

September 01, 2017

Ezekiel P. Telmo
Bayanan II, Calapan City

Dear Ezekiel,

Probation successful

Your probation period with Tamaraw Technohub Inc. is due to end on September 04, 2017.

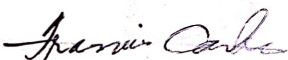
I am pleased to confirm your ongoing employment effective **September 01, 2017**.

The terms and conditions of employment set out in your original Probationary Contract dated March 05, 2017 will continue to apply to your ongoing position, with the following additional provisions:

1. Leave Credits
 - a. You will be entitled to five (5) service incentive leaves with pay upon rendering at least one (1) year of service to the company.
2. Campaign Allowance
 - a. You will be eligible to a monthly campaign allowance as long as you are part of a specific campaign for a given month. Eligibility and amount of the allowance shall be determined by the requirements set by the campaign.

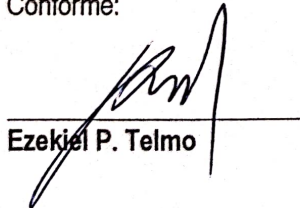
Thank you for your continued contribution to Tamaraw Technohub Inc.

Best Regards,



Francis Antoni Cacha
Chief Operating Officer
TAMARAW TECHNOHUB INC.

Conforme:


Ezekiel P. Telmo



AGENT SCORECARD

Agent	Telmo, Ezekiel P.
Campaign	Nexus
Assessment Period	March to August 2017
Purpose of Evaluation	Regularization

CATEGORY	Details	Weight	Actual Rating	Weighted Rating	COMMENTS
Productivity	Sales output - per campaign basis	30	4	36	43% Sales output, 124% with Nexus
Punctuality	0 absence	20	4	16	4% Absence Rate (3 days) 0.37% Late
Observance of rules and regulations	No documented violation or offense	20	5	20	No IR
QA Scores	85% - QA target	10	5	5	
Leadership and Initiative		10	5	5	
Attitude towards co-employee		10	5	5	
Overall Rating		87			Meets Expectations

FINAL RECOMMENDATION	
Extended probationary period (specify details)	Other Remarks / Recommended Action Items:
x Regularization	
Appraisal	
Retention	
Termination	

Approved by:	Noted by:
Francis Antoni C. Cacha	Jenilyn B. Generato