

for upload in the website

## MEMORANDUM OF AGREEMENT

### KNOW ALL MEN BY THESE PRESENTS:

This Memorandum of Agreement (the "**Agreement**") is made and entered into by and among:

**EASTERN VISAYAS STATE UNIVERSITY**, an education institution duly organized and existing under and by virtue of Republic Act No. 9744, with principal office address located at Archbishop Lino R. Gonzaga Avenue, Tacloban City, herein represented by **Dr. Dennis C. de Paz**, University President, and hereinafter referred to as "**Higher Education Institution/HEI**".

**COCA-COLA EUROPACIFIC ABOITIZ PHILIPPINES**, a corporation duly organized and existing under the laws of the Republic of the Philippines with principal office at 28F Six Neo Building, 5<sup>th</sup> Avenue corner 26<sup>th</sup> Street, Bonifacio Global City, Taguig City, represented in this act by **Plant Manager, Joje M. Quezon**, hereinafter referred to as "**Company**";

and

**Ryan Christian S. Abadines**, of legal age, with residence address at Brgy. Bugho, Alangalang, Leyte hereinafter referred to as "**Student Trainee**";

**Rhea Joy M. Cuevas**, of legal age, with residence address at Brgy. Zone 1, Sogod, Southern Leyte hereinafter referred to as "**Student Trainee**";

**Renz Nikko A. Aquino**, of legal age, with residence address at Brgy. 96 Calanipawan, Tacloban City hereinafter referred to as "**Student Trainee**";

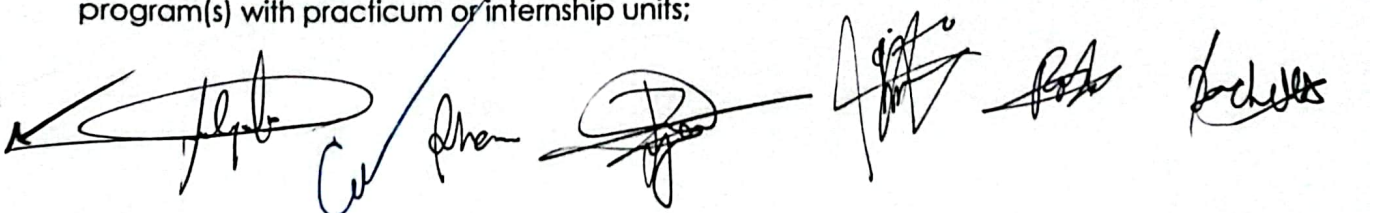
**Rachell Anne C. Malate**, of legal age, with residence address at Brgy. 39 Calvary Hill, Tacloban City hereinafter referred to as "**Student Trainee**";

**Roland Fredierick I. Costibolo**, of legal age, with residence address at Brgy.109-A V&G Subdivision, Tacloban City hereinafter referred to as "**Student Trainee**";

**John Michael D. Bulgado**, of legal age, with residence address at Brgy. Bagong Silang, Babatngon, Leyte hereinafter referred to as "**Student Trainee**";

### WITNESSETH:

WHEREAS, an appropriate Government Recognition (for Private HEI); Board Resolution (for State Universities and Colleges); Local Government Ordinance (for Local universities and Colleges) has been issued in favor of HEI authorizing HEI to offer program(s) with practicum or internship units;



The block contains several handwritten signatures in black ink. From left to right, there are approximately seven distinct signatures, some appearing to be initials or full names in cursive script. The signatures are positioned below the 'WITNESSETH' section and above the 'CamScanner' logo.

#### A. Obligations of HEI's and the Company

1. HEI and Company shall ensure that Student Trainee's practicum/internship shall comply with the Training Manual/Plan (the "**Training Manual/Plan**") and the specific details set forth in Annex "B" of this Agreement.
2. HEI and Company shall allow Student Trainee to undergo practicum/internship at site/s of Company specified in Annex "B" of this Agreement.
3. Company shall assign a Faculty Student Internship Program in the Philippines (SIPP) Coordinator to implement all phases of the Training Manual/Plan and make such coordinator accessible to Student Trainee.

#### B. Obligations of Student Trainee

1. Student Trainee shall comply with the terms and conditions of the Training Manual/Plan and the specific details set forth in Annex "B" of this Agreement.
2. Student Trainee shall comply with Company's rules, including but not limited to attendance, dress code, workplace decorum, confidentiality and other office policies throughout the duration of Student Trainee's practicum/internship.
3. Student Trainee agrees that any violation by him or her of Company's policies and rules the practicum/internship may be a ground for his or her withdrawal from the practicum/internship program.
4. Student Trainee shall comply with all reasonable work-related assignments given to him/her by his/her assigned superior/mentor during the practicum/training.
5. Student Trainee shall relay his/her concerns regarding the practicum/internship to the Faculty Student Internship Program in the Philippines (SIPP) Coordinator assigned to implement all phases of the Training Manual/Plan.
6. Student Trainee agrees that there will be no employer-employee relationship between Company and him/her.
7. Student Trainee shall ensure that all information about Company, its business, operations, products and activities are confidential information. Any such confidential information that Student Trainee may obtain during the course of his/her practicum/internship shall not be disclosed to any person or party, including to the HEI, without prior written permission of the Company.

#### C. Data Privacy

Each party acknowledges as part of its performance of its obligations under this Agreement it may access, handle, or use any data that related to or identifies any party.



Five handwritten signatures are present at the bottom of the page, corresponding to the parties involved in the agreement.

1. Access, handle, and use such Personal Data only as needed in order to perform its obligations under this Agreement or in order to comply with Republic Act No. 10173 (the Data Privacy Act of 2012) and its implementing Rules and Regulations, and other applicable laws or court orders;
2. Follow any instructions provided by the other party/parties relating to compliance with any laws, regulations, court orders, or self-regulatory programs applicable to the collection, use, and disclosure of Personal Data;
3. Maintain commercially reasonable policies and procedures to protect the privacy, integrity, and confidentiality of such Personal Data;
4. Notify the other party/parties immediately in the event of any breach of the security of such Personal Data, and cooperate with the other party/parties and/or the owner of such Personal Data in any post-breach investigation or remediation efforts.
5. Notify the other party/parties promptly in the event that it becomes required by law, court order, warrant, subpoena, or other legal or judicial process to disclose any such Personal Data to any person other than its or the other party/parties' officers and employees directly involved in performing its obligations under this Agreement or another person expressly approved by the other party or the owner of such Personal Data to receive such Personal Data; and
6. Return or destroy all such Personal Data promptly upon the termination of this Agreement, or at any time during the term of this Agreement upon written instructions from the other party/parties.

D. Duration

This Agreement shall be in effect from June 23, 2025 until all Student Trainee has completed on August 23, 2025 with company hours/months of practicum/internship set forth in Annex "B" of this Agreement.

E. Other Terms and Conditions

1. The parties agree that Company shall not be liable for any accident or injury the Student Trainee may suffer during the course of the practicum/internship, provided, however, that the said accident or injury did not arise by reason of fault or negligence of the Company, its officers or employees. HEI and the Student Trainee and Student Trainee's parent or guardian hereby renounce and waive any claim against the Company for any loss or injury that the Student Trainee may suffer and which arises from the fault or negligence of Student Trainee in the performance of his/her duties during the Student Trainee's practicum/internship in Company.
2. HEI, Student Trainee, and Student Trainee's parent and/or guardian shall not hold the Company liable for any obligation, legal or otherwise beyond the scope of this Agreement.
3. Neither HEI nor Student Trainee shall assign or transfer any right under this Agreement without the prior written consent of Company.
4. This Agreement may not be modified except in writing signed by the duly authorized party.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the parties hereof have signed this Agreement on this \_\_\_\_ day of \_\_\_\_\_, 2025 at Tacloban City, Leyte, Philippines.


**EASTERN VISAYAS STATE UNIVERSITY**

**COCA-COLA EUROPACIFIC ABOITIZ PHILIPPINES**


By:

By:

  
\_\_\_\_\_  
**DENNIS C. DE PAZ, Ph.D.**  
University President

  
\_\_\_\_\_  
**JOJE M. QUEZON**  
Plant Manager

  
\_\_\_\_\_  
**RYAN CHRISTIAN S. ABADINES**  
Student Trainee

  
\_\_\_\_\_  
**RHEA JOY M. CUEVAS**  
Student Trainee

  
\_\_\_\_\_  
**RENZ NIKKO A. AQUINO**  
Student Trainee

  
\_\_\_\_\_  
**RACHEL ANNE C. MALATE**  
Student Trainee

  
\_\_\_\_\_  
**ROLAND FREDIERICK I. COSTIBOLO**  
Student Trainee

  
\_\_\_\_\_  
**JOHN MICHAEL D. BULGADO**  
Student Trainee

SIGNED IN THE PRESENCE OF:

  
\_\_\_\_\_  
**MIA GREZ A. RAMIREZ, MBA, CGSP**  
Director, External Affairs

  
\_\_\_\_\_  
**JERICK DUMDUM**  
People Operations Associate Manager

