CHAPTER I

TYPES OF APPOINTMENT

0101 Officer

An officer is a person hired to fill in a position with the title Manager or higher.

0102 Regular employee

A regular employee is a person who, having passed through a probationary period of employment, is placed on the regular roll of LBRDC and is assigned to perform duties directly related to the regular operation of the Company. A regular employee may not be terminated except for just cause pursuant to the provision of the Labor Code of the Philippines.

0103 Probationary employee

A probationary employee is a person hired to occupy a regular position in LBRDC for a specific trial period to ascertain the person's suitability for the job or for learning the job. The probationary period shall be up to six (6) months.

0104 Consultant

A person hired for his/ her technical skills or expertise, for the duration of the project or for specific period for which his/her skills or expertise are needed.

0105 Reliever

A reliever employee is a person hired, on a temporary basis, to fill in a rank and file position in the absence or lack of a regular employee or to perform work in a project or job which requires manpower not provided for in the existing plantilla.

0106 Seconded employee may either be consultant, retainer or employee of the Land Bank of the Philippines or other government agencies who are rendering services of the Company.