

January 6, 2020

Mr. Kent Samuel Padilla Panilagao
460-I V. Rama Avenue, Guadalupe, Cebu City

Dear Mr. Panilagao,

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 (10:00PM-6:00 AM)	PHP 1,600.00
Attendance Bonus (No Absent; No Late)	Php1,000.00
Potential Gross Monthly Compensation	Php 21,000.00

- 50K Sign-On Bonus (50 % to be given on the 6 month-regularization and other 50 % -hiring anniversary)
*** The company reserves the right to schedule the release of the bonus.
*** Employees who tendered their resignation before the release of the Sign On Bonus (First Half or Second Half) will NO longer be eligible to receive it.
- 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.

The Company reserves the right to immediately terminate your contract anytime within the probationary period without the need of a 30-Day Notice in the event of a below satisfactory performance, attendance issues (unscheduled absences, tardiness, over breaks etc.), serious disregard of company rules and policies and other reasons critical to its interests.

If your performance meets our standards, then you will be converted to regular status.

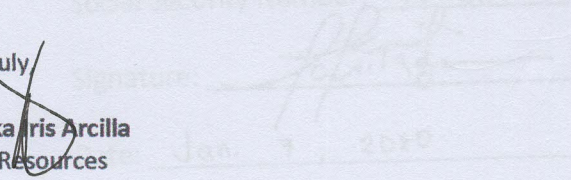
Furthermore, you will get a proportionate of (10 VL & 10 SL) within the year, NSD and HMO.

If you are amenable to this job offer, your hiring date will be on **January 13, 2020 at 10:00 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.

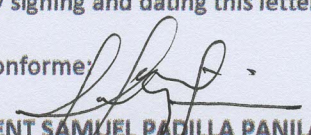
Should you have any concerns regarding on the details of this offer, please feel free to ask.

Yours truly,


Marishka Iris Arcilla
Human Resources

By signing and dating this letter below, I **Kent Samuel Padilla Panilagao**, accept this job offer as **CSR-Phone**, for iPloy Inc.

Conforme:


KENT SAMUEL PADILLA PANILAGAO
Signature over printed name

Date: Jan. 7, 2020