



January 13, 2024

**Elefer Panama Tabangan**  
*102 Jaguar, Panadtaran, San Fernando, Cebu 6018*

Dear Mr. Tabangan,

Your probationary employment as a **Customer Service Representative** has been subject to evaluation from the date you were hired up to present. Thus, it is expected that continuing good work performance, attendance and work attitude are to be maintained. You were given expectation to adhere to the department's set standards of your job, as well as company policies and practices, which has been made known to you from the day you were hired.

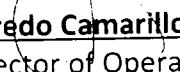
In view of this, we find that you were not able to meet the standards for us to let you continue your probationary employment with iPloy OPC. Thus, we regret to inform you that we are ending your probationary contract effective immediately.

Thank you for the services you have rendered to the company and we hope for your success in your future endeavors.

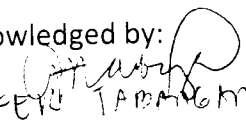
Very truly yours,

  
**Niegel Arganza**  
Employee Relations Supervisor

Noted by:

  
**Alfredo Camarillo Jr.**  
Director of Operations

Acknowledged by:

  
**ELEFER PANAMA TABANGAN**

Name Signature Over Printed