



January 16, 2025

Mary Fatima Bornea Abayata

Trainee

Dear Ms. Abayata,

During the hiring process for the CSR position, you participated in two interviews where you were directly asked about your academic plans. In both the initial and final interviews, you were questioned about whether you intended to continue your studies. You clearly stated that you had no plans to pursue further education due to financial constraint at home. Our interviewing panel emphasized the importance of this question, explaining that it was critical for your assignment to a department that would accommodate your schedule without imposing excessive overtime, thereby preventing any interference with potential academic commitments.


The company values education and actively supports employees who are students. That is why we seek to ensure that all our employees are adequately supported at the onset of their employment. We want to foster an environment where you can thrive both in your role with us and in your academic pursuits. However, it has come to our attention that you are currently enrolled in a Bachelor of Science in Psychology program. Despite denying any academic plans during the interviews, you later revealed to your trainer that you are carrying classes this semester. This discrepancy raises significant concerns regarding your honesty and transparency throughout the hiring process, as you did not disclose your status as a student when explicitly asked about your educational intentions.

Given the seriousness of the situation, we find it necessary to conduct a thorough review. Your misleading statements not only impacted our assessment of your qualifications but also compromised the trust that is essential for a productive employer-employee relationship. As such, we will be issuing you this End of Training Notice effective immediately. This is in accordance with our company's policies regarding integrity and honesty in the recruitment process, as well as our commitment to supporting our student employees to wit: **Rules on Productivity Section 2 – All grave acts of dishonesty which cause or tend to cause prejudice to the Company such as but not limited to the following: a. Knowingly giving false or misleading information to qualify for a company benefit, promotion, salary increase, transfer, and job assignment and : Rules on Productivity Section 5 - Willful breach by an employee of the trust reposed in him/her by the company.**

Thank you for the services and we hope for your success in your future endeavors.

Sincerely yours,


Rameyn C. Castañares
HR Manager

Conforme: 
MARY FATIMA B. ABAYATA
Name and Signature of the Employee

Date signed:
01/17/2025