



AEON Credit Service Systems (Philippines) Inc.
Unit 802, Philplans Corporate Center,
1012 Triangle Drive, cor. 10th & 11th Ave.
Bonifacio Global City 1634 Taguig City

PERFORMANCE BONUS LETTER

April 12, 2018

ARLAN UY ESPANILLO
System Maintenance Department

Dear Arlan,

Apart from your Individual Performance you were rated and ranked based on your Comparative Performance. As a result of the deliberation process, you belong to:

Mid range performers in your division

This performance bonus award reflects your performance, the contributions you made and the goals achieved on behalf of the company during the 2nd half of 2017 Performance Cycle. We appreciate your ongoing dedication to the continuing development and growth of the company.

Please accept this performance bonus with our regards and best wishes for a successful start of our new performance period and your continuing contributions to the company in the new period.

We are delighted to inform you that we released your performance bonus amounting to **PHP 4, 688.00** .

Sincerely,

(sgd)
George Mercado
Manager, Human Resources Department

NOTICE

Performance bonus is dependent to the company profit and is a management prerogative. This is strictly confidential and should not be shared to anyone else. The company reserves the right to penalized anyone who divulge such confidential information based on company rules and regulations.

STRICTLY CONFIDENTIAL