



Annual Performance Review Exercise (Research)

PRIVATE & CONFIDENTIAL

13 July 2017

Mr Erickson Erigio Fajiculay
Earth Observatory of Singapore

Dear Mr Fajiculay

PERFORMANCE REVIEW PERIOD FROM 1 JULY 2016 TO 30 JUNE 2017

For the performance review period from 1 July 2016 to 30 June 2017, your performance has been assessed to be **"Exceeds Expectations"**. Please refer to the for the descriptors.

We are pleased to inform you that you will be awarded the following:

a) Merit Increment (MI)

You will receive a MI of **S\$110.00**, bringing your monthly base salary to **S\$3,546.00** with effect from **1 July 2017**.

b) Performance Bonus (PB)

You will be awarded a PB of **S\$6,013.00**. The PB is computed based on your salary as at 30 June 2017 (provided there is no change in your scheme of service). The PB payment will be made on **15 July 2017** and is subject to Singapore taxation laws.

The final MI and PB payments are awarded based on the approved guidelines, and subject to the availability of research project funds.

Please note that performance and compensation matters are personal, and should be treated as confidential. We encourage you to meet with your Reporting Officer to discuss your performance and development needs.

Congratulations and we thank you for your contributions and look forward to your continued efforts in growing the University together.

Yours sincerely

Lim Kian Kok
Chief Human Resource Officer
(Note: This is a computer generated letter. No signature is required.)

1) Your MI is prorated if (i) you did not serve the full year, (ii) you were on half-pay/ no-pay leave, or (iii) you were re-appointed to a different scheme of service during the performance review period.

2) For Research staff on part-time employment, the new monthly base salary effective 1 July 2017 is based on the part-time salary. The monthly base salary is pro-rated accordingly, based on the number of work hours.

3) Your PB is prorated if (i) you did not serve the full year, (ii) you were on half-pay/ no-pay leave, (iii) you were on part-time employment or (iv) you were re-appointed to a different scheme of service during the performance review period.

