

CONFIDENTIAL
Personnel Change Notice (PCN)

GENERAL DETAILS

Employee Number: 4546	Control Number: 4546 (2)
Full Name: Kimberly Montehermoso Cole	Supersedes Control Number: 4546 (1)
Hire Date: February 26, 2024	Department: CSR Phones

NATURE OF NOTICE

- | | |
|--|--|
| <input type="checkbox"/> Regularization | <input checked="" type="checkbox"/> Merit Increase |
| <input type="checkbox"/> Promotion | <input type="checkbox"/> Salary Adjustment |
| <input type="checkbox"/> Internal Transfer | <input type="checkbox"/> Others (please specify) |
| <input type="checkbox"/> Salary Increase | |

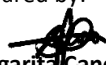



EFFECTIVE DATE OF THIS PCN

March 30, 2025

DEFINITION OF SCOPE

FACTORS	FROM	TO
JOB TITLE	Customer Service Representative	Same
JOB LEVEL	Rank & File	Same
EMPLOYMENT STATUS	Regular	Same
MONTHLY BASIC SALARY	16,000.00	17,500.00
ALLOWANCE	2,400.00	Same
HMO	Yes	Same
IMMEDIATE SUPERIOR	Arlene Baylon Ciabo	Same
DEPARTMENT	CSR Phones	Same
REMINDERS:		
<p><i>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:</i></p> <p><i>1st Quarter – December, January, and February</i> <i>2nd Quarter – March, April, and May</i> <i>3rd Quarter – June, July, and August</i> <i>4th Quarter – September, October, and November</i></p>		

**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
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Conforme:

Kimberly Montehermoso Cole
 Employee's Name & Signature