



Temporary Foreign Worker Protection Act
Licence

License # IS-0002442

Marco Penado
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TALENTUM HR COMPANY INC.
1525 Bramble Lane
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V3E 2S7

This certifies that Marco Penado has been licensed to recruit foreign workers for employment in British Columbia.

Issuance date: December 17, 2020

Effective date: December 17, 2020

Expiry date: December 16, 2021

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.