interoffice memorandum

|  |  |
| --- | --- |
| to: | Finance section |
| from: | Fitsum- hr section |
| subject: | **Julypayroll and Loans** |
| date: | 31 August, 2024 (Saturday) |
| cc: | meried bekele |
|  |  |

Greetings Finance team,

Please find below table EmployeesJulymonth payroll which includes Julyattendancereport, merit award and medical expense 40% contribution for themonth of July2024.

Deduction

|  |  |  |
| --- | --- | --- |
| Name | Deduction | Warning Scale |
| adil abdulhakim | --- Formal Reminder --- | 5th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 5minutes late on 2024-07-30 |
| Zelalem Adugnaw | --- Formal Reminder --- | 4th written warning and deduction of 1 point from monthly variable pay attendance score for being 20minutes late on 2024-07-31 |
| Mehader Mengistu | --- Formal Reminder --- | 6th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 11minutes late on 2024-08-01 |
| Liya Hagos | --- Formal Reminder --- | 4th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 3minutes late on 2024-08-01 |
| Solomon Teshome | --- Formal Reminder --- | 9th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 2minutes late on 2024-08-01 |
| Sisay Shiferaw | --- Formal Reminder --- | 1st written warning and deduction of 1 point from monthly variable pay attendance score for being 33 minutes late on 2024-08-01 |
| Ifaol Mekonnen | --- Formal Reminder --- | 1st written warning and deduction of 0.5 point from monthly variable pay attendance score for being 5 minutes late on 2024-08-01 |
| Natnael Bedilu | --- Formal Reminder --- | 1st written warning and deduction of 0.5 point from monthly variable pay attendance score for being 7 minutes late on 2024-08-01 |
| Mikiyas Girma | --- Formal Reminder --- | 6th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 11minutes late on 2024-07-30 |
| Samuel Belayneh | --- Formal Reminder --- | 6th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 2minutes late on 2024-07-30 |
| Hermela Mulugeta | --- Formal Reminder --- | 6th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 7minutes late on 2024-07-30 |
| Beruktawit Gezahegne | --- Formal Reminder --- | 7th written warning and deduction of 1 point from monthly variable pay attendance score for being 18minutes late on 2024-07-30 |
| Znash Degefa | --- Formal Reminder --- | 20th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 3minutes late on 2024-07-30 |
| Fikir Admasu | --- Formal Reminder --- | 4th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 6minutes late on 2024-07-30 |
| Lidya Samuel | --- Formal Reminder --- | 8th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 2minutes late on 2024-07-30 |
| Hermela Mulugeta | --- Formal Reminder --- | 7th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 2minutes late on 2024-07-31 |
| Henok Wondu | --- Formal Reminder --- | 3rd written warning and deduction of 0.5 point from monthly variable pay attendance score for being 5minutes late on 2024-07-31 |
| Bemnet Nigussie | --- Formal Reminder --- | 8th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 5minutes late on 2024-08-02 |
| Surafel Kifle | --- Formal Reminder --- | 9th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 6minutes late on 2024-08-05 |
| Kidist Baye | --- Formal Reminder --- | 9th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 5minutes late on 2024-08-05 |
| Belete Misgan | --- Formal Reminder --- | 6th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 7minutes late on 2024-08-05 |
| Bethelhem Mewcha | --- Formal Reminder --- | 8th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 6minutes late on 2024-08-05 |
| Bemnet Nigussie | --- Formal Reminder --- | 9th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 8minutes late on 2024-08-05 |
| Abirha Kahsay | --- Formal Reminder --- | 1st written warning and deduction of 0.5 point from monthly variable pay attendance score for being 8 minutes late on 2024-08-05 |
| Raey Abebe | --- Formal Reminder --- | 1st written warning and deduction of 1 point from monthly variable pay attendance score for being 19 minutes late on 2024-08-05 |
| Kiber Tenaw | --- Formal Reminder --- | 11th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 2minutes late on 2024-08-06 |
| Brhin Tsehaye | --- Formal Reminder --- | 6th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 6minutes late on 2024-08-06 |
| Jenberu Birhanu | --- Formal Reminder --- | 3rd written warning and deduction of 1 point from monthly variable pay attendance score for being 28minutes late on 2024-08-06 |
| Fatuma Muhammed | --- Formal Reminder --- | 12th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 4minutes late on 2024-08-06 |
| Gelila Tegegne | --- Formal Reminder --- | 8th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 9minutes late on 2024-08-06 |
| Hanna Kumera | --- Formal Reminder --- | 12th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 2minutes late on 2024-08-06 |
| Feven Missaw | --- Formal Reminder --- | 5th written warning and deduction of 0.5 point from monthly variable pay attendance score for being 3minutes late on 2024-08-06 |
| Luel Haftay | --- Formal Reminder --- | 1st written warning and deduction of 0.5 point from monthly variable pay attendance score for being 10 minutes late on 2024-08-06 |
| Ahmed Hussen | --- Formal Reminder --- | 2nd written warning and deduction of 0.5 point from monthly variable pay attendance score for being 3minutes late on 2024-08-06 |
| Ifaol Mekonnen | --- Formal Reminder --- | 2nd written warning and deduction of 0.5 point from monthly variable pay attendance score for being 8minutes late on 2024-08-06 |
| Misiker Eyilalachew | --- Formal Reminder --- | 1st written warning and deduction of 1 point from monthly variable pay attendance score for being 32 minutes late on 2024-08-06 |
| Teklu Abebe | --- Formal Reminder --- | 1st written warning and deduction of 1 point from monthly variable pay attendance score for being 38 minutes late on 2024-08-06 |
| Tsige Bekele | 1 Day Salary | 3rd written warning with 1-day salary deduction, 2 days deduction from annual leave, and deduction of 2 points from monthly VP Score for being Absent on 2024-08-06 |

Variable pay

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Expected Percentage | Actual Percentage | Amount in birr |
| Eyosafth | 30 | 22 | ETB 4850.996700000001 |
|  | 30 | 26.19 | ETB 11224.282908214285 |
| Eyuel | 30 | 19.52 | ETB 4602.035618285714 |
| Belete | 30 | 23.52 | ETB 3688.4043839999995 |
| Betelhem | 30 | 23.09 | ETB 3465.015528642857 |
| Haileleul | 20 | 14.97 | ETB 2186.2178643750003 |
| Biniyam | 30 | 24.5 | ETB 2939.99685 |
| Kidane | 20 | 13.91 | ETB 3477.499130625 |
| Hiluf | 30 | 20.98 | ETB 4147.534701428571 |
| Sualih | 30 | 22.2 | ETB 6897.097268571429 |
|  | 40 | 29.83 | ETB 29829.998259916665 |
| Abraham | 40 | 28.42 | ETB 17051.995737 |
| Daniel | 30 | 12.18 | ETB 5419.612451999999 |
| Kalkidan | 30 | 30 | ETB 10285.711714285715 |
| Abdulaziz | 40 | 37.55 | ETB 18774.99530625 |
| Dawit | 40 | 5.85 | ETB 4680.001072499999 |
| Heaven | 20 | 20 | ETB 1599.995 |
| Sadora | 20 | 17.82 | ETB 2672.9993317500002 |
| Brhin | 30 | 24.22 | ETB 7234.271627000001 |
| Dawit | 30 | 18.68 | ETB 3858.728800857143 |
| Eden | 30 | 10.03 | ETB 3904.879743285714 |
| Fewzya | 30 | 24.7 | ETB 3704.9980592857146 |
| Elsay | 20 | 17.28 | ETB 2591.9993520000003 |
| Elshaday | 30 | 22.58 | ETB 3386.9982258571426 |
| Elias | 30 | 15.31 | ETB 2296.4987970714287 |
| Zehara | 20 | 15.98 | ETB 1363.088706625 |
| Yosef | 20 | 14.97 | ETB 3126.9330386250003 |
| Yonatan | 30 | 19.08 | ETB 5580.135845999999 |
| Yohannes | 40 | 29.71 | ETB 20797.000495166667 |
| Yayehyrad | 30 | 17.51 | ETB 4285.047200000001 |
| Wendafrash | 20 | 12.97 | ETB 2173.1230946875003 |
| Tsige | 20 | 15.98 | ETB 1190.6688012500001 |
| Tinsae | 30 | 20.72 | ETB 5231.38634 |
| Tina | 40 | 34.86 | ETB 20915.994771 |
| Tilahun | 30 | 22.07 | ETB 8707.277257642858 |
| Tigist | 30 | 22.33 | ETB 7359.297142999999 |
| Tigist | 40 | 29.49 | ETB 11796.002703249998 |
| Tewodros | 30 | 16.59 | ETB 3523.0521630000003 |
| Temesgen | 30 | 19.91 | ETB 3799.4223134999997 |
| Yeabsira | 20 | 11.18 | ETB 1467.374231375 |
| Yonas | 30 | 25.97 | ETB 3895.4979595 |
| Samuel | 30 | 24.28 | ETB 6070.003468571428 |
| Tasisa | 40 | 27.98 | ETB 13989.996502500002 |
| Tinsae | 40 | 22.43 | ETB 13458.000934583331 |
| Tamru | 30 | 21.28 | ETB 4896.102552 |
| Surafel | 40 | 30.7 | ETB 21490.000511666665 |
| Sultan | 30 | 22.07 | ETB 5971.038184714284 |
| Solomon | 30 | 15.34 | ETB 2150.208567 |
| Ahmed | 30 | 24.75 | ETB 3712.498055357143 |
| Sisay | 30 | 21.09 | ETB 6440.253601285715 |
| Sintayehu | 40 | 17.02 | ETB 0 |
| Simret | 40 | 27.42 | ETB 13709.996572500002 |
| Simone | 30 | 30 | ETB 12041.697642857143 |
| Sibhat | 40 | 30.77 | ETB 21538.99461525 |
| Senayit | 40 | 29.87 | ETB 20908.994772750004 |
| Semira | 30 | 21.59 | ETB 6163.944691571428 |
| Selamawit | 30 | 21.23 | ETB 5383.501883571427 |
| Samuel | 40 | 21.79 | ETB 17431.999818416665 |
| Samuel | 40 | 22.82 | ETB 9127.997718 |
| Rodas | 20 | 15.69 | ETB 3725.9038096875006 |
| Selamawit | 30 | 27.74 | ETB 11018.6054 |
| Robin | 40 | 29.54 | ETB 14769.9963075 |
| Mariamawit | 20 | 13.8 | ETB 3449.9991375 |
| Natnael | 30 | 16.14 | ETB 7258.480569428571 |
| Natnael | 40 | 21.47 | ETB 10734.997316250001 |
| Natnael | 30 | 20.28 | ETB 6087.448469142859 |
| Mikiyas | 30 | 17.56 | ETB 5889.623372857142 |
| Mihiret | 30 | 20.95 | ETB 4835.887901428571 |
| Mifta | 20 | 14.97 | ETB 3220.4971291875004 |
| Michael | 40 | 33.79 | ETB 23652.994086750004 |
| Mezgebe | 30 | 26.42 | ETB 8547.397645142859 |
| Menilik | 30 | 17.22 | ETB 7708.015047 |
| Aynalem | 30 | 3.18 | ETB 476.9997501428572 |
| Mehader | 30 | 17.69 | ETB 4041.4571472857147 |
| Mebratu | 30 | 20.98 | ETB 4023.963100857143 |
| Mebrate | 30 | 22.09 | ETB 5181.649879928571 |
| Liya | 30 | 20.5 | ETB 4735.5001464285715 |
| Lidiya | 30 | 24.62 | ETB 10537.358417285714 |
| Dagim | 30 | 23.33 | ETB 4024.4249999999997 |
| Alem | 30 | 14.89 | ETB 4466.997660142858 |
| Desalegn | 30 | 16.27 | ETB 2440.498721642857 |
| Kirubel | 30 | 26.13 | ETB 12334.929106500002 |
| Kirubel | 30 | 19.19 | ETB 5771.391951714286 |
| Kidist | 30 | 15.19 | ETB 6345.013381 |
| Kiber | 40 | 35.93 | ETB 21557.9946105 |
| Kasanesh | 20 | 15.98 | ETB 1793.2758996249997 |
| Hiwot | 30 | 14.57 | ETB 4148.807812214286 |
| Hermela | 30 | 14.98 | ETB 3201.524744 |
| Henok | 40 | 40 | ETB 20000.002666666667 |
| Heldana | 30 | 24.5 | ETB 8008.071575000001 |
| Feven | 20 | 16.94 | ETB 2540.9993647500005 |
| Haymanot | 40 | 27.83 | ETB 11131.997217 |
| Hawi | 30 | 27.19 | ETB 7018.826794214286 |
| Hawi | 40 | 31.33 | ETB 15664.99608375 |
| Hana | 30 | 24.06 | ETB 8834.11088742857 |
| Getachew | 30 | 18.23 | ETB 6226.091118714285 |
| Getabelew | 20 | 14.97 | ETB 2596.0974000000006 |
| Gelantu | 40 | 32.55 | ETB 22784.99430375 |
| Gebreabzgi | 40 | 40 | ETB 31999.999666666667 |
| Samson | 20 | 4.88 | ETB 552.049634 |
| Fikirte | 40 | 29.84 | ETB 20887.994778000004 |
| Fikirte | 40 | 27.79 | ETB 19452.995136750003 |
| Fasika | 30 | 20.17 | ETB 5680.2764085 |
| Ananiya | 30 | 26.09 | ETB 3600.42 |
| Eyob | 30 | 26.17 | ETB 5788.018152285715 |
| Eyerusalem | 30 | 30 | ETB 5847.602142857143 |
| Tinsae | 30 | 22.34 | ETB 6484.856157428572 |
| Yidnekachew | 30 | 19.7 | ETB 7647.344125714286 |
| Ermias | 30 | 20.74 | ETB 4835.531296285714 |
| Eyoab | 30 | 15.79 | ETB 3677.3323105 |
| Elisabeth | 30 | 19.19 | ETB 4615.960955142857 |
| Elshaday | 30 | 30 | ETB 8518.4985 |
| Ermias | 40 | 30.53 | ETB 36636.00254416666 |
| Dejenie | 30 | 18.92 | ETB 7645.055619142857 |
| Haven | 20 | 15.47 | ETB 1856.3986463750002 |
| Lidya | 40 | 29.01 | ETB 11603.997099000002 |
| Dagmawi | 30 | 21.83 | ETB 4794.521964428572 |
| Cherinet | 20 | 14.97 | ETB 3157.6218193125 |
| Seada | 40 | 27.87 | ETB 13934.996516250001 |
| Tseday | 30 | 15.58 | ETB 2336.998775857143 |
| Bisrat | 30 | 19.58 | ETB 9789.99916085714 |
| Biniyam | 30 | 20.96 | ETB 4891.435050285714 |
| Biniyam | 40 | 24.93 | ETB 24929.99854575 |
| Betelhem | 40 | 18.55 | ETB 9274.99768125 |
| Bilal | 40 | 29.73 | ETB 23783.99975225 |
| Tewobista | 20 | 12.92 | ETB 2347.3039849999996 |
| Bete | 30 | 18.26 | ETB 6432.083695714286 |
| Sewmehon | 30 | 22.07 | ETB 3310.4982659285715 |
| Muhedin | 20 | 14.97 | ETB 1796.3986901250003 |
| Amanuel | 40 | 30.23 | ETB 15114.996221250001 |
| Esayas | 30 | 30 | ETB 8999.995285714287 |
| Bezawit | 30 | 11.73 | ETB 1458.7429675714284 |
| Dagmawit | 30 | 18.25 | ETB 3140.6414571428572 |
| Dibora | 30 | 19.2 | ETB 3171.4544914285716 |
| Muhammed | 20 | 17.44 | ETB 1395.19564 |
| Jenberu | 30 | 21.7 | ETB 3393.6625349999995 |
| Naod | 30 | 17.67 | ETB 3306.940752428572 |
| Tsion | 30 | 24.11 | ETB 6931.830968285714 |
| Yeabsera | 20 | 16.18 | ETB 3235.9991910000003 |
| Amanuel | 30 | 23.59 | ETB 6072.3000465000005 |
| Adisu | 40 | 24.91 | ETB 29892.002075833327 |
| Abraham | 40 | 33.77 | ETB 23639.000562833335 |
| Addisu | 40 | 20.62 | ETB 12372.000859166665 |
| Amanu | 20 | 15.47 | ETB 2011.104834375 |
| Abiy | 20 | 14.47 | ETB 2761.8882669375002 |
| Abdelah | 30 | 21.1 | ETB 4638.833643571429 |
| Zablon | 30 | 15.19 | ETB 2278.4988065000002 |
| Ribka | 30 | 21.71 | ETB 4341.9989145 |
| Fares | 30 | 17.84 | ETB 3972.9673628571427 |
| Abadi | 40 | 30.03 | ETB 15015.002002000001 |
| Ahmed | 30 | 20.77 | ETB 4777.099999999999 |
| Amare | 30 | 24.44 | ETB 10753.596508571429 |
| Kubra | 30 | 25.45 | ETB 7651.030409642856 |
| Leul | 20 | 10.97 | ETB 1316.4006170625 |
| Nahom | 30 | 22.6 | ETB 4641.587515714286 |
| Yonas | 30 | 21.46 | ETB 3218.9983138571433 |
| Yidedya | 20 | 10.87 | ETB 1630.499592375 |
| Yonathan | 30 | 20.37 | ETB 4591.398 |
| Bemnet | 30 | 25.9 | ETB 3574.2 |
| Atalay | 20 | 16.48 | ETB 1318.3958799999998 |
| Hanna | 40 | 30.01 | ETB 21007.000500166665 |
| Aberash | 30 | 12.34 | ETB 7403.998149 |
| Dawit | 20 | 17.69 | ETB 1415.1955775 |
| Eyob | 30 | 19.89 | ETB 2983.4984372142862 |
| Filagot | 30 | 27.86 | ETB 4178.997811 |
| Habtamu | 30 | 20.82 | ETB 3122.9983641428576 |
| Helina | 30 | 29 | ETB 5799.998549999999 |
| Leul | 40 | 29.53 | ETB 14764.996308750002 |
| Melkamu | 20 | 15.98 | ETB 2263.2470005 |
| Abirha | 30 | 21.95 | ETB 3292.498275357143 |
| Dagim | 20 | 16.23 | ETB 1298.3959424999998 |
| Zelalem | 30 | 21.98 | ETB 3033.2400000000002 |
| Samuel | 20 | 13.43 | ETB 2685.9993285 |
| Yibeltal | 30 | 20.54 | ETB 3080.9983861428573 |
| Znash | 20 | 15.98 | ETB 1597.9996005 |
| Tesfahun | 30 | 22.45 | ETB 2581.75 |
| Samuel | 30 | 23.92 | ETB 2750.8 |
| Samuel | 20 | 18.44 | ETB 2212.7983865 |
| Kaleab | 30 | 28.4 | ETB 3919.2 |
| Hilina | 20 | 13.58 | ETB 2036.9994907500002 |
|  | 40 | 32.01 | ETB 12803.996799 |
| Fikir | 20 | 14.4 | ETB 1727.9987400000002 |
| Tewodros | 30 | 18.08 | ETB 2711.9985794285712 |
| Eyerusalem | 20 | 15.38 | ETB 2306.9994232500003 |
| Tesfay | 30 | 25.16 | ETB 3773.9980231428576 |
| Teklu | 20 | 3.99 | ETB 523.6872256875 |
| Surafel | 30 | 23.54 | ETB 3530.9981504285715 |
| Abebe | 30 | 19.24 | ETB 6734.000687142856 |
| Seifu | 40 | 12.42 | ETB 13661.998964999999 |
| Bethlhem | 30 | 25.6 | ETB 3839.9979885714292 |
| Abdurhim | 40 | 25.27 | ETB 25269.998525916668 |
| Misganaw | 30 | 21.19 | ETB 10489.04833507143 |
| Masresha | 30 | 21.57 | ETB 5213.467613357143 |
| Gelila | 30 | 20.41 | ETB 2347.15 |
| Beruktawit | 20 | 7.42 | ETB 5967.9992580000003 |
| Rahel | 30 | 10.52 | ETB 1577.9991734285716 |
|  | 30 | 27.96 | ETB 3215.4 |
| Yonas | 30 | 24.15 | ETB 13282.499655000001 |
| Tigist | 20 | 15.48 | ETB 1238.39835525 |
| Mekdes | 30 | 18.39 | ETB 3806.73 |
| Mathias | 30 | 23.25 | ETB 6684.375 |
| Bereket | 20 | 14.72 | ETB 2649.598068 |
| Debora | 20 | 15.57 | ETB 2335.499416125 |
| Hana | 30 | 14.3 | ETB 6978.398161428572 |
| Amanuel | 40 | 28.41 | ETB 22727.99976325 |
| Fatuma | 30 | 20.54 | ETB 4724.2 |
| Abel | 30 | 22.88 | ETB 3431.9982022857143 |
| Abduselam | 30 | 17.82 | ETB 3563.999109 |
| Biruk | 30 | 18.19 | ETB 5729.849090500001 |
| Bethelhem | 30 | 16.79 | ETB 5288.8491605 |
| Natnael | 40 | 31.32 | ETB 18791.995302000003 |
| Raey | 30 | 15.37 | ETB 6148.043914285715 |
| Natnael | 30 | 23.46 | ETB 3518.9981567142863 |
| Natnael | 30 | 16.42 | ETB 3283.999179 |
| Nahom | 30 | 16.42 | ETB 2462.9987098571432 |
| Mulubrhan | 30 | 22.45 | ETB 3367.498236071429 |
| Misiker | 30 | 15.37 | ETB 2305.498792357143 |
| Mequannent | 30 | 3.18 | ETB 476.9997501428572 |
| Luel | 30 | 25.25 | ETB 3787.498016071429 |
| Ifaol | 30 | 20.37 | ETB 3055.4983995000002 |
| Henok | 30 | 24.12 | ETB 3617.998104857143 |
| Helen | 30 | 22.12 | ETB 3317.9982620000005 |
| Hamu | 30 | 2.5 | ETB 374.99980357142863 |
| Foziya | 30 | 20.56 | ETB 3083.9983845714287 |

Allowance

|  |  |
| --- | --- |
| Name | Amount in birr |
| Zehara Musa | ETB 3216 |
| Melkamu Mulugeta | ETB 3216 |
| Kasanesh Alemu | ETB 3216 |

ExamBonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Implementation Effectiveness Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Effective Order and Delivery Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Closed Deals Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Management Performance Evaluation Quarterly Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Staff Performance Evaluation Quarterly Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Cash Collection Annual Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Operation incentive

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Operation Leadership incentive

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Admin incentive

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Timely VAT Collection Quarterly Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Timely Payment Collection Quarterly Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Best Employees Productivity and Engagement Quarterly Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Facilities High Availability Quarterly Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |

Loyalty Program Bonus

|  |  |  |
| --- | --- | --- |
| Name | Date | Amount |
| Cherinet Mathewos | 2024-07-31 | ETB 29346.78 |
| Sibhat Solomon | 2024-07-31 | ETB 5000 |

Medical Expense

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Contribution (%) | Employee Contribution | Company Contribution |
| Liya Hagos | 30% | 443.4 | 1034.6 |
| Adisu Denboba | 0% | 0 | 2878 |
| Ermias Endalamaw | 0% | 0 | 12439 |
| Elisabeth Demisew | 30% | 349.2 | 814.8 |
| Natnael Hailemariyam | 30% | 1200.6 | 2801.4 |
| Bisrat Negash | 30% | 1688.7 | 3940.3 |
| Tinsae Mulugeta | 30% | 333.3 | 777.7 |

Resigned Staff

|  |  |  |
| --- | --- | --- |
| Name | ResignedDate | Remark |
| Natnael Gebremeskel | 2024-07-31 |  |
| Eden Ewnetu | 2024-07-31 |  |
| Alem Getaw | 2024-07-31 |  |
| Hermela Mulugeta | 2024-07-31 |  |

New Staff

|  |  |  |
| --- | --- | --- |
| Name | Start Date | Remark |
| Misiker Eyilalachew | 2024-07-31 |  |
| Surafel Mohammed | 2024-07-31 |  |
| Ifaol Mekonnen | 2024-07-31 |  |
| Yonas Tewabe | 2024-07-31 |  |
| Mulubrhan Gebrekidan | 2024-07-31 |  |
| Abirha Kahsay | 2024-07-31 |  |
| Natnael Birhan | 2024-07-31 |  |
| Elshaday Bimrew | 2024-07-31 |  |
| Yeabsira Seifu | 2024-07-31 |  |
| Helen Tadesse | 2024-07-31 |  |
| Elsay Tekle | 2024-07-31 |  |
| Desalegn Sisay | 2024-07-31 |  |
| Zablon Abebaw | 2024-07-31 |  |
| Tseday Mengiste | 2024-07-31 |  |
| Elias Gizachew | 2024-07-31 |  |
| Yonas Mengist | 2024-07-31 |  |
| Abel Yitbarek | 2024-07-31 |  |
| Bethlhem Zeleke | 2024-07-31 |  |
| Henok Wondu | 2024-07-31 |  |
| Fewzya Yimam | 2024-07-31 |  |
| Luel Haftay | 2024-07-31 |  |
| Ahmed Hussen | 2024-07-31 |  |
| Tesfay Ghabrehiwot | 2024-07-31 |  |
| Foziya Yeneimar | 2024-07-31 |  |
| Abduselam Mohammed | 2024-07-31 |  |
| Natnael Bedilu | 2024-07-31 |  |
| Natnael Melese | 2024-07-31 |  |
| Nahom Abera | 2024-07-31 |  |
| Kidanemariyam Kassa | 2024-07-31 |  |
| Mequannent Worku | 2024-07-31 |  |
| Tewodros Yohannes | 2024-07-31 |  |
| Aynalem Fentaye | 2024-07-31 |  |
| Rahel Birhanu | 2024-07-31 |  |
| Teklu Abebe | 2024-07-31 |  |
| Hamu Geredo | 2024-07-31 |  |
| Raey Abebe | 2024-07-31 |  |
| Dawit Alemseged | 2024-07-31 |  |

Staff Loan

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Name | Total Amount | Current Amount | Month | Paid Amount | Remaining Amount |

Training paymentDeduction

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Name | Total Amount | Current Amount | Month | Paid Amount | Remaining Amount |

PMA Deduction

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Name | Total Amount | Current Amount | Month | Paid Amount | Remaining Amount |
| Kiber Tenaw | 1043 | 1043 |  |  |  |
|  |  |  | August, 2024 | 1043 | 0 |
| Sintayehu Ayele | 1014 | 1014 |  |  |  |
|  |  |  | August, 2024 | 1014 | 0 |
| Menilik Tasew | 21850 | 21850 |  |  |  |
|  |  |  | August, 2024 | 21850 | 0 |
| Robin Yehualashet | 811 | 811 |  |  |  |
|  |  |  | August, 2024 | 811 | 0 |
|  |  |  | August, 2024 | 811 | 0 |
|  |  |  | August, 2024 | 6750 | 0 |
|  |  |  | August, 2024 | 870 | 0 |
| Gelantu Tesfaye | 1356614 | 1356614 |  |  |  |
|  |  |  | August, 2024 | 1356614 | 0 |
| Bilal Badwe | 3652 | 3652 |  |  |  |
|  |  |  | August, 2024 | 3652 | 0 |
|  |  |  | August, 2024 | 1217 | 0 |
|  |  |  | August, 2024 | 13369 | 0 |
|  |  |  | August, 2024 | 1217 | 0 |
| Ermias Endalamaw | 42609 | 42609 |  |  |  |
|  |  |  | August, 2024 | 42609 | 0 |
| Tasisa Yehualashet | 12342 | 12342 |  |  |  |
|  |  |  | August, 2024 | 12342 | 0 |
|  |  |  | August, 2024 | 6209 | 0 |
|  |  |  | August, 2024 | 811 | 0 |
|  |  |  | August, 2024 | 2040 | 0 |
| Mesay Worku | 144000 | 144000 |  |  |  |
|  |  |  | July, 2024 | 144000 | 0 |
|  |  |  | July, 2024 | 811 | 0 |
| Natnael Zigyalew | 33036 | 33036 |  |  |  |
|  |  |  | August, 2024 | 33036 | 0 |
| Kidist Baye | 417 | 417 |  |  |  |
|  |  |  | August, 2024 | 417 | 0 |
| Mikiyas Girma | 1789 | 1789 |  |  |  |
|  |  |  | August, 2024 | 1789 | 0 |
| Yohannes Gebremedhin | 3043 | 3043 |  |  |  |
|  |  |  | August, 2024 | 3043 | 0 |
|  |  |  | August, 2024 | 1217 | 0 |
| Dawit Fikru | 35000 | 35000 |  |  |  |
|  |  |  | May, 2024 | 35000 | 0 |
|  |  |  | July, 2024 | 1134 | 0 |
|  |  |  | July, 2024 | 1784 | 0 |
|  |  |  | July, 2024 | 1014 | 0 |
| Yayehyrad Ayalew | 1241 | 1241 |  |  |  |
|  |  |  | August, 2024 | 1241 | 0 |
| Amanuel Alemayehu | 34200 | 34200 |  |  |  |
|  |  |  | August, 2024 | 34200 | 0 |
|  |  |  | August, 2024 | 91000 | 0 |
| Heldana Getachew | 3000 | 3000 |  |  |  |
|  |  |  | August, 2024 | 3000 | 0 |
| Adisu Denboba | 4870 | 4870 |  |  |  |
|  |  |  | August, 2024 | 4870 | 0 |
|  |  |  | August, 2024 | 1623 | 0 |
|  |  |  | August, 2024 | 2087 | 0 |
|  |  |  | August, 2024 | 62608 | 0 |
| Senayit Woubishet | 1356614 | 1356614 |  |  |  |
|  |  |  | August, 2024 | 1356614 | 0 |
| Tewodros Tilahunu | 91000 | 91000 |  |  |  |
|  |  |  | August, 2024 | 91000 | 0 |
|  |  |  | August, 2024 | 34200 | 0 |
| Selamawit Getaneh | 257 | 257 |  |  |  |
|  |  |  | July, 2024 | 257 | 0 |
| Sibhat Solomon | 34200 | 34200 |  |  |  |
|  |  |  | August, 2024 | 34200 | 0 |
|  |  |  | August, 2024 | 1208 | 0 |
| Bisrat Negash | 811 | 811 |  |  |  |
|  |  |  | August, 2024 | 811 | 0 |
| Hiluf Meressa | 201 | 201 |  |  |  |
|  |  |  | July, 2024 | 201 | 0 |
| Tinsae Mulugeta | 1043 | 1043 |  |  |  |
|  |  |  | August, 2024 | 1043 | 0 |
| Biruk Sisay | 639 | 639 |  |  |  |
|  |  |  | August, 2024 | 639 | 0 |

Car maintenace Deduction

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Name | Total Amount | Current Amount | Month | Paid Amount | Remaining Amount |
| Mesay Worku | 230 | 230 |  |  |  |
|  |  |  | July, 2024 | 230 | 0 |
| Yohannes Gebremedhin | 580 | 580 |  |  |  |
|  |  |  | August, 2024 | 580 | 0 |
| Amanu Girma | 2500 | 2500 |  |  |  |
|  |  |  | August, 2024 | 2500 | 0 |

Unpaid Leave

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Name | Total Amount | Current Amount | Month | UnPaid Amount |
| Znash | 20 Days of Salary | 20 Days of Salary |  |  |
|  |  |  | July, 2024 | 20 Days of Salary |
| Abebe | 1 Days of Salary | 1 Days of Salary |  |  |
|  |  |  | July, 2024 | 1 Days of Salary |
| Hamu | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Raey | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Aynalem | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Dawit | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Kidanemariyam | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Mequannent | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Misiker | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Nahom | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Rahel | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Teklu | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |
| Tewodros | 21 Days of Salary | 21 Days of Salary |  |  |
|  |  |  | July, 2024 | 21 Days of Salary |

Prepared by:Fitsum Approved by: Meried Bekele Authorized by: Meried Bekele

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Signature: ­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Signature: ­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_