



NOTICE OF RESULTS (Routine Inspection)		Republic of the Philippines DEPARTMENT OF LABOR AND EMPLOYMENT Regional Office VII		Regional Office Address 3 rd & 4 th Floors DOLE-7 Bldg, Gen. Maxilom Ave. corner Gorordo Ave., Cebu City	
NAME OF OWNER/PRESIDENT/MANAGER GRAHAM DAVID INNES	NATURE OF BUSINESS BPO	DATE OF INSPECTION 09/18/2019	DATE OF LAST INSPECTION NAD	AUTHORITY NO. RO07-2019-09-NOR-RI-0002	
NAME OF ESTABLISHMENT SMILES ON DEMAND OUTSOURCING, INC.		ADDRESS OF ESTABLISHMENT M.L. QUEZON ST., POBLACION, GUIHULNGAN CITY, NEGROS ORIENTAL 6214			
<p>Based on the conduct of inspection, interview and affidavit executed by workers, the undersigned Labor Inspector noted the following deficiencies/observations:</p> <p>I. On General Labor Standards (GLS)</p> <p>- Compliant</p> <p>II. On Occupational Safety and Health Standards (OSHS)</p> <p>- Compliant</p>					
<p>Any questions on the above findings shall be submitted to this Office within five (5) days and correction thereof shall be done within ten (10) days for GLS deficiencies and within the maximum period of three (3) months for OSHS deficiencies from receipt of this Notice. This notice shall be posted in the conspicuous area of the workplace. Unauthorized removal of this Notice by any person shall be dealt with law. Further, making any false statement, report or record file or kept pursuant to the provisions of the Labor Code is considered unlawful and therefore punishable with fine or imprisonment under Art. 288 of the same code.</p>					
<p>EXPLAINED TO AND RECEIVED BY:</p> <p>Signature <u><i>[Signature]</i></u> Date <u>9/18/19</u></p> <p>Printed Name <u>MELANIE D. VINELES</u> (Employee's Representative)</p>			<p>EXPLAINED TO AND RECEIVED BY:</p> <p>Signature <u><i>[Signature]</i></u> Date <u>9/18/2019</u></p> <p>Printed Name <u>SHEILA A. CHIU</u> Position/Designation <u>HR manager</u></p>		
			<p>Employer's Statement:</p> <p>() I will correct the above violation not later than _____</p> <p>() I cannot correct violation for the following reasons:</p>		
<p>INSPECTION CONDUCTED BY:</p> <p><u><i>[Signature]</i></u> ANITA B. MELICOR</p> <p>_____ Labor Inspector</p>					

Documents Attached:

- Affidavit of employee/s interviewed
- Computation sheet for wages due
No. of sheets _____
- Restitution Payroll

- Certified True Copy Payrolls
- Daily Time Records
- Employment Contracts
- Others, specify _____