

January 03, 2026

Siony Turnos

CSR

Victor Village, Punta Princesa, Cebu City 6000

Dear Ms. **Turnos**,

This refers to our first notification of termination dated **December 27, 2026** regarding your prolonged unauthorized absences since **December 23, 2025**. Our records reveal that you failed to report for work and were absent for a long period of time from **December 23, 2025 to January 02, 2026** without official leave of absence including the submission of the necessary documents to support your absences.

Despite our notification, you failed to initiate the written appeal process within the allotted timeframe given, thus waiving your rights to be heard.

In this connection, your **Unscheduled Absences** constitute violations which merit termination, in accordance with the Company's Code of Conduct and Discipline Policy. Upon review of your absence's details and discussion on the matter, it is our view that your prolonged absences without leave are unjustified and a clear neglect of your duty in the Company.

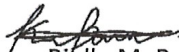
Based on the foregoing, your employment with iPloy OPC is being terminated effective **January 3, 2026**.

To ensure a smooth transition, please coordinate with HR to retrieve any personal belongings stored in your assigned locker by **3 weeks after**. Additionally, kindly return all company-issued items, including IDs, HMO cards, and headsets (etc.), to formalize your clearance. Failure to do so by the specified date may result in delays in your clearance process, as outstanding company property will need to be addressed before final clearance can be granted.

Furthermore, please be informed that we shall be disposing all unclaimed personal belongings on **4 weeks after**.

Should you have other concerns, you may reach the Human Resources Department at 09177097074 or send us an email through er@iploy.com.

Sincerely,

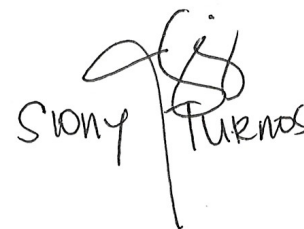


Kianna Rielie M. Bacordo
HR Associate - ER

Noted by:



Margarita C. Silva
HR Supervisor



Siony Turnos