

iPloy OPC  
9<sup>th</sup> floor, Ayala Center Cebu Tower  
Bohol St. Cebu Business Park,  
Cebu City 6000



January 27, 2024

**Phil John Gabutan**

Tuyan Tabtuy Purok Banana 1 City of Naga Cebu 6037

Dear **Mr. Gabutan**,

Your probationary employment as a **Trainee** 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 the 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.

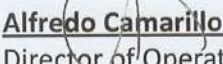
In view of this, we find that you were not able to meet the standards for us to let you continue your probationary employment with iPloy OPC. Thus, we regret to inform you that we are ending your probationary contract effective immediately.

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

Very truly yours,

  
**Shelia Ilah Jorlong**  
Employee Relations Specialist

Noted by:

  
**Alfredo Camarillo Jr.**  
Director of Operations

Acknowledged by:

  
**Phil John Gabutan**  
Name Signature Over Printed