



COMPENSATION, REWARDS AND RECOGNITION

WELLCARE shall establish and implement a Compensation, Rewards and Recognition system which will provide various benefits that will addresses the changing needs of work and personal life.

The compensation package shall be designed to be competitive and shall support the movement of employees within TDG. This will include the basic salary, bonus as well as TDG-wide and company-wide benefits such as rice subsidy every end of the quarter and an additional rice subsidy shall be given to those employees who have incurred zero-absences and tardiness. The package shall be fair and shall be determined by individual performance and skills acquired as well as the business results of the organization and the over-all performance of TDG.

Upon regularization, probationary employees shall be entitled to group-wide and company-initiated benefits such as the group life insurance coverage, healthcare coverage for the employee and his dependents, memorial assistance either by natural or accidental death, non-contributory retirement plan and fifteen days (15) paid vacation and sick leave benefits. Meanwhile, entitlement of benefits for both contractual and project-based employees will depend on the terms and conditions of their employment contract.

The organization shall also recognize and reward its employees for their excellent performance and loyalty to the organization through the Employee of the Year Award and Loyalty Award.