

July 19, 2024

**Ana Marie Labinoy Boeles**  
Moises Padilla Negros Occidental 6132

Dear **Ms. Boeles**,

Congratulations!

**iPloy**, is pleased to offer you the position of **CSR – Non-Voice**. We expect you will impart your knowledge, skills, and experience to your work.

Should you accept this job offer, per company policy you will be eligible to receive the following beginning on your hire date.

- Possible\* Gross Monthly All-in Compensation: **PHP 19,050.00**
- Breakdown of Monthly Compensation:
  - Basic: PHP 14,500
  - Allowance: PHP 2,050
  - Night Differential: 10% from 10 PM to 6 AM (MNL) – 1,500.00
  - Attendance Bonus (No Absent, No Late) – PHP 1,000.00
- 25K Sign-On Bonus (Terms and conditions will be discussed on-site)
- Government mandated benefits; SSS, PHIC, and HDMF.
- Expected workdays from Mondays-Fridays\*\* (including all Philippine Holidays). A total of forty (40) hours a week.

\* Possible gross monthly compensation is based on complete attendance, no tardy, and shift covered within night differential, this is before tax, and government-mandated benefits deduction.

\*\* Unless specified by the clients.

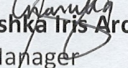
You will be hired on Probationary status for a six (6) months period. A performance review will be conducted on the 3<sup>rd</sup> and 5<sup>th</sup> month of your employment with the company to check your suitability for the position. If your performance meets our standards, then you will be converted to regular status. Furthermore, you will get a proportionate of (10 VL & 10 SL) within the year, NSD and HMO.

If you are amenable to this job offer, your tentative hiring date will be on **July 15, 2024 at 9:00 PM**.

**iPloy** through the Human Resources Department will provide you with a written employment contract and personally discuss with you the full details of your employment.

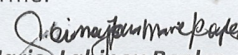
Should you have any concerns regarding the details of this offer, please feel free to ask.

Yours truly,

  
**Marishka Iris Arcilla**  
HR Manager

By signing and dating this letter below, I **Ana Marie Labinoy Boeles**, accept this job offer as **CSR -Non-Voice** for iPloy.

Conforme:

  
**Ana Marie Labinoy Boeles**  
Signature over printed name

Date: 7/19/24