[redacted]

iPloy
Staffing Solutions

August 16, 2019

Mr. Ethan Segarra Dizon
1592 A. Gabuya St. Door 4 Bolo Apartments, Cogon, Pardo Cebu City

Dear Mr. Dizon,

Congratulations!

iPloy Inc. is pleased to offer you the position as **CSR-Phone**. 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.

Basic Pay	Php16,000.00
Allowance	Php 2,400.00
Estimated Night Shift Differential 10 % of your hourly rate (10:00 PM-6:00 AM)	Php 1,600.00
Attendance Bonus (No Absent; No Late)	Php1,000.00
Potential Gross Monthly Compensation	**Php 21,000.00**

- 25K Sign-On Bonus (50 % to be given on the 6 month-regularization and other 50 % -hiring anniversary)
- Government mandated benefits – SSS, PHIC, HDMF with corresponding deduction for employee share.
- Work days from Mondays-Fridays (unless specified by the clients). A total of 40 hours a week.

You will be hired on Probationary status for six (6) months period. Performance review will be conducted on the 3rd and 5th month of your employment with the company to check your suitability to 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 hiring date will be on **August 19, 2019 at 9:00 PM**

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

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

Yours truly,

JASMINE MAE CANILLO
HR Supervisor

By signing and dating this letter below, I **Ethan Segarra Dizon,** accept this job offer as **CSR-Phone**, for iPloy Inc.

Conforme:

ETHAN SEGARRA DIZON
Signature over printed name

Date: 8/19/19