

## CERTIFICATION

This is to certify that the following are the total number of employees' trained and average training hours completed as of September 30, 2015:

<b>RANK</b>	<b>AVERAGE TRAINING HOURS</b>	<b>EQUIVALENT NO. OF DAYS</b>
<b>Junior Staff</b>	601	25
<b>Middle Managers</b>	123	5
<b>Senior Managers</b>	24	1

This certification is being issued to attest to the truth of the foregoing, issued this 27th May 2016 at 15/F, Philam Life Head Office, Net Lima Building, 5<sup>th</sup> Avenue corner 26<sup>th</sup> Street, Bonifacio Global City, Taguig 1634.



**ELEANOR S. IBANEZ**  
Head of Leadership & Talent