

Date: 9 February 2019

To: All SJI Team Members and Shared Services Team Members Serving SJI

From: Atty. Angelique Margaret T. Natividad, HR Director

Re: 14th Month Pay

Congratulations!

We are pleased to announce that we have hit our targets for the year 2018.

As promised, the management will be releasing 14th month pay on 18 May 2019. This is in relation to our philosophy of WIN-WIN-WIN, and we hope everyone is excited about this reward.

We remind everyone that TNGC Shared Services members will be issued their incentives in proportion to their compensation charged to SJI.

Team members should be employed with SJI at the time of target attainment and should still be employed with SJI at the time of release to be qualified to receive the incentive.

Let us continue to work together to achieve and celebrate more wins this 2019.