

January 22, 2021

Axl Heintjie Paculaba Bengil
1088 Kimba San Roque, Talisay City, Cebu

Dear Mr. **Bengil**,

Congratulations!

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

- Possible* Gross Monthly All-in Compensation: **PHP21,000.00**
- Breakdown of Monthly Compensation:
 - Basic: PHP 16,000.00
 - Allowance: PHP 2,400.00
 - Night Differential: 10% from 10 PM to 6 AM (MNL)
 - Attendance Bonus (No Absent, No Late) – PHP 1,000.00

- 25K Sign-On Bonus (50 % to be given on the 6 month-regularization and other 50 % -hiring anniversary)
- Government mandated benefits; SSS, PHIC, and HDMF.
- Expected workdays from Mondays-Fridays**. A total of forty (40) hours a week.

* Possible gross monthly compensation is based on complete attendance, no tardy and shift covered within night differential, this is before tax, and government mandated benefits deduction.

** Unless specified by the clients.

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 **January 25, 2020 at 10:00PM**.

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
HR Manager

By signing and dating this letter below, I **Axl Heintjie Paculaba Bengil** accept this job offer as **CSR - Phone (voice)**, for iPloy Inc.

Conforme:


Axl Heintjie Paculaba Bengil
Signature over printed name

Date: January 22, 2021