***${Value15}-BD1-${Value33}-${Value31}***

**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”;

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**-and-**

1. **${Value1}, FILIPINO, OF LEGAL AGE, SINGLE/MARRIED,** and with residence and postal address at **${Value2}** 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 **${Value3}**, under a duly executed Service Agreement.
2. The Employee shall be assigned at **${Value3}**, with office at **${Value5}**.
3. **JOB TITLE AND DESCRIPTION**. As a **${Value6}**, 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. Supervises assigned area and monitors and coaches Beauty advisors based on agreed standards.
6. Prepares and submits permanent journey plan on a monthly basis, does plotted route and reports real time to immediate superior any deviation from the PJP.
7. Monitors and reports OOS, competitive activities, concerns in stores and with BA.
8. Does demo back to their BA’s every route.
9. Responsible for achieving 95% target deployment.
10. Evaluates BA performance in store and develops/recommends areas for improvement.
11. Ensures quality BA are deployed in store.
12. Drives achievement of area sales target.
13. Handles operations at store level that involves the BA (ex. Intro, ID, etc).
14. Ensures that the Agency and Store policies as well as Clients instructions are being observed by their BAs.
15. Develops and implements corrective measures for all in-store issues
16. Monitors attendance and calls the attention of BAs who are always absent or tardy.
17. Reports and resolves store issues on violations of BA Code of Conduct
18. Monitors the 60 days vacancy period
19. Build good rapport/relationship with BA, clients and store representatives.
20. Flags potential resignations.
21. Helps resolves issues concerning vacancies.
22. Audits BAs using PPLUS at least once a week (4x a month).
23. Ensures proper execution of brand activations and gives relevant and productive feedback.
24. Ensures proper planogram implementation.
25. Ensures that products on shelf are not near ex
26. Ensures that products and testers are clean
27. Ensures that all gadgets/merchandising materials provided/entrusted by the Agency to her and the BAs are properly handled and kept safely.
28. ****Coaches BAs to achieving their sales target and helps address non-perfect scores in audit.
29. **EMPLOYMENT STATUS**

* **${Value7}**

1. **DURATION OF EMPLOYMENT**. Employee will commence to perform the services of an **${Value6}** effective **${Value8}**.

Employee shall receive **Php ${Value10}** per day, payable every **15th** and **30th** 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 ${Value10}

E-COLA ---- P ${Value10c}

Communication allowance /day ---- P ${Value10a}

Transportation and Meal allowance/day ---- P ${Value10b}

1. **PLACE OF WORK.** The employee shall perform the services at **${Value11a}**.
2. **WORK HOURS**. The Employee will render work for eight( 8) hours , **${Value12}** 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 **${Value3}** 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:

**${Value16}**

${Value17}

NOTED BY: ENDORSED BY:

**${Value18}**  **${Value20}**

${Value19} ${Value21}

APPROVED BY:

**${Value22}**

${Value23}

Conforme :

(Signature over Printed Name)

Date : ${Value14} ${Value13}, ${Value15}

SSS # : ${Value26}

PhilHealth # : ${Value27}

Pag-Ibig # : ${Value28}

TIN # : ${Value29}

Contact No. : ${Value32} Day-off: \_\_\_\_\_\_\_\_\_\_\_\_

ID # : ${Value31}

**BEHAVIORAL CLAUSE**

1. To follow and obey all legitimate instructions and directions of his his/her immediate superior
2. To accomplish and submit all mandatory reports/documents on agreed schedule and time (e.g. daily text attendance, sales report, competitive reports, timesheets/DTRs, etc.)
3. To treat all BAs, staff, clients, partners/dealers/stores with respect all the time
4. To follow all rules and policies partners/dealer/stores
5. To attend all mandatory meetings dictated by Agency
6. To always be on time for work, meetings and Business Review.
7. To liquidate expenses on time
8. To wear appropriate and decent clothes, with ID, during fieldwork and office meetings.
9. No posting of any photographs in any social media account that are confidential and/or will jeopardize the integrity of the Brand, Client and/or the Agency.

**BEAUTY ADVISOR SUPERVISOR KPI**

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**Sales Achievement and Productivity and Quality of Work (80%)**

**Sales Achievement** (40%)

* Must meet target sales in assigned store

**Store Audit** (20%)

* Must comply and pass the Perfect Store Audit/ Internal Audit of PCN

**Submission of Required Reports**

* On Time submission of reports (20%)
* Quality and Accuracy (20%)

**Work Ethics 10%**

**Compliance to Policies and Procedures** (30%)

* Complied with all policies and procedures

**Punctuality and Attendance (20%)**

* Attended work, meeting or events regularly (on time and without absence)

**Interpersonal Relations (20%)**

* Exhibited good and professional working relations with anybody

**Cooperation (10%)**

* Contributed to the achievement of company objectives and goals or participated in company activities and programs

**Confidentiality (20%)**

* Communicated information on a need-to- know basis

**Personal Attributes (10%)**

**Initiative and Resourcefulness (5%)**

* Exhibited ability to come up with doable ideas and solutions on his own

**Independence (5%)**

* Worked alone and free from anybody’s influence

**Reliability and Dependability (5%)**

* Worked with minimum or no supervision and free or almost free from mistakes

**Adaptability (5%)**

* Exhibited ability to work in any environment, circumstance or pressure

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**Communication Skills (35%)**

* Exhibited ability to impart or exchange information clearly with confidence and correct and complete information

**Leadership Skills (35%)**

* Exhibited good management and supervisory skills and ability to get things done

**Decision Making and Problem Solving Skills (10%)**

* Exhibited sound decision making skills and ability to come up with solutions to problems