

- d. Payment shall be subject to submission of certificate of wages, benefit, and remittances of premiums to SSS, Pag-Ibig, Philhealth, withholding taxes to BIR and other documents that may be required.
- e. All payments shall be subject to existing government accounting and auditing rules and regulations.

It is further provided that the CONTRACTOR agrees to pay the salaries of its personnel assigned with PPA in accordance with the rates indicated in the Terms of Reference including the cost of living allowance, overtime pay, night shift differential pay, 13th month pay, 5-day incentive pay, uniform allowance, and such other benefits and emoluments as may be applicable, and as may be granted by law, wage orders, and rules and regulations issued by the Department of Labor and Employment. For this purpose, CONTRACTOR shall provide its personnel with pay slips evidencing the amount of their salaries and deductions thereof, should there be any, at least two (2) days before the scheduled payment of their salaries which would be in every fifteenth (15th) and thirtieth (30th) of each month.

Further, PPA is obligated to reimburse the CONTRACTOR any amount of additional expenses incurred for necessary travel and rendition of overtime services. Provided, that, such travel and rendition of overtime services shall have prior approval of PPA.

3.02 Duration – This Contract shall commence on **September 1, 2017** and ends on **August 31, 2020**. PPA, however, has the right to terminate or cancel this contract at anytime before its expiration on reasonable grounds, such as, but not limited to: unsatisfactory service and performance or violation of any terms of this Contract by giving the CONTRACTOR at least fifteen (15) calendar days written notice in advance to that effect, which Notice shall be final and binding on all the parties.

It is further provided that within one (1) month before the expiration of this contract, an extension thereof may be granted by the PPA subject to the provisions of the revised Implementing Rules and Regulations of Republic Act 9184.

3.03 Performance Security – To guarantee the faithful performance of the CONTRACTOR under this contract, it shall post prior to the signing of the Contract a performance security in accordance with the following schedule:

Form of Performance Security	Amount of Performance Security (Equal to Percentage of the Total Contract Price)
1. a) Cash, cashier's/manager's check, bank draft/guarantee confirmed by a Universal or Commercial Bank. b) bank draft/guarantee or Irrevocable letter of credit issued by a Universal or Commercial Bank: provided, however, that it shall be confirmed or authenticated by a Universal or Commercial Bank, if issued by	– Five percent (5%)