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**Ma. Luisa Maye Jacalan**  
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**August 5, 2025**

**HR Department**  
Iploy OPC.

Dear HR Team,

I am writing to formally resign from my position at Iploy OPC., with my final working day being **August 4, 2025**.


This decision comes after deep reflection and significant disappointment regarding how employees — myself included — have been treated. Recently, I was placed on floating status without any formal memo, notice, or discussion. To make matters worse, this was done without pay, which I hope the company is fully aware is an **illegal action** under labor law.

The justification provided — that this was done in advance to prevent employees from doing “bad things” — is not only unjust but highly offensive. Such a rationale reflects a troubling lack of trust, transparency, and fairness in leadership. This is not how a responsible or ethical employer should treat its people.

While I fully understand that I have every right to pursue legal action regarding this mishandling, I have made the decision not to — not because I lack grounds, but because I value my peace of mind and do not wish to waste more time and energy on this matter.

I hope this letter prompts serious reflection within the organization. Employees deserve to be treated with respect, informed properly, and compensated according to the law.

Please inform me of any next steps related to my clearance and off boarding. I remain open to cooperating professionally during my remaining days.

Sincerely,  
  
**Ma. Luisa Maye Jacalan**

**EID :4242**