

PRIVATE & CONFIDENTIAL

Mr. Tumabine

Mr. Tumabine
Bldg. Babag II, Lapu-Lapu City

Dear Mr. Tumabine:

We are pleased to offer you employment with iPloy Incorporated (hereafter called the "Company") subject to the following terms and conditions and to satisfactory references, employment history verification, background and other checks required by the Company.

This Contract together with any attachments, sets out the terms and conditions of your employment in accordance with the rules and laws of the Philippines.

Engagement

1. The commencement date of your employment under this Contract is **November 5, 2018**.
2. Your services are hereby engaged as **CSR-Phone**. The reporting requirements of this role may vary from time to time in accordance with the needs of the Company.
3. You shall undergo a probationary period of **six (6) months** from commencement date of your employment during which period you will undergo training to be able to perform *your duties* and tasks accordingly. During this probationary period, you shall be expected to meet the standards imposed by the Company for regularization of your employment and to adequately qualify and pass the training. Your failure to meet the foregoing requirements shall be ground for termination of your probationary employment.

Remuneration

4. Your basic salary is **Php14,000.00** gross plus monthly allowance of **Php1,600.00** you shall be entitled to **10%-night differential** (covering the period **10PM to 6AM**) and you shall also be eligible to receive **13th month pay** in accordance with the Labor Code.
5. The Company shall deduct from your basic salary the amount of withholding taxes, Social Security System contributions and other government mandated contributions or agreed deductions.

Working Schedule

6. Your working days shall be **five (5) days a week**, with **two (2) days as rest days**. Your working hours shall be **eight (8) hours per day**, excluding **1-hour break period** or **forty (40) hours a week**. Your specific work days and hours will be determined by your immediate supervisor in relation to business needs.

