



Fluor Daniel, Inc. - Philippines
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February 16, 2015

CERTIFICATE OF EMPLOYMENT

This is to certify that Mr. Allan Ronald D. Dones was an employee of Fluor Daniel Inc. – Philippines from July 24, 2006 to November 11, 2011. His last position on record was Associate Design Engineer.

This further certifies that Mr. Dones has been cleared of all his accountabilities in the company.

This certification is issued to Mr. Dones upon his request in connection with his separation from the company.


Samuel Santos
Manager
Human Resources