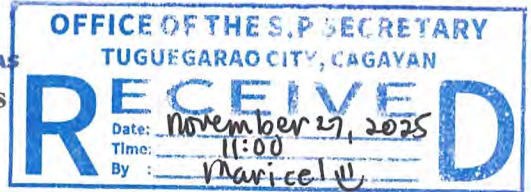




Republic of the Philippines  
Province of Cagayan  
TUGUEGARAO CITY

Phone number: 0953-588-3721 | email address: [cmotuguegaracity@gmail.com](mailto:cmotuguegaracity@gmail.com)



OFFICE OF THE CITY MAYOR

26 November 2025

THE HONORABLE MEMBERS

Sangguniang Panlungsod  
This City

Thru: **HON. ROSAURO RODRIGO G. RESUELLO**  
Vice Mayor and Presiding Officer

Dear *Honorable Members of the Sanggunian*:

Herewith is the Memorandum of Agreement between the Tuguegarao City Government and Linao National High School relative to the Work Immersion of the latter's Senior High School students, for your information and appropriate action.

Thank you!

In the name of public service,

**MAILA ROSARIO S. TING-QUE**  
City Mayor

Copy furnished:

- *Linao National High School*
- *LYDO*





Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

November 24, 2025

**Hon. MAILA ROSARIO S. TING-QUE**  
City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

OFFICE OF THE CITY MAYOR

RECEIVED  
NOV 25 2025

Date: Nov 25 2025  
Time: 2:50 PM  
By: [Signature]

Dear Mayor,

*Warm greetings from Linao National High School!*

We are reaching out to humbly request your support and partnership in the implementation of our **Senior High School Work Immersion Program** for this Second Semester, School Year 2025-2026. Under the K-12 Curriculum, Grade 12 students must complete **80 hours (Academic Track)** and **120 hours (TVL Track)** of work immersion to help them acquire the necessary skills, values, and competencies that will prepare them for future employment.

In line with this, we would like to explore the possibility of having the different offices in the LGU Tuguegarao City serve as one of our partner institutions. Your organization's expertise and work environment would provide our students with meaningful, relevant, and practical learning experiences aligned with their chosen tracks and career interests.

Should you approve this partnership, we will gladly coordinate with your office to finalize the necessary arrangements – such as student selection, scheduling, and specific tasks – based on the interests and career pathways of the learners. For any coordination or further information, you may reach Mrs. Vivian Pader, our Work Immersion Coordinator, at her contact number 0966-346-6904.

We sincerely hope that you will consider this opportunity to contribute to the growth and development of our Work Immersion students. Your support will make a significant impact on shaping responsible, skilled, and career-ready graduates.

Thank you very much, and we look forward to a positive response.

Very truly yours,

[Signature]  
**ELOISA M. MABBORANG**  
Principal I



Address: Macababbad St., Linao Norte, Tuguegarao City  
Telephone No.: (078) 844-2126  
Email Address: lnhs.tuguegarao@deped.gov.ph



Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

November 25, 2025

**HON. MAILA ROSARIO S. TING-QUE**

City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

Dear Mayor,

Good day!

We are pleased to formally endorse the following Grade 12 students of Linao National High School for their 80-hour Work Immersion Program at your esteemed office:

1. Banan, Bee-jay Macababbad	6. Cusipag, Rosselle Salvan
2. Ibanez, Adrian Ferrer	7. Baquiran, Rica Loren Deligro
3. Macababbad, John Darvie Narag	8. Callueng, Mary Kimberly Narag
4. Quilang, Jhulian Jay Narag	9. Gabatin, Mia Keith Binayug
5. Alombro, Miel Faye Ramirez	10. Plancia, April Reign Macababbad

This immersion will help them become familiar with real workplace practices and gain valuable learning experiences that will prepare them for their future careers.


We appreciate your continued support and partnership.

Very truly yours,

  
**VIVIAN C. PADER**  
Work Immersion Coordinator

  
**RAIZA E. MONES**  
Senior High School Coordinator

Noted by:

  
**ELOISA M. MABBORANG**  
Principal I



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Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

November 25, 2025

**HON. MAILA ROSARIO S. TING-QUE**  
City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

Thru: **DR. ROBIN R. ZINGAPAN**  
City Health Officer  
City Health Office

Dear Mayor,

Good day!

We are pleased to formally endorse the following Grade 12 students of Linao National High School for their 80-hour Work Immersion Program at your esteemed office:

1. Allata, Emmanuel John	20. Taguinod, Stacy M.
2. Allata, John Eric	21. Langcay, Hannah Mariane J.
3. Donio, Kesley	22. Hortillano, Amanhie Kate B.
4. Langcay, KC	23. Taguinod, Stacy M.
5. Adduru, Edrian	24. Damo, Elijah Scarlet E.
6. Alan, Princess	25. Attaban, Marjorie C.
7. Ballad, Reigner	26. Mallillin, Chemilyn C.
8. Baquiran, Jovilyn	27. Macababbad, Rachel Ann N.
9. Calayan, April Quisha	28. Sarmiento, Shanaia Kaye J.
10. De Leon, Kristina	29. Suguitan Deceree B.
11. De Leon, Charlize	30. Aguilan, Rachelle Anne T.
12. Taguinod, Rachelle	31. Cusipag, Rosemarie N.
13. Tuliao, Rochelle	32. De Guzman, Cheyla Anne G.
14. Tumaliuan, Sheena	33. Gumabay, Tricia Joy
15. Villaflor, Micha Rose	34. Gannaban, Remalyn B.
16. Soriano, Norman C.	35. Macababbad, Carmela P.
17. Mora, Zac Hayden A.	36. Maranan, John Andrei Nikolai T.
18. Carag, John Aldrich E.	37. Angco, Cyril Mac S.
19. Langcay, Marrian P.	

This immersion will help them become familiar with real workplace practices and gain valuable learning experiences that will prepare them for their future careers.



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Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

---

We appreciate your continued support and partnership.

Very truly yours,

  
**VIVIAN C. PADER**  
Work Immersion Coordinator

  
**RAIZA E. MONES**  
Senior High School Coordinator

Noted by:   
**ELOISA M. MABBORANG**  
Principal I



Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

November 25, 2025

**HON. MAILA ROSARIO S. TING-QUE**

City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

Thru: **DR. PASTOR C. TUMALIUAN**  
City Veterinary Office

Dear Mayor,

Good day!

We are pleased to formally endorse the following Grade 12 students of Linao National High School for their 80-hour Work Immersion Program at your esteemed office:

1	Attaban, Grace G
2	Sapeda, Lyndsai
3	Mendoza, Francez Marian

This immersion will help them become familiar with real workplace practices and gain valuable learning experiences that will prepare them for their future careers.

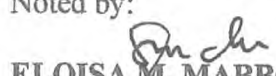
We appreciate your continued support and partnership.

Very truly yours,

  
**VIVIAN C. PADER**  
Work Immersion Coordinator

  
**RAIZA E. MONES**  
Senior High School Coordinator

Noted by:

  
**ELOISA M. MABBORANG**  
Principal I



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Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

---

November 25, 2025

**HON. MAILA ROSARIO S. TING-QUE**

City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

Thru: **WENCESLAO ARAO JR.**  
City Engineering Office

Dear Mayor,

Good day!

We are pleased to formally endorse the following Grade 12 students of Linao National High School for their 80-hour Work Immersion Program at your esteemed office:

1. Langcay, Gerald
2. Macababbad, John Michael
3. Mora, Jerome S.
4. Morales, Peter John Liam M.
5. Obal, Kryzzle Khate S.
6. Rabanal, Shaylee Abcdee
7. Regidor, Justine V
8. Rodriguez, Christian Carl R.
9. Dela Pena, Riza Dei B.
10. David, Princess Shaira R.
11. Langcay, Mark Jastine
12. Regidor, Jaylord V
13. Tio, John Aleksey P.
14. Balisi, Den Marcus C.

This immersion will help them become familiar with real workplace practices and gain valuable learning experiences that will prepare them for their future careers.

We appreciate your continued support and partnership.

Very truly yours,

  
**VIVIAN C. PADER**  
Work Immersion Coordinator



---

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**Telephone No.:** (078) 844-2126  
**Email Address:** [lnhs.tuguegarao@deped.gov.ph](mailto:lnhs.tuguegarao@deped.gov.ph)



Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

---

  
**RAIZA E. MONES**  
Senior High School Coordinator

Noted by:  
  
**ELOISA M. MABBORANG**  
Principal



---

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Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

November 25, 2025

**HON. MAILA ROSARIO S. TING-QUE**  
City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

Thru: **MR. MELVIN T. PEREZ**  
City Social Welfare and Development Office

Dear Mayor,

Good day!

We are pleased to formally endorse the following Grade 12 students of Linao National High School for their 80-hour Work Immersion Program at your esteemed office:

1. Vidad, Rolly Jr. I.	5. Langcay, Jezebel
2. Soriano, Princes T.	6. Diga, Marinel
3. Balisi, Sian Christian T.	7. Pamittan, KC Hazen
4. Sapeda, Kyla	8. Magalang, Christian

This immersion will help them become familiar with real workplace practices and gain valuable learning experiences that will prepare them for their future careers.


We appreciate your continued support and partnership.

Very truly yours,

  
**VIVIAN C. PADER**  
Work Immersion Coordinator

  
**RAIZA E. MONES**  
Senior High School Coordinator

Noted by:

  
**ELOISA M. MABBORANG**  
Principal I



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Republic of the Philippines  
**Department of Education**  
Region II - Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

November 25, 2025

**HON. MAILA ROSARIO S. TING-QUE**

City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

Thru: **DR. RODERICK ESTEBAN B. RAMIREZ**  
City Disaster Risk Reduction Management Office

Dear Mayor,

Good day!

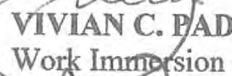
We are pleased to formally endorse the following Grade 12 students of Linao National High School for their 80-hour Work Immersion Program at your esteemed office:

1. Alan, Leonor P.	7. Tabog, Angelo
2. Balisi, Jenric Felino N.	8. Banatao, Jairich
3. Orpilla, Rogel M.	9. Yohan C. Mariano
4. Baggayan, Erich C.	10. Justine C. Ganeb
5. De Asis, Kim Lea A.	11. Guiyab, John Michael
6. Macababbad, Arjay	12. Corpuz, Carl

This immersion will help them become familiar with real workplace practices and gain valuable learning experiences that will prepare them for their future careers.

We appreciate your continued support and partnership.

Very truly yours,

  
**VIVIAN C. PADER**  
Work Immersion Coordinator

  
**RAIZA E. MONES**  
Senior High School Coordinator

Noted by:  
  
**ELOISA M. MABBORANG**  
Principal I



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Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

November 25, 2025

**HON. MAILA ROSARIO S. TING-QUE**  
City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

Thru: **ATTY. RODERICK S. IQUIN**  
City Legal Officer  
City Legal Office

Dear Mayor,

Good day!

We are pleased to formally endorse the following Grade 12 students of Linao National High School for their 80-hour Work Immersion Program at your esteemed office:

1. Caronan, Shanel Tumanguil	4. Pablo, Kaye C Soriano
2. Gacias, Angela Darauay	5. Alombro, Miel Faye Ramirez
3. Garcia, Kallil Cayll Bauí	6. Cusipag, Rosselle Salvan

This immersion will help them become familiar with real workplace practices and gain valuable learning experiences that will prepare them for their future careers.


We appreciate your continued support and partnership.

Very truly yours,

  
**VIVIAN C. PADER**  
Work Immersion Coordinator

  
**RAIZA E. MONES**  
Senior High School Coordinator

Noted by:

  
**ELOISA M. MABBORANG**  
Principal



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Republic of the Philippines  
**Department of Education**  
Region II – Cagayan Valley  
Schools Division of Tuguegarao City  
**LINAO NATIONAL HIGH SCHOOL**

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November 25, 2025

**HON. MAILA ROSARIO S. TING-QUE**  
City Mayor  
City Government Unit of Tuguegarao  
Tuguegarao City, Cagayan

Thru: **MS. GINA T. ADDUCUL**  
Supervising Tourism Operations Officer

Dear Mayor,

Good day!

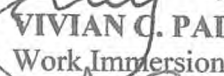
We are pleased to formally endorse the following Grade 12 students of Linao National High School for their 80-hour Work Immersion Program at your esteemed office:

1.	Telan, Julia Chelsea
2.	Quilang, Leanne
3.	Talattad, Dyana
4.	Mora, Eliza
5.	Lomboy, Jennahmae

This immersion will help them become familiar with real workplace practices and gain valuable learning experiences that will prepare them for their future careers.

We appreciate your continued support and partnership.

Very truly yours,

  
**VIVIAN C. PADER**  
Work Immersion Coordinator

  
**RAIZA E. MONES**  
Senior High School Coordinator

Noted by:   
**ELOISA M. MABBORANG**  
Principal I



---

**Address:** Macababbad St., Linao Norte, Tuguegarao City  
**Telephone No.:** (078) 844-2126  
**Email Address:** lnhs.tuguegarao@deped.gov.ph

# **MEMORANDUM OF AGREEMENT FOR WORK IMMERSION PARTNERSHIP**

## **KNOW ALL MEN BY THESE PRESENTS:**

This Memorandum of Agreement is entered into by and between:

**LINAO NATIONAL HIGH SCHOOL**, with School Identification Number **300670** a public high school, with principal address at Macababbad St., Linao Norte, Tuguegarao City, represented in this Agreement by its **Principal, Eloisa M. Mabborang**, Filipino, of legal age, and hereinafter referred to as the **SCHOOL**;

-and-

**LOCAL GOVERNMENT UNIT OF TUGUEGARAO CITY**, of the Republic of the Philippines, with principal address at Carig Sur, Tuguegarao City, represented in this agreement by its **City Mayor, Hon. Maila Rosario S. Ting-Que**, Filipino, of legal age, hereinafter referred to as the **"LGU"**,

## **WITNESSETH:**

**WHEREAS**, the Department of Education of the Philippines, hereinafter referred to as "DepEd", is the primary government instrumentality mandated to formulate, implement, and coordinate policies, plans, programs and projects in the areas of formal and non-formal basic education; supervise all elementary and secondary education institutions, including alternative learning systems, both public and private; and provide for the establishment and maintenance of a complete, adequate, and integrated system of basic education relevant to the goals of national development;

**WHEREAS**, the DepEd has introduced the K to 12 basic education reform program that includes Senior High School, hereinafter referred to as "SHS", with the major objective of ensuring that graduates of basic education are ready for employment, entrepreneurship and higher learning;

**WHEREAS**, the SHS curriculum can be customized at the local levels to take into consideration the needs of local industries and the labor market;

**WHEREAS**, DepEd believes that for the effective delivery of SHS instruction, there is a need for school-industry partnerships that will provide the school the necessary expertise and venue for practical, on-the-job, enterprise-based training for SHS learners;

**WHEREAS**, DepEd will start full implementation of SHS in School Year 2025-2026;

**WHEREAS**, the SCHOOL is among those that will offer SHS to students in the community to carry out DepEd's objectives for SHS as spelled out above;

**WHEREAS**, to achieve this objective, the SCHOOL needs to enter into a Work Immersion Partnership with the LGU;

**WHEREAS**, the LGU operates in the area where the School is located and has offices, facilities, project sites, and expertise that it can make available to the School for purposes of student work immersion;

**WHEREAS**, the LGU considers going into a work immersion partnership with the School as part of its mission to create a positive impact on the community, especially the young people;

**WHEREAS**, the LGU institutionalization and implementation of the K to 12 program is among the priority programs of the Government for promoting inclusive growth;

**WHEREAS**, the LGU encouraged to fully support the successful implementation of the K to 12 program of the Department of Education as stated in Paragraph 4, Section 2 of the Republic Act 9155 or "Governance of Basic Education Act of 2001",

**WHEREAS**, the LGU recognizes the need for a work immersion environment that is safe for the students and teachers, and conducive to learning, and has the capability to provide these;

**WHEREAS**, the SCHOOL and the LGU, hereinafter collectively referred to as “the PARTIES”, undertake to collaborate toward the successful implementation of the SHS in Tuguegarao City cognizant of the need for special protection of the child and with the best interest of the SHS learner at heart;

**NOW, THEREFORE**, for and in consideration of the foregoing premises, the PARTIES hereby agree as follows:

### **DESCRIPTION OF THE WORK IMMERSION PROGRAM**

With the passage of the Enhanced Basic Education Act of 2013 or Republic Act 10533, the DepEd was tasked to implement the K to 12 Program, essentially adding two (2) years of specialization within the Basic Educational System;

DepEd designed the implementation of RA 10533 within the framework of increased community involvement in the learner’s experience;

With this premise, the DepEd, offers venues for various stakeholders to participate in the implementation of RA 10533 and, the same offer, accepted by the PARTIES herein;

The Work Immersion Program is one of the course requirements for graduation. A SHS student has to undergo work immersion in a business organization or establishment with work requirements related to the specialization. Through work immersion, the students are exposed to and are familiarized with the work-related environment related to their field of specialization. Specifically, the students are able to:

1. Appreciate the importance and application of the principles and theories learned in school.
2. Enhance their technical knowledge and skills.
3. Enrich their skills in communications and human relations.
4. Develop good work habits, attitudes, appreciation and respect for work.

### **I. OBJECTIVES OF THE WORK IMMERSION PARTNERSHIP**

The Work Immersion Partnership has the following objectives:

1. To supplement the formal curriculum of the SHS program with special inputs coming from the LGU experts and practitioners in order to make the SHS program aligned and consistent with work standards;
2. To develop in the students of the SHS program the knowledge and skills that are relevant to the needs of the job market in the area
3. To provide SHS students relevant learning experiences by giving them exposure to the actual workplace setting.
4. To form Work Immersion Partnership between the SCHOOL and the LGU, allowing the students, faculty, and staff of the schools concerned the use of and access to the LGU workplace and equipment as part of their Work Immersion Program.

### **II. RESPONSIBILITIES OF THE PARTIES**

#### **A. Joint Responsibilities**

Both the SCHOOL and the LGU shall:

1. Create a joint working group that will prepare the action plan to operationalize the partnership.

2. Form a joint steering committee to monitor the progress of the partnership and to make sure that the provisions of this Memorandum of Agreement (MOA) are met.
3. Adhere to all laws, memorandums, and circulars especially those pertaining to child protection as provided for in the Guidelines for Work Immersion (Guidelines).
4. Develop the students' Work Immersion module specifying goals and objectives, desired outcomes of the program and how these outcomes will be achieved, also noting the specific knowledge, skills, attitudes and competencies that the student should acquire after completing the program. (See Annex A and Annex C of the Guidelines)
5. Develop a Work Immersion Daily Schedule of Activities that will be followed by the students during the whole duration of the Work Immersion Program in the LGU. (See Annex C of the Guidelines.)
6. Formulate local schoolwork immersion policies and guidelines on selection, placement, monitoring, and assessment of students (immersion participants), in order to ensure that each student is assigned to an immersion partner matched to his/her desired track, qualifications and aptitude.

## **B. Responsibilities of the SCHOOL**

The SCHOOL, shall:

1. Identify and indicate the SHS track/s, strand/s, and/or specialization/s which will be the subject of the partnership.
2. Make the needed adjustments to contextualize the SHS subjects based on inputs coming from the LGU.
3. Designate a person in charge of coordinating with the LGU and supervising the activities of the students for the duration of the Work Immersion Program.
4. Provide insurance coverage for learners during the work immersion program.
5. Continue to exercise its Special Parental Authority under the Family Code over the Senior High School student under immersion in the premises of the partner.
6. Monitor each student's progress throughout the duration of the entire work immersion program so as to make sure that the tasks assigned to each student are meaningful, challenging, and applicable to his/her particular programs and are able to maximize the quality of the learning experience.
7. Provide the LGU an evaluation tool for the students' immersion performance.
8. Issue a final grade to the student upon completion of the requirements within a prescribed period.
9. Ensure that the student will adhere to the non- disclosure policies of the Municipality/City/Province as agreed to by the SCHOOL.
10. Provide signed Consent forms from the parents as applicable.
11. Provide the LGU a Certificate of Participation in the SHS program for whatever purpose it may serve.
12. Execute a deed of acceptance as a way of recognizing and acknowledging the donation/s received from the LGU.

## **C. The LGU shall:**

1. Assign a competent Immersion Coordinator from the LGU to liaise with the School and supervise the students without prejudice to the special parental authority of the school, its administrators and teachers for

the duration of the Work Immersion program so as to ensure efficient implementation of all stages of the program.

2. Provide inputs into the curriculum through the discussions or workshops that DepEd will organize.
3. Lend its expertise by making available its resident resource persons to provide training to the students.
4. Allow the students to be deployed to the different sections/departments/project sites of the LGU based on the Work Immersion Daily Schedule of Activities.
5. Agree to the required number of hours of the immersion program set under the DepEd SHS curriculum. (See Annex A of the Guidelines)
6. Provide immersion opportunities for **95 students** who are enrolled under the Science, Technology, Engineering, and Mathematics (STEM), Humanities and Social Sciences (HUMSS), and Information and Communications Technology (ICT) strands for School Year 2025-2026 for **10 working days, equivalent to 80 hours**.
7. Provide students with an orientation about the LGU, its line of business, and the work its employees do, and expose them to the various stakeholders of the community in which the LGU operates for the students to get a holistic understanding of its business.
8. Similarly ensure that students undergo training related to their course and provide the students with work or activities based on the activities listed in the prescribed template for the Immersion Program of Activities (Annex C of the Guidelines).
9. Make its workplace and facilities available to students and shall similarly take all necessary action to ensure the safety of students within their areas of operation at all times, which shall include, but shall not be limited to, the provision for Personal Protective Equipment (PPE's), if applicable. Ensure that the students will not be exposed to hazardous materials and working environment throughout the duration of the immersion.
10. Evaluate students' performance in the immersion venue by accomplishing provided evaluation tool.
11. Issue a Certificate of Completion to the student trainees upon satisfactory compliance with all requirements of the program.

### III. EFFECTIVITY

This agreement shall hold for the duration of the 2025-2026 Academic School Year and is renewable every year. The LGU and the SCHOOL shall submit their intention for renewal of this agreement through formal notice within thirty (30) days before the expiration of this Agreement.

The LGU and the SCHOOL reserve their respective rights to terminate their participation in the agreement through formal written notice within thirty (30) days before the effectivity of the termination. Both parties shall turnover all deliverables agreed thereto in them Work Immersion Program. Termination shall be subject to the mutual agreement between the parties.

A material breach of the Work Immersion Guidelines and/or this MOA shall constitute a ground for termination of the MOA, in whole or in part, by the aggrieved party, without prejudice to other legal remedies.

### IV. LIABILITY

The school, its administrator and teachers exercising authority and supervision over the Senior High School Student undergoing immersion in the premises of the partner may be held accountable for the student's acts.

Each party shall answer for losses and damages arising from any accident, act, or omission directly attributable to its fault or negligence, which may cause death or bodily injury to any persons, or loss or damage to property, by or on account of the performance of the respective obligations by the parties pursuant to this Agreement. Such responsibility shall continue to remain that of the responsible party's even after the termination of this agreement, if such losses and damages were incurred during the effectivity of this agreement.

DepEd shall not be liable for opportunity losses of the LGU during the duration and after the termination of this agreement.

## **V. NON-DISCLOSURE PROVISION**

It is expressly understood by DepEd and the students that all information on technology, manufacturing process, process standards, quality assurance methodologies, quality standards, production capabilities, raw material purchasing, marketing, finance, and all other related documents, manuals, operational and technical matters that the LGU shall make available to them shall be used for the sole purpose of student training. All of these matters are classified as confidential in nature and proprietary to the LGU and thereby each student hereby undertakes to prevent transfer of such information by any of its members to any party outside of the LGU.

## **VI. OWNERSHIP OF OUTPUT AND INTELLECTUAL PROPERTY**

Intellectual properties develop by the student as part of his or her regular Work Immersion duties in the Company and their corresponding copyrights and/or patents shall belong to the LGU.

Intellectual properties developed by the student outside of his or her regular work immersion duties in the LGU and their corresponding copyrights and/or patents shall belong to the student, even if the student used the time, facilities, materials of the LGU, unless otherwise stipulated in a separate agreement between the student and his or her parent or guardian and the LGU.

The above provision shall apply in proportion to the intellectual properties developed by the student in case intellectual property is jointly developed by the student with employee or personnel of the LGU, unless otherwise stipulated in a separate agreement between the student and his or her parent or guardian and the LGU.

## **VII. OTHER PROVISIONS**

It is expressly understood by the PARTIES that the LGU is not obliged to pay wage or salary since there is no employer-employee relationship that exists. Further, the LGU is not obliged from providing the student with any monetary or financial assistance in the form of transportation fee, food allowance, etc.

In determining the existence of an employer-employee relationship, the following elements are considered: (1) the power to hire; (2) the payment of wages; (3) the power to dismiss, and (4) the power to control the employee's conduct, with the control test generally assuming primacy in the overall consideration.

No employer-employee relationship exists between the student and the partner in work immersion if all the following criteria are met:

1. The training, even though it includes actual operation of the employer's facilities, is similar to training provided in an educational program;
2. The training is for the benefit of the student;
3. The student does not displace regular employees, and works under close supervision;
4. The students are not entitled to a job at the conclusion of the training period and are free to take jobs elsewhere in the same field;
5. Any clinical training is performed under the supervision and direction of people who are knowledgeable and experienced in the activity;

6. The training is general, and qualifies the student to work in any similar business. It is not designed specifically for a job with the employer that offers the program;
7. The screening process for the immersion program is not the same as for employment, and does not appear to be for that purpose. The screening only uses criteria relevant for admission to an independent educational program;
8. Advertisements, posting, or solicitations for the program clearly discuss education or training, rather than employment, although employers may indicate that qualified graduates may be considered for employment.

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LGU- TUGUEGARAO CITY:

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