



Temporary Foreign Worker Protection Act
Licence

License # IS-0000099

Juan Pablo Martinez Alanis

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**carrying on business as Laborem E-Services LTD.
Suite 629 - 510 W Hastings St
Vancouver, British Columbia
V5P 4S2**

This certifies that Juan Pablo Martinez Alanis has been licensed to recruit foreign workers for employment in British Columbia.

Issuance date: January 22, 2020

Effective date: January 22, 2020

Expiry date: December 3, 2020

Recruiters are required to maintain their financial security in good standing for the term of the license and for three years after the license expires or is cancelled.

Terms and Conditions: Licensed Recruiters are required to abide by the obligations in Part 5 of the Temporary Foreign Worker Protection Act.

This licence is subject to amendment, cancellation or suspension at any time under Section 7 of the Temporary Foreign Worker Protection Act.