

**SECURITY SERVICES CONTRACT**

**KNOWN ALL MEN BY THESE PRESENTS:**

**THIS AGREEMENT** made and entered into by and between:

**DEPARTMENT OF TOURISM REGION III**, a primary government agency tasked with the responsibility to encourage, promote and develop tourism as a major socio-economic to generate foreign currency and employment and to spread the benefits of tourism to both the private and public sector with Office address at Ground Floor, Clark Center Two-2, Clark Center, Jose Abad Santos Avenue, Clark Freeport Zone, Pampanga, herein represented by its Regional Director, **RICHARD G. DAENOS, Ph.D.**, hereinafter called the "**FIRST PARTY**"

-And-

**RBP COMPASS SECURITY AND INVESTIGATION AGENCY**, an agency duly licensed and existing under and by the virtue of the laws of the Republic of the Philippines with office address at **Lot 3, Blk 5, Tipcville, Sta. Maria, Mabalacat City, Pampanga** and represented in this act by its Security and General Manager, **REGINO PANGILINAN**, hereinafter referred to as the "**SECOND PARTY**."

**-WITNESSETH-**

**WHEREAS**, the FIRST PARTY is contracting the services of the SECOND PARTY for the purpose of providing guard and protect the properties of the FIRST PARTY located at the above-mentioned address from illegal entry, intrusion, theft, pilferage, arson, and other unlawful acts by any stronger intruders or third party as well as protecting the officers and employees and visitors from assault, harassment, threat or intimidation and other harmful acts.

**WHEREAS**, the SECOND PARTY a duly licensed and authorized by law to render protective services nationwide, has agreed to provide such services to the FIRST PARTY, under the terms and conditions herein below set forth;

NOW THEREFORE, for and in consideration of the foregoing premises and the mutual understanding and agreement by the parties hereto, it is hereby agreed that:

1. The SECOND PARTY agrees and binds itself to guard and protect all personnel/employees, premises and properties of the FIRST PARTY at its offices and other real properties *7 days a week, including weekend and holidays* thereof located in **Clark Freeport Zone, Pampanga** from theft, intrusion, pilferage, robbery, arson, trespass, bodily harm and other harmful, improper acts, and for this purpose, shall assign to and provide the FIRST PARTY with the required number of security guards. The SECOND PARTY, through its security guards deployed, shall have the following responsibilities, functions and duties:

- a. Maintain peace and order within the area of responsibility and the FIRST PARTY's premises and immediate surroundings;
- b. Secure, protect and safeguard the officers, employees, visitors and guests of the FIRST PARTY from assault, harassment, threat or intimidation;
- c. Strictly enforce and implement orders, directives, memoranda, rules and regulations of the FIRST PARTY aimed at maintaining security and safety; and
- d. Familiarize with and comply with the FIRST PARTY's rules and regulations and other standard operating procedures promulgated by the FIRST PARTY relative to the maintenance of security and safety.

*Handwritten signatures in blue ink:*  
1. Regino Pangilinan (Second Party)  
2. [Signature]  
3. [Signature]  
4. [Signature]

*Vertical handwritten mark:*  
Security

2. With respect to the minimum qualifications of the SECOND PARTY's security guards assigned to the FIRST PARTY, the SECOND PARTY shall strictly and unconditionally comply with Republic Act No. 5487, as amended, specifically Sections 4 and 5 thereof, and all rules and regulations of the Civil Security Group-Security Agencies and Guards Supervision Division of the Philippine National Police and other government agencies having jurisdiction over security agencies and security guards. The SECOND PARTY shall submit the following to the FIRST PARTY to enable the latter to determine if the security guards satisfy the FIRST PARTY's requirements:

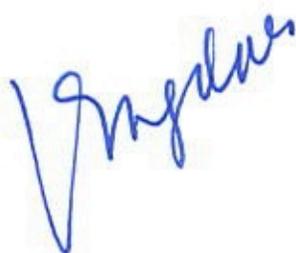
- a. The security guard's curriculum vitae/resume;
- b. The security guard's license card;
- c. Updated NBI clearance;
- d. Updated Police and Barangay clearance;
- e. Result of Neuro-Psychiatric Exam;
- f. Result of Drug Test

The security guard to be deployed must possess the following minimum qualifications:

- a. Physically and mentally fit;
- b. At least 5 feet and 5 inches in height;
- c. Between 25 and 50 years of age;
- d. At least high school graduate;
- e. No criminal/police records;
- f. Graduate of Basic Security Guard Course (Pre-licensing training) for security guards;
- g. Trustworthy and honest;
- h. Courteous yet dignified and firm in dealing with any kind of person;
- i. Alert and capable of acting intelligently in any emergency situations;
- j. Thoroughly familiar with and well-trained in the proper care and use of firearms;
- k. Able to speak, read, write and understand English language;
- l. At least one (1) year experience in security work and procedures; and
- m. Able to patrol outlaying post in all weather conditions.

3. It is understood that the determination and appreciation of the overall security situation rests solely with the FIRST PARTY, and therefore, the SECOND PARTY agrees that any action to be taken in relation thereto shall be upon prior consultation and advice from the FIRST PARTY. The SECOND PARTY shall ensure close and tight coordination with the FIRST PARTY in meeting said security situation(s). The SECOND PARTY also warrants that its security guards and agents, while in the premises of the FIRST PARTY, shall strictly and fully observe the highest standards of professional conduct, with respect to peace, order, security and safety. The SECOND PARTY shall not, in any manner, countenance any violation of this warranty, much less be the source of the same.

4. The SECOND PARTY further warrants that it shall well and faithfully perform the services herein set forth and that all of its security guards shall devotedly report and stay in their assigned posts provided that no security guard shall render more than twelve (12) hours duty per day and seven (7) consecutive days unless their services are further needed by the FIRST PARTY. Should any of its security guards perform any act which may be prejudicial to the interest of the FIRST PARTY, or should any of the said security guards be found to be incompetent or negligent in the performance of his/her functions, the SECOND PARTY shall immediately take all steps necessary to rectify the situation and, if appropriate, replace the erring security guards. In case the questioned acts continue or there is no action by the SECOND PARTY, the FIRST PARTY reserves the right to terminate this contract, provided prior investigation was duly conducted and the act/s complained of was established.



5. The SECOND PARTY shall be responsible for any loss or damage that may occur upon the properties of the FIRST PARTY provided that such loss or damaged properties have been duly accounted for and properly turned over to the guards, and said properties were placed under the full control of the guards and that the same occurred during their tour of duty, and provided that it has been established after due investigation by the Police Authorities. Written notice of loss should be given to the SECOND PARTY within 48 hrs. From the time of discovery of the loss, in order to effect immediate investigation and all claims for losses with proper written notice will be answered by the SECOND PARTY.

6. The SECOND PARTY shall make sure that the security guards assigned to the FIRST PARTY are fully vaccinated against COVID-19, and should they exhibit symptoms, shall undergo COVID-19 testing, which shall be covered by the SECOND PARTY.

7. In case that there is a decree, law or proclamation amending or increasing the minimum wage rate based on a new labor and social legislation giving employees additional social benefits, there shall be a corresponding increase of adjusted rate and shall also become effective upon the affectivity of the law, decree or order;

8. It is expressly understood and agreed that the FIRST PARTY shall not be held responsible or liable for any claims for personnel injury, damages or death which is arose out of or in the course of the lawful performance of the duties of the said guards;

9. The FIRST PARTY shall in no case arbitrarily deduct the cost of the loss to the damaged properties from the billing of the SECOND PARTY without prior consent of the latter;

10. Either party shall not be liable for any delay or failure in the performance of its obligations under this Contract where the delay or failure is exclusively caused by force majeure and without its fault or negligence either prior, during or subsequent to the happening of the force majeure.

11. But in any case, the party claiming the benefit of this provision shall use due diligence to remove the effects of force majeure and to resume performance under this Contract as soon as is feasible.

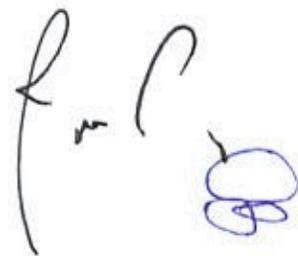
12. Force majeure shall be limited to the following events: fire, earthquake, flood, typhoon, cyclone, tidal waves, volcanic eruption, insurrection, war, coup d'état, act of the public enemy or compliance with any directive, order, rule or regulation of a government authority.

13. If as a result of force majeure, a party will no longer be able to carry out any of its obligations under this Contract, such party may terminate this Contract by notifying the other party in writing. The termination shall become effective on the date provided in the notice of termination.

14. The SECOND PARTY shall totally absolve the FIRST PARTY from any and all liabilities due to claims filed by the Security Guards assigned to the FIRST PARTY, relative to the violation of the labor laws, SSS laws hereinafter enacted;

15. For and in consideration of the services to be rendered by the SECOND PARTY in accordance with this Contract, the FIRST PARTY shall pay the SECOND PARTY the amount of **THIRTY THREE THOUSAND FOUR HUNDRED THIRTY SIX PESOS AND 36/100 (Php 33,436.36)** every month per guard per twelve (12) hours duty for **TWO (2) SECURITY GUARDS with LICENSED FIREARM**. The total amount of contract will be **SEVEN HUNDRED TWO THOUSAND ONE HUNDRED SIXTY THREE PESOS AND 66/100 ONLY (Php702,163.66)** for the duration from February 16, 2026 to December 31, 2026.

16. Payment shall be made within **thirty (30)** working days from receipt of the SECOND PARTY's bills/invoices and supporting papers required by the FIRST PARTY. The above-quoted monthly consideration shall be based on a regular twenty-four (24) hours' duty per day divided into two (2)



shifts of twelve (12) hours and for a total of seven (7) working days per week. The consideration herein for the security services rendered shall be firm and shall not be subject to change for the duration of this Contract. However, in the event of any legislated wage increase or wage orders, the agreed wage shall be adjusted accordingly. The consideration herein shall be ALL INCLUSIVE.

17. This agreement shall take effect on February 16, 2026 to December 31, 2026 and may be renewed for another period at the option of both parties. That in case of breach or violation of any of the terms and condition of the agreement terminates the same after thirty (30) days prior to the expiry date of this agreement. This contract may be extended by the FIRST PARTY subject to the result of the performance evaluation of the SECOND PARTY, necessity of services, availability of funds, and upon mutual agreement of the parties. In the absence of the formal renewal upon expiration of this contract, this contract shall be deemed extended on a month-to-month basis up to such period as may be allowed by law, rules and regulations.

18. The FIRST PARTY may pre-terminate this contract for failure of the SECOND PARTY and its security guard to perform its obligations.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 12 FEB 2026 day of 2026 in Angeles City.

**DEPARTMENT OF TOURISM**

**RBP COMPASS SECURITY AND INVESTIGATION AGENCY**

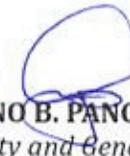
(FIRST PARTY) \

(SECOND PARTY)

BY:

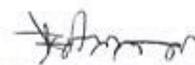
  
**RICHARD G. DAENOS Ph.D.**  
*Regional Director*

BY:

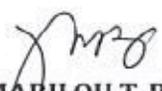
  
**REGINO B. PANGILINAN**  
*Security and General Manager*

  
**RONSAN M. PELARIZA**  
*Chief TOO/ Head of Admin*

**SIGNED IN THE PRESENCE OF:**

  
**MARIE GRACE I. LANSANGAN**  
*Administrative Officer IV*

**FUNDS AVAILABLE**

  
**MARILOU T. PANGILINAN**  
*STOO/ Acting Accountant*

ACKNOWLEDGEMENT

Republic of the Philippines)  
City of ANGELES CITY S.S.

BEFORE ME, a Notary Public in and for ANGELES CITY City, Philippines, this \_\_\_\_ day of FEB 12 2026 2026 personally appeared:

Name	Government ID	Date/Place Issued
RICHARD G. DAENOS, Ph.D.	Passport ID No. P5719416A	January 23, 2018/ DFA Manila
REGINO B. PANGILINAN	DL ID No: C10-94-121593	

Known to me to be the same persons who executed the foregoing Agreement and they acknowledged to me that the same is their free and voluntary act and deed and the free and voluntary act and deed of the corporations represented.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my notarial seal on the date and at the place above written.

Doc. No. 955 ;  
Page No. 55 ;  
Book No. XXII ;  
Series of 2026

*A. J. Daño*  
**ATTY. JEDA A. DAÑO**  
 Notary Public for Cities of Angeles & Mabalacat,  
 Municipalities of Porac & Magalang, Pampanga  
 Notarial Commission Serial No. 25-1376 valid until 12/31, 2027  
 Roll No. 83749/TBP INV 562693, 03-Dec-25; Pasig City  
 PTR NO. AC 2364603, 05-Jan-2026; Angeles City  
 MCLE Compliance No. VIII 000465 until April 14, 2028  
 17th Stall, Jao Insurance Building, McArthur Highway,  
 Brgy. Sto. Domingo, Angeles City  
 0917 576-8017

*Vingilinas*

*Paul*      *JMS*

*R*

*Handwritten mark*