

CONFIDENTIAL
Personnel Change Notice (PCN)

GENERAL DETAILS

Employee Number: 444 Control Number: 444 (9)
 Full Name: Maria Elnie Estebat Bala Supersedes Control Number: 444 (8)
 Hire Date: February 7, 2018 Department: Lead, Asset Recovery

NATURE OF NOTICE

- Regularization
- Promotion
- Internal Transfer
- Salary Increase
- Merit Increase
- Salary Adjustment
- Others (please specify)

EFFECTIVE DATE OF THIS PCN

March 30, 2025

DEFINITION OF SCOPE

FACTORS	FROM	TO
JOB TITLE	Team Leader	Same
JOB LEVEL	Supervisor	Same
EMPLOYMENT STATUS	Regular	Same
MONTHLY BASIC SALARY	40,300.00	42,300.00
ALLOWANCE	2,400.00	Same
HMO	Yes	Same
IMMEDIATE SUPERIOR	Rhomil Vincent Tampon Lubanga	Same
DEPARTMENT	Lead, Asset Recovery	Same
REMINDERS: For HMO, be reminded that in the event of separation, you can no longer use your insurance effective on the separation date. The Company reserves the right to deduct from your last pay the remaining quarterly premium that was covered. The quarters are as follows: 1st Quarter – December, January, and February 2nd Quarter – March, April, and May 3rd Quarter – June, July, and August 4th Quarter – September, October, and November		

**This PCN supersedes all stipulations pertaining to the compensation & benefits package stated in the job offer &/or employment Contract signed by the employee.*

Prepared by: Margarita Cane Silva ER Specialist
 Reviewed by: Rameyn Castanares HR Manager
 Noted by: Niño Angelo Quinal Manal Operations Manager
 Approved by: Alfredo "Doc" Camarillo Jr. Director of Operations

Conforme:
Maria Elnie Estebat Bala
 Employee's Name & Signature