

05 February 2018

Mr. Janet Vicedo

Address

Dear Mr. Vicedo,

Praise God!

We are very pleased to formally welcome you at **Abraham Holdings, Inc.** Below shall be your compensation and benefits packages effective _____, for the _____ post (job level).

1. **Compensation**

1.1 Upon probationary appointment.

Compensation	Amount
Basic Pay	14,000.00
Rice Allowance	1,400.00
Laundry Allowance	150.00
Other Allowance	2,000.00
	261.00
Gross Pay	17,811.00

1.2 Upon permanent appointment.

Compensation	Amount
Basic Pay	14,000.00
Rice Allowance	1,400.00
Laundry Allowance	150.00
Other Allowance	2,000.00
	261.00
Rice Allowance	1,500.00
Gross Pay	19,311.00

2. **Company sponsored benefits upon probationary hiring (subject to policies, systems and procedures)**

2.1 Uniform Benefits.

2.2 Duty Meals: Based on the approved duty meal policy.

2.3 Leave Credits: 1.66 days of leave credits earned monthly; earned leave credits can be used on your 2nd month upon hiring.

2.4 Sponsorship to external and internal trainings.

3. **Company sponsored benefits upon permanent hiring (subject to policies, system and procedures)**

3.1 Caritas Health Shield: P60,000 annual limit per illness per each qualified member.

3.2 Emergency loan.

3.3 Per diem allowances for official trips.

3.4 Competency Based Increased and Breakthrough project incentives (subject to attainment of goals and budgets).

- 3.5 Maintenance Bonus.
- 3.6 Retirement Benefit.

Thank you very much and may God Bless!.

Prepared By:

Approved By:
Mr. NELSON CHAVEZ

Conforme:
Mr. Janet Vicedo