***2020-BD2-1882-n/a***

**EMPLOYMENT CONTRACT**

This EMPLOYMENT CONTRACT (“**Contract**”) made and executed by and between:

1. **PCN PROMOPRO, INC.,** a corporation duly organized and existing under Philippine laws, having its registered office at 27 CRESTA STREET, BARANGAY MALAMIG, MANDALUYONG CITY and 30 ARAYAT STREET, BARANGAY MALAMIG, MANDALUYONG CITY, and herein represented by its President, Rey Ferdinand S. Binuya, herein referred to as the “EMPLOYER”;

****

**-and-**

1. **SHIERYL ANN MENDOZA ABASTILLAS, FILIPINO, OF LEGAL AGE, SINGLE/MARRIED,** and with residence and postal address at **382 GUIHO ST. CREEKLAND HAGONOY TAGUIG** herein referred to as the “EMPLOYEE.”

Voluntarily binding themselves to the following terms and conditions:

1. The Employer will provide services for a specific job or undertaking farmed out by **Concentrix CVG Philippines Inc.**, under a duly executed Service Agreement.
2. The Employee shall be assigned at **Concentrix CVG Philippines Inc.**, with office at **4th Floor Glorietta 5 Bldg. East St., Brgy. San Lorenzo corner Ayala Avenue Makati City**.
3. **JOB TITLE AND DESCRIPTION**. As a **Head Hunter**, the employee shall perform the following duties and undertake the following responsibilities:
4. At all times during the effectivity of this Contract, the Employee is required to comply with all existing rules, regulations and adhere to all pertinent policies as well as those which may hereafter be issued and mandated by the Service Agreement, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of business or tasks assigned under this Contract and other relevant KPIs specific to the brands or positions to which they are respectively assigned ;
5. To identify potential candidate who can become a call center agent based on the requirement of the Site that they will support.
6. Verify if target candidate possess the required qualifications.
7. To promote Concentrix as a brand and preferred BPO Employer.
8. To bring in 10 minimum applicants that will qualify based on Concentrix minimum qualifications.
9. To be able to convince and to set proper expectations to the candidates to undergo a one day recruitment hiring process.
10. Makes sure that he/ she hit or exceed his/ her daily target based on the agreement with the Sourcing team.
11. Track, verify and confirm if the candidates name was tagged to him/her.
12. Provide regular feedback to Team Leader on status of his/her applicants.
13. Ensure that he/she works on the prescribed time as assigned by the Sourcing team.
14. Conducts his/her duty on the prescribed location.
15. Wears the prescribed working clothes and shoes.
16. Make sure that proper grooming and hygiene is observed.
17. **EMPLOYMENT STATUS**

* **Regular**

1. **DURATION OF EMPLOYMENT**. Employee will commence to perform the services of a

**Head Hunter** effective **May 01, 2016**.

Employee shall receive Php **512.00** per day, payable every **10th** and **25th** of the current month to cover up for services rendered and, may be adjusted according to the provision of the Labor Code of the Philippines depending on the tripartite wage rate of the region.

Daily Rate/day

(based on RWB, incl. of E-COLA if applicable ) ---- P 512.00

**** E-COLA ---- P 0.00

Communication allowance /day ---- P 0.00

Transportation and Meal allowance/day ---- P 0.00

1. **PLACE OF WORK.** The employee shall perform the services at **Convergys Alabang**.
2. **WORK HOURS**. The Employee will render work for eight( 8) hours , **5** days a week, in accordance with the work hours to which he/she will be assigned.
3. **PAYMENT OF COMPENSATION/BENEFITS.** The Employer shall be responsible for the payment of all compensation and other benefits to the Employee. Nothing herein shall make the latter an employee of the Principal.
4. **SOLIDARY LIABILITY**. The Company recognizes the solidarity liability on its part as Employer and **Concentrix CVG Philippines Inc.** in the event of violation of any provision of the Labor Code including the failure to pay wages.
5. **TERMINATION.**
6. Termination by Employer – The Employer reserves its right to terminate this Contract even prior to the expiration of the employment period or completion of the project, for any of the just and authorized causes provided by law, including but not limited to : serious misconduct, wilfull disobedience of employer’s lawful orders, habitual neglect of duties, failure to meet prescribed KPI’s stated below, absenteeism, insubordination, revealing secrets of establishment, or any violation of the terms and conditions herein set forth.
7. Termination by Employee – The Employee may terminate this Contract for any of the just causes provided by law, subject to service of at least one (1) month written notice given to the Employer.
8. Termination due to Illness or Death; Either party may terminate this Contract on the ground of illness, disease, death or injury by the Employee.
9. **CONFIDENTIALITY –** The Employee agrees that all record and documents of the Company and all information pertaining to its business and/or its affairs and that of its customers, which may come into the Employee’s knowledge and custody during the period of employment, are absolutely confidential and unauthorized disclosure or reproduction of the same should not be made at any time during and/or after employment. The Employee hereby agrees that any breach of confidentiality shall constitute sufficient ground for immediate termination for cause, and/or civil and criminal liability.

PREPARED BY:

**Annalyn Gumarang**

HR Assistant

NOTED BY: ENDORSED BY:

**Chit Juat Mejia**  **Gibson Ghee-Anne Dones**

HR Head Account Executive

APPROVED BY:

**Frederick Ramos**

AVP BD2

Conforme :

(Signature over Printed Name)

Date : September 02, 2020

SSS # : 04-1643050-7

PhilHealth # : 01-200088916-2

Pag-Ibig # : 1210-6473-1014

TIN # : 248-046-544-000

Contact No. : 09203230125 Day-off: \_\_\_\_\_\_\_\_\_\_\_\_

ID # : n/a

**HEAD HUNTER’S KPI**

**● Behavioral Clauses**

- Absent / Late

- No confirmation of deployment

**● KPI**

- 10 Qualified warm bodies per day