

**CONFIDENTIAL**  
**Personnel Change Notice (PCN)**

**GENERAL DETAILS**

Employee Number: 1708 Control Number: 1708 (4)  
Full Name: Chris John Hamo-Ay Balaga Supersedes Control Number: 1708 (3)  
Hire Date: January 27, 2020 Department: Initial Authorization

**NATURE OF NOTICE**

- Regularization  Merit Increase  
 Promotion  Salary Adjustment  
 Internal Transfer  Others (please specify)  
 Salary Increase

**EFFECTIVE DATE OF THIS PCN**

**February 28, 2023**

**DEFINITION OF SCOPE**

FACTORS	FROM	TO
JOB TITLE	Customer Service Representative	Same
JOB LEVEL	Rank & File	Same
EMPLOYMENT STATUS	Regular	Same
MONTHLY BASIC SALARY	19,300.00	<b>21,300.00</b>
ALLOWANCE	2,400.00	Same
HMO	Yes	Same
IMMEDIATE SUPERIOR	Lord Homes Arocha	Same
DEPARTMENT	Initial Authorization	Same
<b>REMINDERS:</b> <i>For HMO, be reminded that in the event of separation, you can no longer use your insurance effective on the separation date. The Company reserves the right to deduct from your last pay the remaining quarterly premium that was covered. The quarters are as follows:</i>  1st Quarter – December, January, and February 2nd Quarter – March, April, and May 3rd Quarter – June, July, and August 4th Quarter – September, October, and November		

*\*This PCN supersedes all stipulations pertaining to the compensation & benefits package stated in the job offer &/or employment Contract signed by the employee.*


Prepared by:

  
**Shafia Allah Jerong**  
ER Specialist

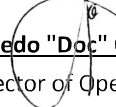
Reviewed by:

  
**Rameilyn Castañares**  
HR Manager

Noted by:

  
**Niño Angelo Quinal Manal**  
Operations Manager

Approved by:

  
**Alfredo "Doc" Camarillo Jr.**  
Director of Operations

Conforme:

  
**Chris John Hamo-Ay Balaga**

Employee's Name & Signature