



01 December 2017

Mr. Ronald E. Gerolaga
T. Padilla St., Cebu City

Dear Mr. Gerolaga:

Congratulations! iPloy Inc. is pleased to offer you the position as **Asset Recovery Specialist**. We expect you will impart your knowledge, skills and experience to your work.

Should you accept this job offer, per company policy you will be eligible to receive the following beginning on your hire date.

- Php 14,000.00 Basic. To be paid every 15th and end of the month.
- Php 1,600.00 Allowance
- Night Shift Differential - 10% of your hourly rate (10:00 PM to 6:00 AM)
- 1K attendance Bonus (perfect attendance-no absent; no late)
- 25K Singing bonus (50% upon regularization, 50%-1st year hiring anniversary)
- Government mandated benefits – SSS, PHIC, HDMF with corresponding deduction for employee share.

You will be hired on Probationary status for six (6) months period. Performance review will be conducted on the 3rd and 5th month of your employment with the company to check your suitability to the position. If your performance meets our standards then you will be converted to regular status. Furthermore, you will get a proportionate of 10 VL & 10 SL within the year, NSD and HMO.

If you are amenable to this job offer, your hiring date will be on **04 December 2017**.

iPloy Inc. through the Human Resources Department will provide you with a written employment contract and personally discuss with you full details of your employment.

Should you have any concerns regarding on the details of this offer, please feel free to ask.

Yours truly,


MA. LUISA C. MUAÑA
HR Director

By signing and dating this letter below, I, **Ronald E. Gerolaga**, accept this job offer as **Asset Recovery Specialist**, for iPloy Inc.

Conforme:


RONALD E. GEROLAGA
Signature over printed name

Date: Dec. 1, 2017