

November 5, 2022

Russel Lim Bejer

CSR

Purok 4 Upper, Escario St. Camputhaw, Cebu City, 6000

Dear Ms. / Mr. *Bejer*,

This refers to our first notification of termination dated **October 26, 2022** regarding your prolonged unauthorized absences since **October 24, 2022**. Our records reveal that you failed to report for work and was absent for a long period of time from **October 24, 2022 to November 4, 2022** without official leave of absence including the submission of the necessary documents to support your absences.

Despite our notification, you failed to initiate the written appeal process within the allotted timeframe given, thus waiving your rights to be heard.

In this connection, your **Unscheduled Absences** constitute violations which merit termination, in accordance with the Company's Code of Conduct and Discipline Policy. Upon review of your absence's details and discussion on the matter, it is our view that your prolonged absences without leave are unjustified and a clear neglect of your duty in the Company.


Based on the foregoing, your employment with iPloy OPC. is being terminated effective **November 5, 2022**.

Please coordinate with HR for retrieval of any personal belongings stored in your assigned locker and for formal clearance on or before **November 11, 2022** and for proper turnover of all accountabilities (IDs, HMO Card, and computer set, etc) issued to you by the company. If after the mentioned date, you still have not done so, you are waiving your right to return the said accountabilities and the Company shall process the clearance and deduct any liability and/or any outstanding company properties assigned to your possession.

Furthermore, please be informed that we shall be disposing all unclaimed personal belongings on **November 18, 2022**.

Should you have other concerns, you may reach the Human Resources Department at 09177097074 or send us an email through hr@iploy.com.


Sincerely yours,



Andreia Cabinatan

Employee Relations Specialist

Noted by:



Ramelyn Castañares

HR Manager