



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	NATURE OF BUSINESS	DATE OF INSPECTION	DATE OF LAST INSPECTION	AUTHORITY NO.	
GRAHAM DAVID INNES	BPO	09/19/2019	NAD	RO07-2019-09-NOR- RI-0002	
NAME OF ESTABLISHMENT			ADDRESS OF ESTABLISHMENT		
SMILES ON DEMAND OUTSOURCING, INC.			PUROK 5, MAGATAS, SIBULAN, NEGROS ORIENTAL 6201		

Based on the conduct of inspection, interview and affidavit executed by workers, the undersigned Labor Inspector noted the following deficiencies/observations:

I. On General Labor Standards (GLS)

- Compliant

II. On Occupational Safety and Health Standards (OSHS)

- Compliant

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.

EXPLAINED TO AND RECEIVED BY: Signature <u><i>Cled Leticia J. Andlencia</i></u> Date <u>9/19/19</u> Printed Name <u>CLED LETICIA J. ANDLENCIA</u> (Employee's Representative)	EXPLAINED TO AND RECEIVED BY: Signature <u><i>Sheila A. Chiu</i></u> Date <u>9/19/2019</u> Printed Name <u>SHEILA A. CHIU</u> Position/Designation <u>HR Manager</u>
	Employer's Statement: <input type="checkbox"/> I will correct the above violation not later than ____ <input type="checkbox"/> I cannot correct violation for the following reasons:
INSPECTION CONDUCTED BY: <u><i>Anita B. Melicor</i></u> ANITA B. MELICOR _____ Labor Inspector	

- 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 _____