

EMPLOYEE WELFARE

Pacific Online is steadfast in its duty to provide opportunities for gainful employment to the people of the country. The Company does not discriminate against any individual based on gender or age.

POSC has no minimum wage earners. Entry rates for are higher than the local minimum wage.



POSC employs its personnel from the local communities. All senior managers located in the Cebu office were hired from Cebu.

43%
Rank & File

30%
Junior Management

18%
Middle Management

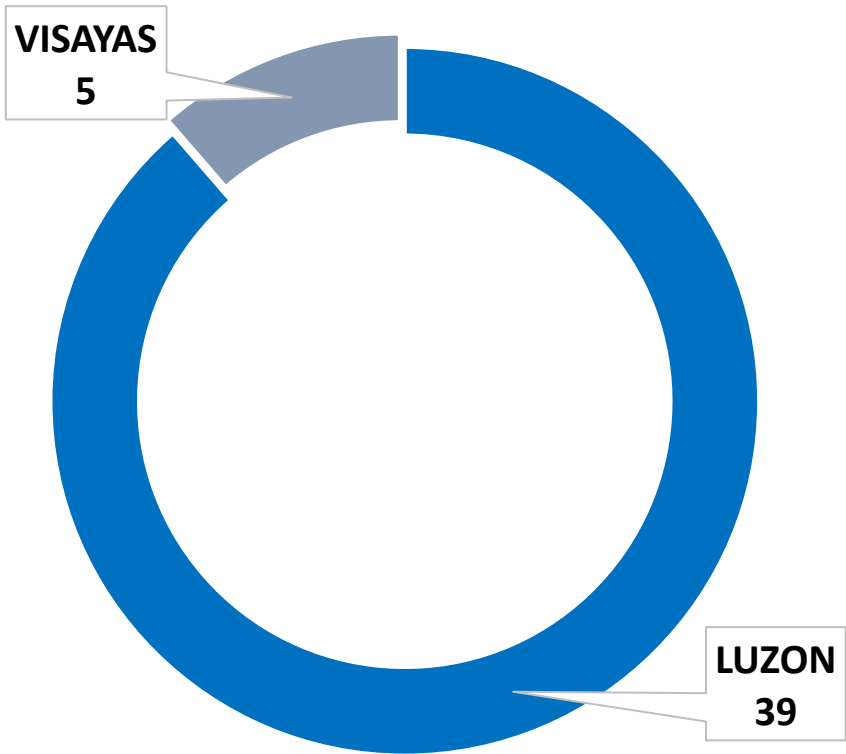
9%
Senior Management

Entry Rate:
Manila – 2%
Cebu – 5%

100%
Senior Managers hired from local community

EMPLOYEE PROFILE

44
Employees



GENDER	AGE	REGION
Male - 77%	30 yrs. & below – 16%	Luzon - 89%
Female - 23%	30-50 Yrs – 66%	Visayas - 11%
	Over 50 – 18%	

OCCUPATIONAL HEALTH AND SAFETY

Pacific Online Systems Corporation is committed to provide safe, healthy and environmentally friendly areas for all its employees. It promotes fair, safe and productive work practices in all its business aspects. Pacific Online Systems Corporation will at all times comply with all regulatory requirements of the Philippines, its customers and other external parties.



2,088

Safe man hours recorded

0

Work related injuries

BENEFITS PROVIDED TO EMPLOYEES FOR PROMOTION OF WORKER HEALTH



1. Full HMO coverage (room & board and maximum benefit limit based on rank) of all employees upon hiring. Benefit package includes preventive healthcare, out-patient care and hospitalization, emergency care, dental care, and financial assistance.
2. Life Insurance coverage upon hiring, amount of insurance is based on rank. Benefit coverage includes basic life, accidental death, dismemberment & disablement, total & permanent disability, unproved murder & assault, and accident medical reimbursement.
3. Group Accident Insurance coverage upon hiring. Benefit coverage includes accidental death, dismemberment & disablement, total & permanent disability, unproved murder & assault, accident medical reimbursement, accident burial benefit, and daily hospital income.
4. Monthly Cash Benefit for Managers & Up (includes Wellness Benefit, Clothing Allowance, & Transportation benefit)
5. Clothing Allowance for all employees

EMPLOYEE HEALTH, WELLNESS ACTIVITIES & ORIENTATIONS



Getting out of Debt

Getting out of Debt is Part 1 of the Financial Health Series. This is a 1-hour session of the Health & Wellness activities for all employees. The seminar tackled the importance and ways of getting out of debt to reach financial freedom.



Re-assessing your Finances

Re-assessing your Finances is the Part 2 of Financial Health Series. This is a 1-hour session of the Health & Wellness activities for all employees. The seminar tackled the next step to do after getting out debt and that is to re-assess one's finances. How they spend their discretionary income, how they approach savings and the way in which they invest have all been areas of serious consideration to achieve financial wellness. The seminar also tackled the role money plays in one's life and how it relates to overall happiness.

EMPLOYEE HEALTH, WELLNESS ACTIVITIES & ORIENTATIONS



How to Start your Business with the tools you already have

How to start your Business with the Tools you already have is the last part of the Financial Health Series. This is a 1- hour session of the Health & Wellness activities of all employees. The seminar tackled the process of starting a small business. It also provided marketing tips for new entrepreneurs.