



ANNEX 'A' – COMPENSATION AND BENEFITS PACKAGE

Position:

Cash Compensation			
• Monthly Basic Salary			
• 13 th Month Pay	1/12 of total basic salary earned within a calendar year and prorated according to date of hire.		
• Rice Allowance	Php2,000	Net of Tax; amount is payable pro-rata based on attendance	
• Program Complexity Allowance	(as applicable based on account)		
Other Potential Pay			
• Performance Bonus	Based on the Performance Bonus Policy		
• Program Incentives	Program Specific		
• Night Differential Pay	Less than 6 months - 10% for shift within 10pm-6am (excluding 1-hour meal break) After 6 months – 15% for shift within 10pm-6am, (excluding 1-hour meal break)		
• Overtime Pay	Overtime premiums based on Company policy will apply (for work rendered beyond 8 hours)		
Benefits			
• Accidental Death Insurance	Upon Hire		
• Life Insurance	To begin after 6 months from date of hire		
• Healthcare	Employee coverage will begin after 6 months from date of hire		
• Annual Leave Benefit	Subject to the Leave Policy of the Company		
	Less than 1 year	15 days	Not convertible to cash
	1 year to less than 2 years	15 days	10 days of Unused Annual Leave Benefit is convertible to cash
	2 years to less than 4 years	18 days	
	4 years and up	21 days	
• Statutory Benefits	SSS Philhealth Pag-ibig	Government-mandated benefits	

Conformè:

Printed Name and Signature

Date