



Philippine Amusement and Gaming Corporation

A Sure Bet for Progress in Gaming, Entertainment and Nation Building

MEMORANDUM

December 12, 2016

To : **ALL LICENSEES
PAGCOR HUMAN RESOURCE AND DEVELOPMENT DEPARTMENT**

Attention : **HEAD, HUMAN RESOURCES DEPARTMENT
RESPONSIBLE GAMING OFFICER**

From : **GAMING LICENSING AND DEVELOPMENT DEPARTMENT**

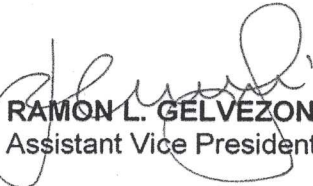
Subject : **PENALTY FOR THE VIOLATION ON THE PROHIBITION FROM
PLAYING IN ANY GAMING ESTABLISHMENT.**

The PAGCOR Board of Directors in its meeting on November 18, 2016 approved the imposition of stricter and severe penalty on employees holding Gaming Employment License (GEL) who is found playing in any PAGCOR Casino or licensed establishment. The said amendment on the GEL Manual as stated hereunder, shall take effect on December 15, 2016:

From	To
First offense: Two (2) weeks suspension of GEL	First offense: Six (6) months suspension of GEL
Second offense: One (1) month suspension of GEL	Second offense: Revocation of GEL
Third offense: Revocation of GEL	

In view of the foregoing, we enjoin you to revise your respective HR policies in consonance with the mentioned amendments and to notify your employees accordingly.

Thank you.


RAMON L. GELVEZON
Assistant Vice President