



ASIAN LAND STRATEGIES CORPORATION

To : ALL EMPLOYEES
From : Human Resources and Admin Department
Date : 24 July 2018
Cc : MANCOM / File
Ref./Rev : HRD-2018-029/Rev-000
Re : FITBIT RAINY DAYS STEP OFF CHALLENGE

Dear Asian Lander,

As part of our continuing health and wellness program, we are pleased to launch "The Fitbit Rainy Days Step - Off Challenge."



The wellness program aims to achieve the following:

- To incorporate health and wellness goals as part of the daily activity of Asian Landers
- To achieve work-life balance and integration and create fun in the workplace
- To promote corporate core values like Teamwork, Integrity and Discipline through meaningful but fun and engaging activity



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GUIDELINES:

1. Each Department or Division should send at least 1 delegation of participants consist of: 14 players, 4 substitutes and 2 marshalls. Bigger Divisions such as Finance and Engineering are allowed to send a maximum of 2 delegations each.
2. Division / Department will have official representatives for the different categories and **should be enlisted on or before 27 JULY 2018.**
3. **ONLY ONE SUBSTITUTION IS ALLOWED PER CATEGORY IN CASE OF ABSENCE.** Substitutes should be enlisted together with the official list of Division / Department delegations.
4. Challengers for each category should be **exclusive / unique** for the Individual, Team or Group event.

MECHANICS :

1. Challengers should **have access to a fitbit like app** i.e. fitbit watch, other step counter apps like Google Fit, Movesum, downloaded on his/her mobile smart phone. Event Master will assist with the app download.
2. Challengers will **count and record steps from 8:00am - 5:00pm only**. In which case,
 - a. Official count will only start after official recording. Beginning count will be reported by the Challenger and recorded by Fitbit Marshall on or before 8AM daily. i.e. if Challenger came late after 8AM, the recording of steps will start on the time he/she has conferred with the Fitbit Marshall.
 - b. In case of the inavailability of Fitbit Marshall for whatever reason, the Challenger will report to the Event Master.
 - c. Ending count will be reported by Challenger to Fitbit Marshall on or before 5PM daily as well.
3. **"Day of Challenge" will be every Wednesdays**, commencing on 08 August 2018, 4:00pm @ the ALSC Executive Parking Area.
4. Will employ the **"WINNER TAKE ALL SYSTEM"**
 - a. All events played on "Day of Challenge".
 - b. All Division / Department Challengers play.
 - c. Daily achievement (No. of Steps) will be shown on screen for validation.
 - d. **1 WINNER / EVENT ONLY. ALL OTHERS ARE LOSERS.**

ROLE OF MARSHALLS :

Division / Department will also assign 2 employees as **"FitBit Marshall."** FitBit Marshalls will be assigned to another Division / Department (e.g. HR Marshall for Finance, etc.) to do below tasks.

1. Will confer with Challengers and record the daily achievements of the challengers of their respective assigned Division / Department.
2. Responsible to note, record and safe keep the achievements of the assigned Division / Department challengers.
3. All reports and data will be collated on the following day for monitoring of the Event Master.

CATEGORY GUIDELINES:

1. High Five on Five

*Workweek Hustle

*Team Event



- *Three (3) Challengers per Division / Department.
- *Everyday, the official challengers will report his/her achievement to their official "FitBit Marshall."
- *Each opposing team will select 2 from their 3 official challengers to represent the team for each Challenge Day. (Tip: Choose the challenger who has registered the most number of steps for better chances of winning.)
- *The team with the highest combined points will be proclaimed as the weekly winner.
- *The weekly winning team will receive P750.00.
- *In cases of tie, a tie breaker challenge will be executed.
(e.g. Team Rep vs. Team Rep)
- *Overall category champion will be computed based on total combined points at the end of the program and will receive an additional team cash prize.

2. Majesty of the Day

*Goal Day

*Individual Event



- *Each Division / Department will have ONE (1) OFFICIAL challenger for this event.
- *"The Majesty" has to make the most step from 8am - 5pm only.
- *Everyday, the official challengers will report his/her achievement to their official "FitBit Marshall."
- *The Majesty with the highest earned steps will be proclaimed as the winner.
- *In cases of tie, a tie breaker challenge will be executed.
(e.g. Team Rep vs. Team Rep)
- *The weekly winner will receive P250.00.
- *Overall category champion will be computed based on total combined points at the end of the program. Winner will receive an additional individual cash prize.

3. Ruby for the Champ

*Entire Duration Challenge

*Group Event



- *Each Division / Department will have FIVE (5) OFFICIAL challenger for this event.
- Group Challengers has to make the most step from 8am - 5pm only.
- *Everyday, the official challengers will report his/her achievement to their official "FitBit Marshall."
- *Group with the highest earned steps during the entire duration of the challenge will be proclaimed as the winner.
- *In cases of tie, a tie breaker challenge will be executed.
(e.g. Team Rep vs. Team Rep)
- *Weekly Group Winners will receive P1,250.00.
- *Overall category champion will be computed based on total combined points at the end of the program. Winner will receive an additional group cash prize.

4. Kings of the Road

- *Entire Duration Challenge
- *Team Event for Site Employees




- *Site based employees and Security guards are to qualify under this category.
- *Each team will have FIVE (5) OFFICIAL challengers for this event.
- *Team Challengers has to make the most step from 8am - 5pm only.
- *Everyday, the official challengers will report his/her achievement to their official "FitBit Marshall."
- *Team with the highest earned steps during the entire duration of the challenge will be proclaimed as the winner.
- *In cases of tie, a tie breaker challenge will be executed.
(e.g. Team Rep vs. Team Rep)
- *Weekly Team Winners will receive P1,250.00.
- *Overall event champion will be computed based on total combined points at the end of the program. Winner will receive an additional team cash prize.

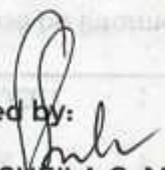
In addition to the following prizes per challenge, there will be a "GRAND CHAMPION" - this will be the Division / Department with the highest combined point of all the events, and will have an additional cash prize of Php 3,000.00

Should you have any concerns, kindly call local 115 and look for Mon Saspa.


As we course our journey to a better me, let's do the healthier we, Together.


Mon Saspa
Employee Engagement Officer

Noted by:


MA. SHEILA G. MANALO
Vice President
Human Resources and Admin.

Approved by:


JAVIER FELIPE E. QUINTOS
Chief Executive Officer



VISION FUND STRATEGIES CORPORATION