

Availability of Free Frontlearners' Learning Resources for the Quality Learning Masterplan Pilot Test

DepEd Regional Office No. 02



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From Leo De Velez <leo@develez.com>

Date Wed 2026-07-22 2:10 PM

To DEPED II CAGAYAN VALLEY <region2@depd.gov.ph>

Cc DEPED BATANES <batanes@depd.gov.ph>; SDO CAGAYAN <sdo.cagayan@depd.gov.ph>; DEPED ISABELA <isabela@depd.gov.ph>; quirino.depedro2@gmail.com <quirino.depedro2@gmail.com>; cauayan.depedro2@gmail.com <cauayan.depedro2@gmail.com>; ilagan.depedro2@gmail.com <ilagan.depedro2@gmail.com>; DEPED SANTIAGO CITY <santiago.city@depd.gov.ph>; DEPED TUGUEGARAO <tuguegarao@depd.gov.ph>; Gerson Marvin Abesamis <gerson.abesamis@depd.gov.ph>; Mark Anthony Papa <markanthony.papa@depd.gov.ph>; Leo De Velez <leo@develez.com>; Elaine De Velez <elaine@develez.com>

3 attachments (5 MB)

DEPED_FRONTLEARNERS_SIGNED MOA.pdf; IMPLEMENTATION OF THE QUALITY LEARNING MASTERPLAN PILOT TEST FOR BLENDED-DIGITAL LEARNING.pdf; DepEd LMS Access List and Instructions.pdf;

Some people who received this message don't often get email from leo@develez.com. [Learn why this is important](#)

To: **Regional Director BENJAMIN D. PARAGAS**, DepEd Region II
CC: All Schools Division Superintendents, DepEd Region II

Dear Regional Director PARAGAS:

Greetings.

In accordance with the Bureau of Learning Delivery Memorandum dated **25 February 2026**, entitled "**Implementation of the Quality Learning Masterplan Pilot Test for Blended/Digital Learning**," and the Memorandum of Agreement between DepEd and Frontlearners, Inc., **whose term is being extended until 31 May 2027**, we are pleased to inform your Office that the latest Frontlearners learning resources are available for use by DepEd schools.

The resources are aligned with the **Revised K to 10 Curriculum** and the **Strengthened Senior High School Curriculum**. They include interactive lessons, assessments, progress-monitoring tools, and AI-assisted learning support.

As provided in the MOA signed by Secretary Juan Edgardo M. Angara, the program and learning resources are **free of charge to DepEd**.

The resources may be accessed through:

- DepEd LMS: <https://r2.lms.deped.gov.ph>
- Public access: <https://teachaid.ph> for learners and other users who do not yet have usernames and passwords



The memorandum also provides for the use of Frontlearners resources through the existing DepEd LMS environment.

May we respectfully request your Office to share this information with the Schools Division Offices and participating schools in your Region and encourage them to access and use the available resources for the pilot test.

Thank you for your continued support.

Very truly yours,

LEO R. DE VELEZ

Founder - Frontlearners, Inc.

Email: leo@develez.com

Mobile: +65 917 563 1202

Attachments:

1. Signed DepEd–Frontlearners Memorandum of Agreement
2. BLD Memorandum dated 25 February 2026
3. DepEd LMS Access List and Instructions

July 23, 2026

To: **ALL SCHOOLS DIVISION SUPERINTENDENTS**

For information, dissemination and appropriate action.

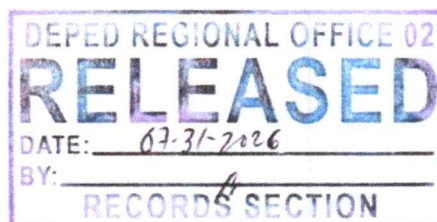


BENJAMIN D. PARAGAS PhD, CESO III

Director IV/Regional Director

CLMD/ovc/imt

MEMORANDUM		Date: 08-03-2026	Released (words):
To: () PSDS/DICs	() Private Schools	() Elem/Sec School Heads	() Others:
For: () Information		() Dissemination	() Strict Compliance
() Guidance		() Strict Compliance	
ORLANDO E. MANUEL PhD., CESO III			
Schools Division Superintendent			
By: ☐ ASDS	☐ CID Chief	☐ SGOD Chief	☐ AO ☐ Atty
			Signature: 





Republic of the Philippines
Department of Education
BUREAU OF LEARNING DELIVERY

MEMORANDUM

TO : REGIONAL DIRECTORS

FROM : 
GERSON MARTIN M. ABESAMIS
Director IV

SUBJECT : IMPLEMENTATION OF THE QUALITY LEARNING
MASTERPLAN PILOT TEST FOR BLENDED/DIGITAL
LEARNING

DATE : February 25, 2026

In alignment with the Department of Education's 10-year Quality Basic Education Plan, the Bureau of Learning Delivery (BLD), in partnership with Frontlearners, will conduct the **Quality Learning Masterplan Pilot Test**. This initiative aims to improve learning outcomes by leveraging standardized digital instruction and frequent technology-enabled formative assessments to address persistent learning gaps.

Scope and Participation

The pilot involves **510 nominated schools** (30 schools per region) nationwide. The study focuses on learners in **Grades 4, 5, 7, and 8** following the revised K-10 curriculum in the following subject areas:

- **Mathematics**
- **Science**
- **English** (Grammar and Reading Comprehension)

Implementation Options

Schools are requested to evaluate their current technological capacity and instructional readiness to select the most appropriate implementation mode. Please indicate your choice in the https://bit.ly/FL_Pilot_Registration.

Both options offer unique advantages to ensure no learner is left behind:

- **Option A: Institutionalized Use (Frontlearners LMS)**
 - The Frontlearners LMS serves as the primary and exclusive platform for the specified subjects.
 - **Key Advantages:**
 - **Ideal for Incomplete Data: This option is best for schools that do NOT have complete data of learners' DepEd email**

accounts. Since accounts are managed via the Frontlearners server, implementation can proceed using school-generated credentials.

- **Streamlined Instruction:** Teachers save significant time as the platform provides a fully integrated, end-to-end curriculum.
- **Unified Data Tracking:** Provides a comprehensive dashboard for real-time monitoring of student mastery and proficiency.

- **Option B: Supplemental Use (DepEd LMS Integration)**

- Frontlearners content is integrated into the existing DepEd LMS ecosystem.
- **Key Advantages:**
 - **Seamless SSO Integration:** This option is best for schools with complete data of learners' DepEd email accounts. It allows for a single sign-on experience, linking directly to existing learner profiles.
 - **Instructional Flexibility:** Teachers have the autonomy to choose specific digital modules that best fit their current lesson flow.
 - **Familiar Ecosystem:** Allows students and teachers to stay within the familiar DepEd LMS environment while accessing premium interactive content.

Key Features of the Digital Resources

- **Interactive Lessons:** Ready-to-use, self-paced slides that are easy to navigate.
- **Inclusivity:** Audio guides are provided for visually impaired students.
- **Formative Assessments:** AI-assisted tutorials provide frequent feedback after each lesson.
- **Learning Continuity:** Alternative delivery modes are available to ensure classes continue during interruptions.

Monitoring and Reporting

Data on academic performance, student engagement, and digital literacy will be collected via the Frontlearners dashboard. Weekly activity reports and quarterly performance insights will be transmitted to all stakeholders, from the Central Office to the learners.

Reference Links and Technical Support

To facilitate smooth implementation, all concerned personnel are directed to access the following resources:

- **Registration Link:**
https://bit.ly/FL_Pilot_Registration
- **Video Orientation Link:**
https://bit.ly/FL_Pilot_Orientation

- **List of Participating Schools (with Usernames/Passwords):**
https://bit.ly/FL_Pilot_ParticipatingSchools

- **Access Instructions Slide Deck:**
https://bit.ly/FL_Pilot_InstructionSlides

For matters regarding the pilot test's implementation, school nominations, and overall Department of Education policies, please contact the **Bureau of Learning Delivery** through email at **bld.od@deped.gov.ph**.

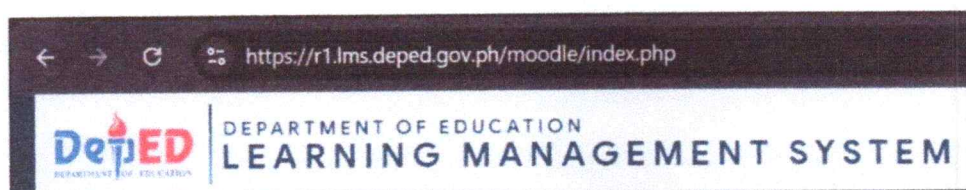
For concerns regarding the use of the learning materials, LMS access, account credentials, and AI-assisted tutorials, please contact **Frontlearners** through the following channels:

- **Email:** leo@develez.com / elain@develez.com
- **Primary Technical Contact:** Leo De Velez at **0917-535-6188**
- **Secondary Technical Contact:** Elaine De Velez at **0917-800-4100**

For immediate dissemination and compliance.

INSTRUCTIONS: USING FRONTLEARNERS LEARNING RESOURCES

Step 1: Open your browser and go to your assigned regional DepEd LMS. Please see the list below (you can click on the link to the DepEd LMS from the list). Example for Region 1:



Step 2: Login using your Username and Password. For some, you can login via your DepEd Google or DepEd Microsoft account.

Access to the platform

Username

Password

[Log in](#)

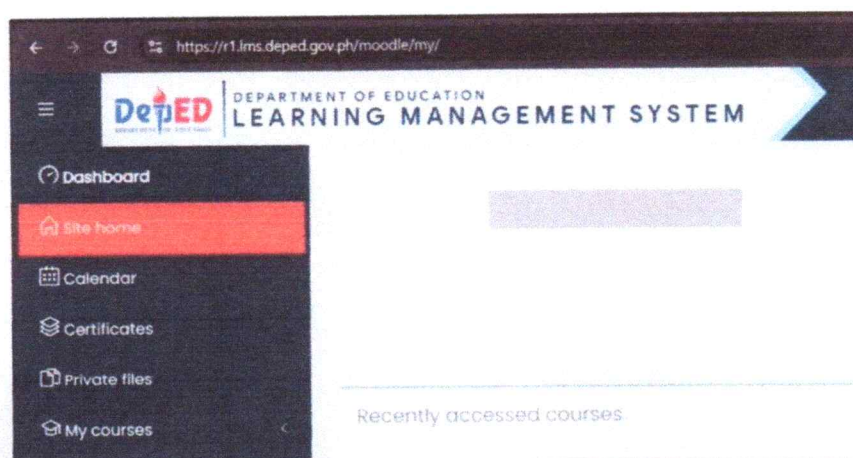
Log in using your account on:

[Sign In using DepEd Google Account](#)

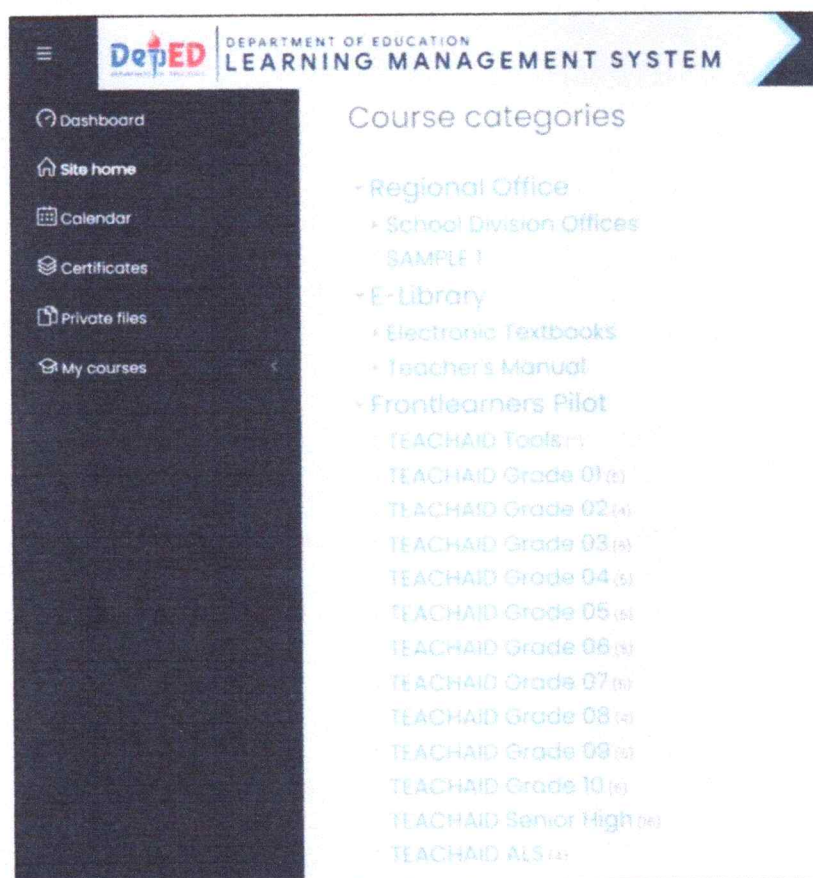
[Sign In using DepEd Microsoft Account](#)

[Forgotten your username or password?](#)

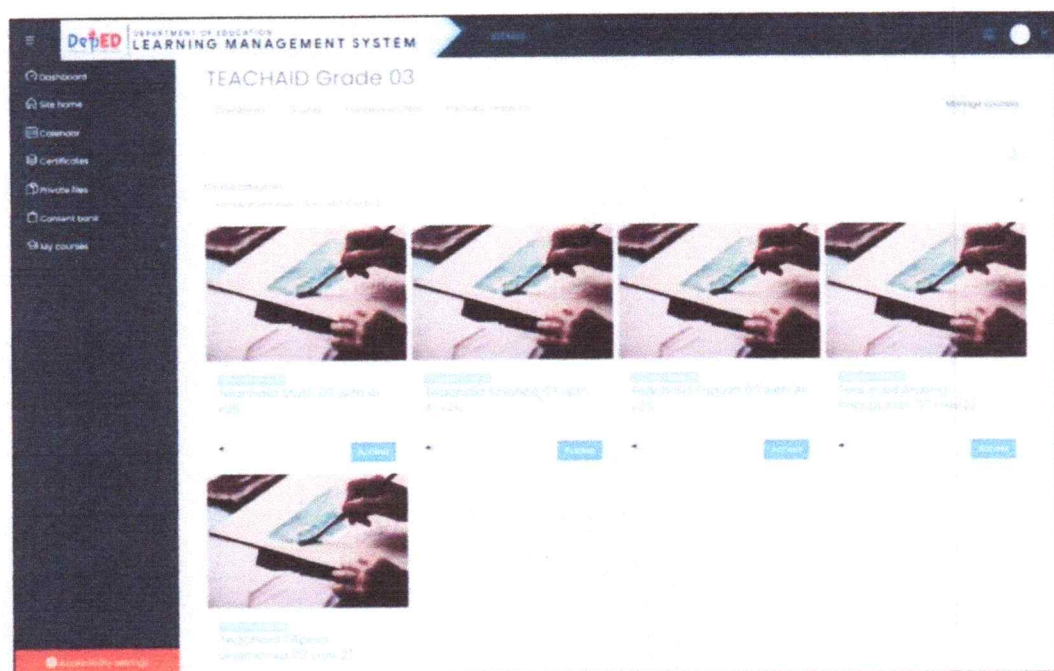
Step 3: After logging in, go to the **Site Home** age by clicking the link on the left side.



Step 4: The Scroll Down to the **Course Categories**. Look for the **Frontlearners Pilot**. Then, select your **Grade** level.



Step 5: Select your **Subject**. Then, click **Enroll Me** button.



Step 6: Inside each subject, you will find Pre-Test at the start, a Mid-Test midway, and Post-Test at the end of the Term. For each learning competency, you will find a set of Lesson, Exercise, Quiz, Master/Critical-Thinking Test. These are all Teacher-Led activities. If you have access to computer room, you may opt to do individualized activities.

Step 7: For each activity, you will be asked to give you informed consent so we can include the data to the weekly progress report. You will be asked to Select your Region, Division, School Name, and enter you Initial (xyz for group, and Section Name.

Informed Consent Declaration

This TEACHAID activity will load after the required TEACHAID identity fields are selected or entered.

Required: Region

Required: Division

Select Division

Required: School Name

Select School Name

School Code

Server Code

MOODLE LMS

Required: Learner's Initials (use XYZ for Group Activity)

Required: Section Name

Informed Consent Declaration: By entering or confirming my Learner's Initials and Section Name, and by continuing to use and take this course activity, I give my informed consent to the use of this attempt and results data for the monitoring, analysis, and reporting of anonymized usage, progress, and performance data, to be included in the Summary Report, Interactive Dashboard, and other studies that will help address the Learning Gap.

I Consent and Continue to Activity

Cancel

Step 8: You can then use the materials in your class. If you have a TV screen, you can project this on it. You can also do your Quizzes and Mastery Tests as a group or as a class by asking your students to raise their hands for their selected answers. If you have access to the computer room, you may opt to do individualized activities.

Measurement and Geometry (MG)	MA03TIC01
Illustrating and Estimating the Area of a Square or Rectangle using Square Tile Units	

Illustrating and Estimating the Area of a Square or Rectangle using Square Tile Units

Hi! In this lesson, we will learn about illustrating and estimating the area of a square or rectangle using square tile units. Let's begin!

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Type: Exercise Questions: 5 Max score: 5.00 Grade: Grade03 Subject: Math Result: Not submitted

Question 1 [Single hot spot](#)

Single hot spot: click the correct option on the image. If a marker button is shown, select it first, then click the hot spot.

Place My Answer

Measurement and Geometry (MG)	MA03TIC01
Illustrating and Estimating the Area of a Square or Rectangle using Square Tile Units	

Multiple Choice

Select the correct answer.

What is the area of the given figure?



- A. 5 square units
- B. 10 square units
- C. 15 square units
- D. 18 square units

What is the area of the given figure? Select the correct answer.

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Question 2 [Single hot spot](#)

Single hot spot: click the correct option on the image. If a marker button is shown, select it first, then click the hot spot.

Place My Answer

Measurement and Geometry (MG)	MA03TIC01
Illustrating and Estimating the Area of a Square or Rectangle using Square Tile Units	

Multiple Choice

Select the correct answer.

Step 9: For Quizzes and Mastery / Critical Thinking test, the answered questions will be given an AI-Feedback to explain the correct answer, whether the answer is right or wrong.

Question 1

Multiple choice

AI Feedback

Multiple choice:

Click the answer choice you think is correct, then submit the quiz to check your answer and view feedback for your selected answer.

Q1-11 Applied Reasoning: A rectangle is covered with square tiles. There are 4 tiles in each row and 3 rows. What is the estimated area?

☐ A) 7 square units
☒ B) 12 square units
☐ C) 10 square units
☐ D) 14 square units

Question 2

Multiple choice

AI Feedback

Multiple choice:

Click the answer choice you think is correct, then submit the quiz to check your answer and view feedback for your selected answer.

Q1-12 Inquiry Challenge: Which square tile can be used to estimate the area of a rectangle?

☒ A) Three rows of square tiles cover the surface.
☐ B) They follow the width of the rectangle (4x3).
☐ C) They change the shape into a different figure.
☐ D) They measure the perimeter of the figure.

Question 1

Multiple choice

AI Feedback

Multiple choice:

Click the answer choice you think is correct, then submit the quiz to check your answer and view feedback for your selected answer.

Q1-11 Applied Reasoning: A rectangle is covered with square tiles. There are 4 tiles in each row and 3 rows. What is the estimated area?

☐ A) 7 square units
☒ B) 12 square units
☐ C) 10 square units
☐ D) 14 square units

Correct. Score: 100/100

Answer:
B) 12 square units

Selected answer feedback

Feedback for your answer: B) 12 square units

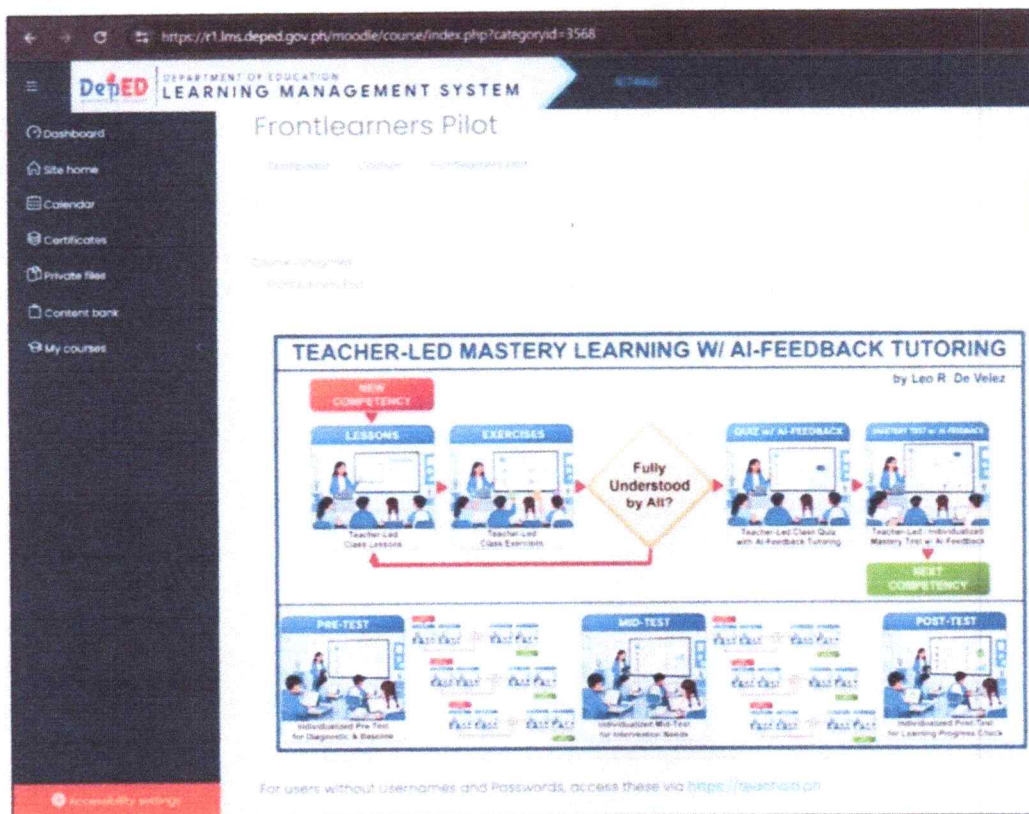
Correct answer

AI explanation

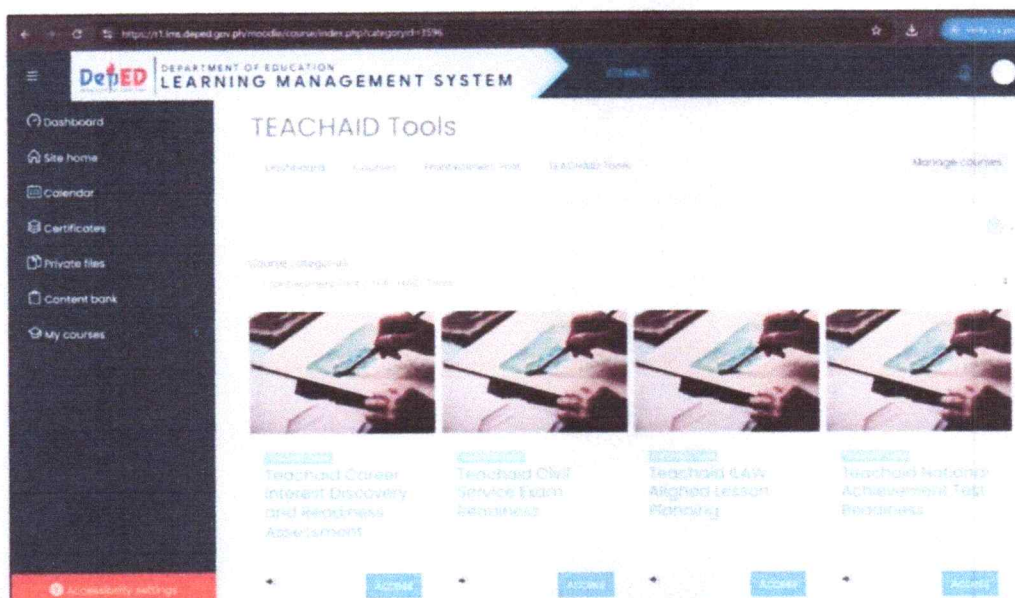
AI feedback

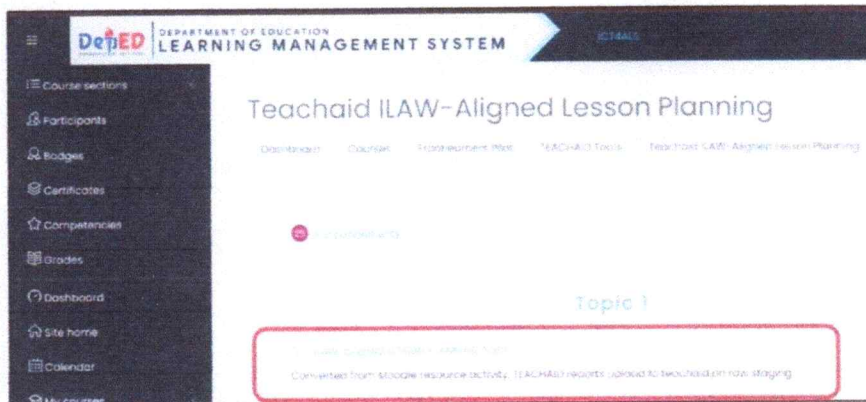
This student's response matches the provided solution perfectly. The (often) stated right answer for this problem is B) 12 square units. This result comes from multiplying four tiles per row by three rows, which equals twelve total squares. Your calculation agrees precisely with what was determined to be accurate. Both answers represent a consistent understanding of how many individual tile areas make up the whole shape. Keep practicing your estimation skills - you're doing great work!

Step 10: You can find at the Category page the suggested Pedagogy. For those who still have no username and password access to the DepEd LMS, you can use the TEACHAID website at <https://teachaid.ph> You can also use this website for your students.

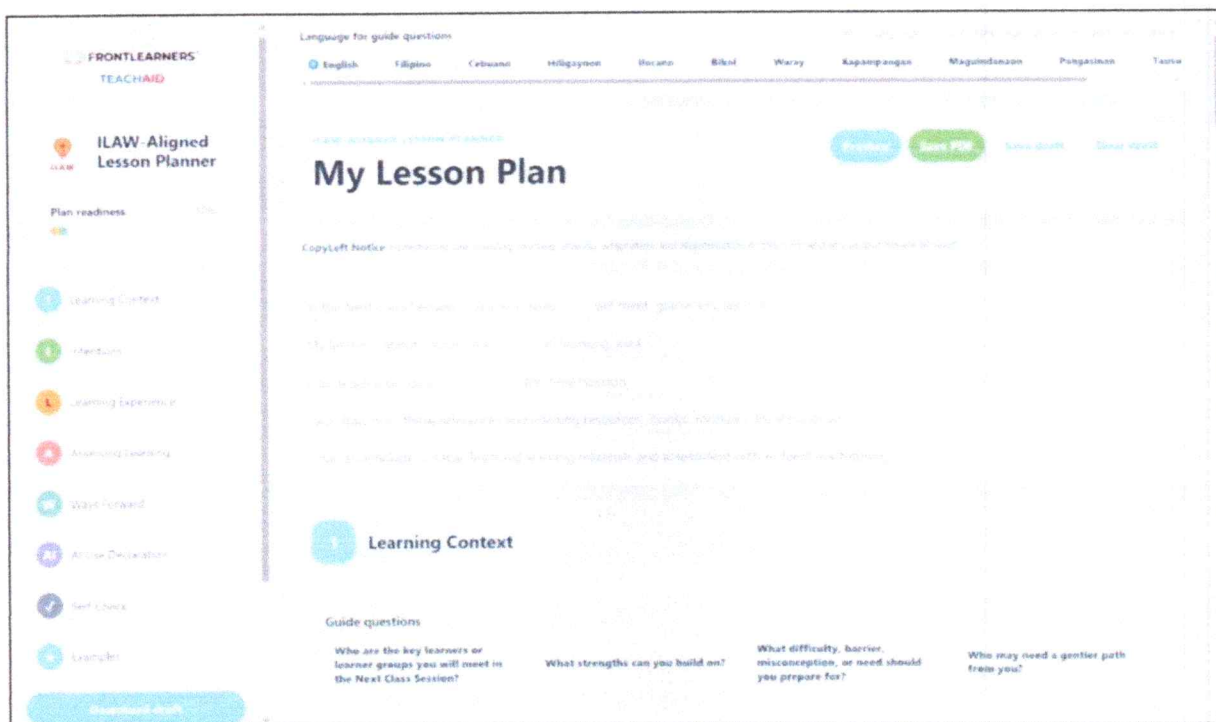


Step 11: For your Lesson Planning needs, go to the Frontlearners Tools category (shown here) and click the **Teachaid ILAW-Aligned Lesson Planning** tool. See next page for the example.





You can also go directly to <https://teachaid.ph/lessonplan>



Step 12: Lastly, for the interactive reports, you can access them at

https://teachaid.ph/Latest_Reports



TEACHAID Management Dashboard

Interactive Progress and Performance Report

Generated: 2020-07-22 01:01 PM

Start of trimester: 2020-06-08

Weekly Scorecard uploaded

78

Weekly Performance shown

249

Weekly Activity Completion shown

251

Weekly Average Score shown

79.65%

LIST OF DEPED LMS SERVER ASSIGNED TO THE REGIONS

	REGION	LINK TO DEPED LMS
1	CAR	https://car.lms.deped.gov.ph
2	ARMM	https://armm.lms.deped.gov.ph
3	CARAGA	https://caraga.lms.deped.gov.ph
4	NCR 1	https://ncr1.lms.deped.gov.ph
5	NCR 2	https://ncr2.lms.deped.gov.ph
6	REGION 1	https://r1.lms.deped.gov.ph
7	REGION 2	https://r2.lms.deped.gov.ph
8	REGION 3 - 1	https://r3-1.lms.deped.gov.ph
9	REGION 3 - 2	https://r3-2.lms.deped.gov.ph
10	REGION 4A - 1	https://r4a-1.lms.deped.gov.ph
11	REGION 4A - 2	https://r4a-2.lms.deped.gov.ph
12	REGION 4A - 3	https://r4a-3.lms.deped.gov.ph
13	REGION 4B	https://r4b.lms.deped.gov.ph
14	REGION 5 - 1	https://r5-1.lms.deped.gov.ph
15	REGION 5 - 2	https://r5-2.lms.deped.gov.ph
16	REGION 6 - 1	https://r6-1.lms.deped.gov.ph
17	REGION 6 - 2	https://r6-2.lms.deped.gov.ph
18	REGION 7 - 1	https://r7-1.lms.deped.gov.ph
19	REGION 7 - 2	https://r7-2.lms.deped.gov.ph
20	REGION 8	https://r8.lms.deped.gov.ph
21	REGION 9	https://r9.lms.deped.gov.ph
22	REGION 10	https://r10.lms.deped.gov.ph
23	REGION 11	https://r11.lms.deped.gov.ph
24	REGION 12	https://r12.lms.deped.gov.ph

MEMORANDUM OF AGREEMENT

KNOW ALL MEN BY THESE PRESENTS:

This **Memorandum of Agreement**, hereinafter referred to as the "Agreement," is entered into this ____ day of _____, 2025 at _____, Philippines, by and between:

The **DEPARTMENT OF EDUCATION**, a government entity mandated by law to ensure the delivery of quality basic education, particularly Batas Pambansa Blg. 232, otherwise known as the "Education Act of 1982," as amended by Republic Act No. 9155, otherwise known as the "Governance of Basic Education Act of 2001," with principal address at DepEd Complex, Meralco Ave., Pasig City, Philippines represented by the Secretary of the Department of Education, **JUAN EDGARDO M. ANGARA**, hereinafter referred to as "**DepEd**,"

-and-

FRONTLEARNERS, INC., a corporation duly organized and existing under the laws of the Republic of the Philippines with office address at 26-B Prudent Lane, Sanville Subdivision, Culiati, Quezon City, represented by its President, **LEO R. DE VELEZ**, herein referred to as "**Frontlearners**";

Collectively referred to as "Parties" and individually as a "Party".

WITNESSETH THAT:

WHEREAS, Article XIV, Section 1 of the 1987 Constitution provides that "the State shall protect and promote the right of all citizens to quality education at all levels, and shall take appropriate steps to make such education accessible to all";

WHEREAS, DepEd is a government agency mandated to:

- a. Formulate, implement, and coordinate policies, plans, programs, and projects in the areas of formal and non-formal basic education;
- b. Supervise all elementary and secondary institutions, including alternative learning systems, both public and private; and
- c. Provide for the establishment and maintenance of a complete, adequate, and integrated system of basic education relevant to the goals of national development, while ensuring the well-being of its personnel and learners.

WHEREAS, DepEd believes that partnership is an important paradigm in delivering and achieving DepEd's education development goals and services and to fulfill the mandate of the Constitution of making quality education accessible to all;

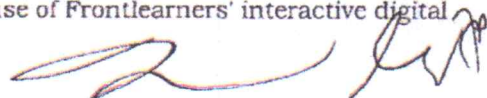
WHEREAS, Frontlearners is an e-learning content and technology solution provider providing ready-to-us, affordable, and high-speed e-learning solution that can be used even without internet connection;

WHEREAS, Frontlearners is committed to support DepEd in uplifting the quality of basic education in the Philippines.

NOW, THEREFORE, for and in consideration of the foregoing premises and the terms and conditions herein set forth, the Parties agree as follows:

I. Description and Objectives of the Program

The Program is a one (1) school year pilot test in selected public elementary and secondary schools nationwide. It explores the use of Frontlearners' interactive digital



learning resources featuring curriculum-aligned content in Math, English, and Science, as well as in the six (6) new Senior High School subjects. These resources are supported by Artificial Intelligence-generated feedback on learners' responses to quiz questions, quarterly pre- and post-assessments, and real-time progress tracking to support targeted interventions. Using the same learning materials and assessments across platforms, the program is designed for online, offline, and printed formats to ensure inclusive access and promote consistent, data-informed teaching in diverse learning environments.

The objective of the program is to evaluate the effectiveness of technology-enabled instruction in improving learning outcomes, enhancing instructional quality, and reducing learning gaps. It also aims to assess the practicality of integrating digital content, frequent formative and timely summative assessments, real-time progress monitoring, and targeted interventions into everyday teaching practices. The program seeks to generate data and insights that will inform potential large-scale implementation in support of DepEd's commitment to quality and inclusive basic education.

II. Program Scope and Beneficiary

The pilot program intends to benefit learners and teachers in five hundred ten (510) elementary or secondary public schools to be determined by DepEd based on a set of criteria provided below under Section IV.A.1.

III. Program Cost

The estimated Frontlearners' cost of this Program is Fifteen Pesos (PhP15.00) per learner per school-year for the license to use of Frontlearners' resources and One Hundred Pesos (PhP100.00) per teacher per school-year for license to use of Frontlearners' simulation training resources.

The aforementioned cost is just an estimate and shall be subject to validation, as may be applicable, consistent with Republic Act No. 8525 (RA No. 8525) and other existing applicable laws, rules, and regulations on the valuation of donated items to educational institutions should it be so required.

In any event, this program is at no cost or expense to DepEd.

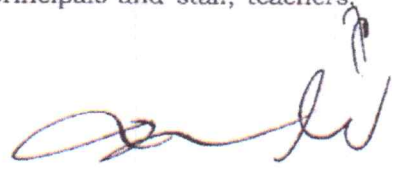
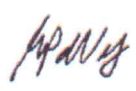
IV. Responsibilities of the Parties

A. Responsibilities of DepEd

1. Identify the five hundred ten (510) beneficiary schools from the thirty (30) schools each from seventeen (17) regions, which will use the Frontlearners' teaching, learning, and assessment resources as part of the pilot study based on the following basic criteria:
 - 1.1. Must include at least one (1) rural school and one (1) urban school per province;
 - 1.2. Must include elementary, junior high school, and senior high school;
 - 1.3. Must not include Khan Academy schools.

The list will include the schools who may not participate in the study but will use the available Frontlearners' resources so that they can be assigned the needed access codes.

2. Assign anonymized individual access codes, to be provided by Frontlearners, to each and every user, from head office staff, regional directors, division heads and staff, school principals and staff, teachers, and learners;



3. If needed, make available the current DepEd Learner Management System (LMS) servers at each region as alternative hosting site of the Frontlearners' resources subject to the execution of a Data Sharing Agreement, if necessary;
4. Organize and provide time for individualized training schedules of each and every participating teacher for highly recommended short self-learning simulations to help teachers in effectively using the Frontlearners' resources;
5. Provide time for teachers for on-demand short self-learning simulation training to further enhance their abilities and skills in using the Frontlearners' learning resources in class;
6. Provide internet access, if necessary, to schools, classroom TV, teachers' laptop, learner devices and/or computer for the mandatory quarterly pre- and post-test, and learner devices for recommended formative quizzes based on teachers' need for their class; and
7. If needed for learning continuity and alternative delivery modes: (a) provide in-school intranet servers for offline hosting the Frontlearners' resources; (b) teachers' and learners' devices and/or USB storage media for storing Frontlearners' self-learning resources for offline use; and/or (c) the printed version of Frontlearners' self-learning materials.

B. Responsibilities of Frontlearners

1. Make available for use by DepEd, learners, and teachers, the Frontlearners' teaching, learning, and assessment resources, with the needed learning management system, progress-insight tools, and artificial intelligence tutoring feedback on learner's answers to quiz questions which will cover the Math, English, and Science subject competencies aligned with the DepEd's Curriculum for Grades 1 to 10 and six (6) new Senior High subjects;
2. For learning continuity and for use at disaster/calamity-vulnerable school, make available the above-mentioned resources for DepEd's use in various forms, formats, and delivery modes, such as online servers, offline in-school servers, offline storage media, and printed format;
3. For the pre- and post-tests, make available an anonymized monitoring of progress and insights, following sound psychometric rigor, that are accessible to individual learners for self-learning intervention, to teachers for needed targeted intervention activities for their learners, and to school officials for general intervention actions, strategies, and policies;
4. For expediency of the implementation of this program and in line with Item 5 above, make available to DepEd the masterlist of anonymized individual username and password for school officials, teachers, and learners who will use the Item 1 resources from the online servers;
5. Provide highly recommended as well as on-demand short self-learning simulations training materials for teachers to help them in effectively using the resources in Item 1 above;
6. In addition to Item 3 above, make available to DepEd Executive Committee and Management Committee a weekly and/or monthly consolidated progress measurement and insight report for general intervention actions, strategies, and policies; and
7. If needed, at Frontlearners' own expense, discretion, and risk, and upon the invitation of DepEd, to participate in the DepEd's site meeting.




V. Effectivity and Termination

This Agreement shall be in effect from the date of signing and shall continue to be valid and effective until 31 May 2026, or for one (1) school year.

Either Party may pre-terminate this Agreement without cause, by giving the other Party at least thirty (30)-days prior written notice, provided the terminating Party is not guilty of fault or gross negligence.

The termination or pre-termination of this Agreement shall not affect the validity and completion of any project, program, activity, or contract that is already being executed pursuant to this Agreement or by virtue of separate agreements, unless mutually agreed upon by the Parties.

VI. Capacity and Authorization

The Parties hereby represent and warrant that they are duly authorized and empowered to execute, deliver, and perform this Agreement and that such action does not conflict with or violate any provision of law, regulation, policy, contract, deed of trust, or other instruments to which it is a party or by which it is bound and that this Agreement constitutes a valid and binding obligation that is enforceable in accordance with its terms.

VII. Separability

In the event that any of the provisions of this Agreement or any document that may be executed in connection therewith shall be declared invalid, illegal, or unenforceable in any respect by a competent authority, the validity, legality, and enforceability of the remaining provisions of this Agreement or any document that may be executed in connection therewith shall not in any way be affected or impaired and shall remain in full force and effect.

VIII. Amendments

This Agreement may not be amended for any purpose, and no modifications or supplements may be made except in writing and properly executed by the Parties. The Agreement shall remain in full force and effect unless duly amended, or until its expiration or termination.

IX. Settlement of Differences

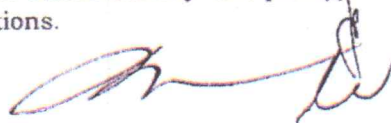
The Parties shall exert their best efforts to properly resolve any differences or disagreements with respect to any issue that may arise in connection with this Agreement. It shall be settled through amicable means, such as but not limited to, mutual consultation and negotiation, in accordance with Republic Act No. 9285, otherwise known as the "Alternative Dispute Resolution Act of 2004.

In case of failure to settle amicably, the Parties, without herein waiving the benefit of immunity from suit, if any, shall, whenever permitted, submit the dispute to the appropriate courts of Pasig City, to the exclusion of all other venues.

X. Data Privacy, Confidentiality, and Non-Disclosure Clause

Each Party in the performance of their respective duties and responsibilities under this Agreement and in the implementation thereof shall adhere to Republic Act No. 10173, otherwise known as the "Data Privacy Act of 2012."

Any gathered data and information should be protected and respected during the term and even after the termination of this Agreement. The processing of any gathered data and information should be in compliance with the confidentiality and privacy requirements under the said law and applicable regulations.



In the event that the Parties will share personal information of data subjects, a separate Data Sharing Agreement should be entered into by the Parties.

Frontlearners shall not reproduce, share, distribute data and information derived by reason of this Agreement, to any third party, both local and international, without the express approval of DepEd.

XI. Intellectual Property

All Parties shall comply with Republic Act No. 8293, otherwise known as the "Intellectual Property Code of the Philippines", as amended by Republic Act Nos. 9150, 9502, and 10372, and other applicable laws and rules governing intellectual property in the Philippines.

The Parties shall retain all intellectual property rights owned by them which includes but is not limited to copyrights, trademarks, tradenames, trade secrets, industrial designs, patents, and any other intellectual property that may be contained in any the tools, materials or platforms (electronic or otherwise) that each Party may use to implement the Programs (the "Intellectual Property").

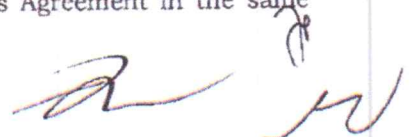
The Parties may not use the company name, logo, trademark, service mark or tradenames of the other Party and/or its parent company, and the affiliates and subsidiaries of its parent company, as may be applicable, without the prior written approval of such Party and/or the relevant company that owns such Intellectual Property.

Each Party may use the logos and knowledge products of the other Party, in relation to this Agreement, provided that such use is limited to academic and promotional materials, which include, but not limited to, logos, brochures, press releases, websites and other social media tools, provided further that the use is necessary and directly related to the accomplishment of the objectives of this Agreement. The use of the service marks of DepEd, if any, shall be in accordance with its Service Marks and Visual Identity Manual under DepEd Order No. 031, series of 2019, as may be further revised by the DepEd from time to time.

Each Party mutually hold each other free and harmless from any and all liabilities arising from copyright infringement claims and/or any other intellectual property claims or suits from third parties. Attribution shall be given to both Parties in accordance with law.

XII. Miscellaneous

1. Except as otherwise provided herein, no Party shall have any right, power, or authority to create any obligation, express or implied, on behalf of any other Party. Nothing in this Agreement is intended to create or constitute a joint venture, partnership, agency, trust, or other association of any kind between the Parties of persons referred to herein. The employees of each Party shall remain its employees and the concerned employer shall be solely responsible for the wages, benefits, and emoluments of such employees.
2. The Parties shall not assign or transfer this Agreement or any of the rights or obligations granted herein without the prior written consent of the other Party, and any purported assignment made without obtaining such written consent shall be null and void.
3. This Agreement shall be binding upon and inure to the benefit of and be enforceable by the Parties hereto and their respective successors (including any direct or indirect successor by purchase, merger, consolidation or otherwise to all or substantially all of the business and/or assets of the Party), assigns, spouses, heirs and personal and legal representatives. Any successor shall expressly, by written agreement, assume and agree to perform this Agreement in the same



manner and to the same extent that the Party would be required to perform if no such succession had taken place.

4. This Agreement, including any dispute relating to its existence, validity or termination, and any other matters arising out of or in connection with it shall be governed by and construed in accordance with the relevant laws of the Republic of the Philippines.

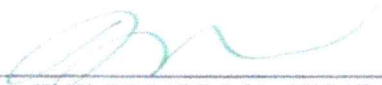
IN WITNESS WHEREOF, the Parties have signed this Memorandum of Agreement as of the date first above written.

DEPARTMENT OF EDUCATION

FRONTLEARNERS, INC.

By:

By:



JUAN EDGARDO M. ANGARA

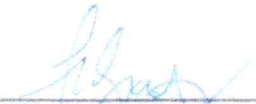
Secretary



LEO R. DE VELEZ

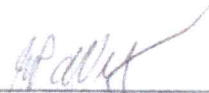
President

SIGNED IN THE PRESENCE OF



ATTY. FATIMA LIPP D. PANONTONGAN

Undersecretary and Chief of Staff



MARIA ELAINE P. DE VELEZ

Chief Executive Officer

ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES)
) S.S.

BEFORE ME, a Notary Public for and in _____ personally, appeared the following:

Name	Government Issued ID (Details)	Date and Place Issued
JUAN EDGARDO M. ANGARA		
LEO R. DE VELEZ	Passport P7150318B	July 8, 2021, DFA Manila

known to me and to me known to be the same person who executed the foregoing Memorandum of Agreement, signed by the PARTIES and their instrumental witnesses, and they acknowledged to me that the same is their free voluntary act and deed and that of the corporations they represent respectively. This Memorandum of Agreement consists of seven (7) pages including this page in which this acknowledgment is written, signed by the parties and their instrumental witnesses every page thereof.

WITNESS MY HAND AND NOTARIAL SEAL, on the date and at the place first written above.

NOTARY PUBLIC

Doc. No. _____
Page No. _____
Book No. _____
Series of 2025.

JP 01/18

[Signature]

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