the U.S. Department of Homeland Security.
3. Employee's Position: Welder
4. Basic Monthly Salary: \$3,270.80 USD \$18.87 / Hour

i. The EMPLOYEE may terminate this contract without just cause by serving one (1) month in advance written notice to the EMPLOYER. The EMPLOYER upon whom no such notice was served may hold the EMPLOYEE liable for damages. In any case, the EMPLOYER 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 grounds of illness, diseases or injury suffered by the employee. The EMPLOYER shall shoulder the cost of repatriation.

14. Settlement of Dispute: All claims and complaints relative to the employment contract of the employee shall be settled in accordance with Company policies, rules and regulations. In case the amicable settlement fails, the matter shall be submitted to the competent or appropriate government body in the host country.

15. The EMPLOYEE shall observe the EMPLOYER'S company rules and abide by the pertinent laws of the host country and respect its customs and traditions.

16. In the event of an accident or emergency, the EMPLOYER is authorized to notify the consul of the nation of citizenship of the EMPLOYEE and shall be authorized without further consent of the EMPLOYEE or liability being incurred, thereby the following:

NAME: Mary Jane Baylon

RELATIONSHIP: Spouse

ADDRESS: 0748 Baltao Caapandayan Subic Zambales Philippines

EMAIL ADDRESS: Carlobay19@gmail.com TEL #: 09061816195

17. In executing this contract, both the EMPLOYER and EMPLOYEE stipulate and agree that no brokerage fee is due or has been paid to any third party as an assessment on wages in exchange for the opportunity of employment and that payment or demand for payment is a violation of the Guam law.

18. Applicable Law: Other terms and conditions of the employment which are consistent with the above provisions shall be governed by the pertinent laws of the United States and Guam.

IN WITNESS WHEREOF, we hereby sign this contract this _____ day of _____ 20__.

EMPLOYEE:

MANPOWER AGENCY/RECRUITER:



Carlo Lat Baylon

Lourdes Ocampo
President

EMPLOYER/FOREIGN PRINCIPAL:



Robert P. Salas II
President

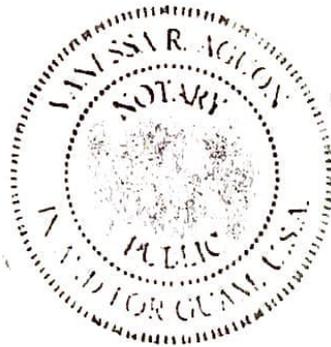
ACKNOWLEDGEMENT

TERRITORY OF GUAM, USA

This instrument was acknowledged before me on this 12th day of September, 2022 by Robert P. Salas II, President of Pacific Federal Management, Inc.



NOTARY PUBLIC
in and for the Territory of Guam



VANESSA R. AGUON
NOTARY PUBLIC
In and for Guam, U.S.A.
My Commission Expires: **FEB. 13, 2025**
275G Farenholt Ave PMB 304 Tamuning, GU 96913



Pacific Federal Management, Inc.
202 Hilton Rd., Unit # 7 PFM
Tumon, Guam 96913
T: (671) 989-8542
E: info@pfmguam.com

September 12, 2022

Baylon, Carlo Lat
Verification of Employment
Pacific Federal Management, Inc.

To Whom This May Concern,

I, Baylon, Carlo Lat, hereby authorize the release of any of all my employment information with Pacific Federal Management, Inc. I also certify that the information provided in this document is true and correct.

Employee Signature

Dates of Employment: 11/22/2021 to present

Position Title: Welder

Worker Category: H2B

Base Rate: \$ 18.49 per hour

H&W Rate: \$ - per hour

Hours per Week: 35 to 40 hours

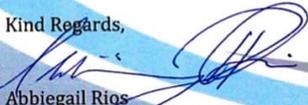
Pay Frequency: Weekly

Comments: _____

Should you have any questions, please do not hesitate to contact us.

Thank you.

Kind Regards,


Abbiegail Rios
Human Resources

