

Philippines Recruitment



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COMPENSATION AND BENEFITS SHEET	PAGES	1 of 1

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	sample; please do not include allowances just the basic mon
Number of Guaranteed Months Pay (i.e. 13th, 14th)	13th, 14th	sample
Special Tax Information (i.e. tax shield, tax break, etc)	N/A	sample
Annual Guaranteed Compensation	N/A	Monthly base pay multiplied by guaranteed months (automat
Guaranteed and Variable Pay/Allowances	Monthly	Indicate remarks if necessary
Performance Bonus (Variable Pay)	depending on performance	sample - indicate if in % of annual pay or 10% of monthly pay OR inc
Other Variable Pay Program	N/A	sample - may be bonuses given depending on company's pe
Skills Premium / Hotskills Bonus	N/A	skill related bonus / indicate if given per month, per year or pe
Transportation / Gas Allowance	N/A	sample - indicate if reimbursable
Communication Allowance	N/A	sample - indicate if reimbursable
Rice Allowance	N/A	sample - indicate if reimbursable
Meal Allowance	N/A	sample - indicate if reimbursable
Internet Allowance	N/A	sample - indicate if reimbursable
Clothing Allowance	N/A	sample - indicate if reimbursable
Position Allowance	N/A	sample - role or level related allowance
De Minimis or Flexible Allowance	N/A	sample - indicate if given per month, per year or per quarter
Allowance:		other allowances which are considered non-taxable
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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)
Bereavement 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	e.g. with 6 mos lock-in period
Employment Bond	N/A	e.g. 300k with 5 yrs lock-in perdition; pro-rated
Other Bond	N/A	e.g. travel bond
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 1/19/17
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