

Philippines Recruitment



DOCUMENT NO.: REC_PH_FRM_2015-010_v1.0

VERSION NO.

1.0

DOCUMENT NAME:

EFFECTIVE DATE

4/1/15

COMPENSATION AND BENEFITS SHEET

PAGES

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Candidate Compensation & Benefits Information	
Name	Menisa Bella Abayan Mendoza
Current Company & Position	AEON Credit Service Systems (Philippines) Inc. - Associate Software Engineer
Position Applied For	Application Developer - Java.Core
Total Years of Work Experience	2
Total Years of Relevant Work Experience (In reference to the Position applied for)	2
Total Monthly Net Pay	14000

Instructions: Provide specific and concrete compensation details. We will use the information provided below as reference in comparing and computing for IBM's best possible offer. Rest assured that details provided here will be treated with utmost CONFIDENTIALITY and will be used for its sole purpose only.

Please mark as N/A (Not Applicable) if not provided by your current company.

Please attach any of the following documents:

- ☐ Pay slip from the last 3 months (If all 3 documents are not available, please provide at least a 1-month pay slip)
- ☐ Last Promotion or Salary Increase Letter (if applicable)
- ☐ Variable Pay Letter (if applicable; Example: bonus, incentives, etc.)

MONETARY (GUARANTEED & VARIABLE) COMPENSATION		
Guaranteed Compensation		Indicate remarks if necessary
Gross Basic Monthly Salary	16,000.00	
Number of Guaranteed Months Pay (i.e. 13th, 14th)	13th, 14th	
Special Tax Information (i.e. tax shield, tax break, etc)	N/A	
Annual Guaranteed Compensation	N/A	
Guaranteed and Variable Pay/Allowances	Monthly	Indicate remarks if necessary
Performance Bonus (Variable Pay)	will be released on June and Dec depending on performance	
Other Variable Pay Program	N/A	
Skills Premium / Hotskills Bonus	N/A	
Transportation / Gas Allowance	N/A	
Communication Allowance	N/A	
Rice Allowance	N/A	
Meal Allowance	N/A	
Internet Allowance	N/A	
Clothing Allowance	N/A	
Position Allowance	N/A	
De Minimis or Flexible Allowance	N/A	
Allowance:		
Allowance:		
Allowance:		
Allowance:		
NON-MONETARY BENEFITS		
Other Benefits		Indicate remarks if necessary
HMO Principal		maximum benefit limit (company paid)
HMO Dependents		maximum benefit limit (company paid)
Group Life Insurance		
Car Plan / Housing Plan		N/A
Retirement Benefits		N/A
Stock Option Plans		N/A
Maternity Assistance (not SSS related)		N/A
Vacation Leave		included in Unified Leave 30 days (15 days convertible to cash)
Sick Leave		included in Unified Leave 30 days (15 days convertible to cash)
Sick Leave		3 days
Emergency Leave		included in Unified Leave 30 days (15 days convertible to cash)
Other Leaves: Birthday Leave		1 day
Other Leaves: Calamity Leave		2 days
Other Leaves:		
Company Loans		N/A
Other Benefits:		N/A
Other Benefits:		N/A
Other Benefits:		N/A
OVER-TIME RELATED ALLOWANCES		
Details	Amount	Other Details
OT Pay / Night Differential Pay	N/A	
OT Meal Allowance	250.00	
OT Transpo Allowance	250.00	
OTHERS		
Details	Amount	Other Details
Training Bond	N/A	
Employment Bond	N/A	
Other Bond	N/A	
Shift Premium / Pay	N/A	
On-call / Standby Allowance	N/A	
Others:		
Others:		
Others:		

I declare that all data I have provided above are true, valid and complete, and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

Menisa Bella Abayan Mendoza
Candidate Signature over Printed Name / Date

Recruiter Signature over Printed Name