

Keeping benefits affordable starts with healthcare

PHILIPPINE EMPLOYERS are grappling with offering benefits to drive worker retention and satisfaction, while also managing the expense of the benefits on offer, particularly healthcare, risk and employment consultancy WTW reported.

Citing its 2025 Benefits Trends Survey issued on Thursday, WTW said: “With rising budgetary pressures and employee benefit costs, particularly around

healthcare, cost issues have intensified, impacting employers’ ability to enhance and deliver on their employee benefits,” Royston Tan, head of WTW’s Health & Benefits in Asia-Pacific, said in a statement.

WTW noted that medical expenses are projected to rise 12.3% in the Asia-Pacific, among the highest growth rates worldwide.

“At the same time, competition for talent remains the biggest is-

sue facing employers in the Asia-Pacific, and that has been a top concern since 2021. Structural gaps in the labor market especially for specialized skills, demographic shifts and workforce preferences are also contributing factors to this challenge faced by employers.”

In the Philippines, retirement benefits and other long-term savings are also a major concern, it said.

WTW said employers “will need to recalibrate, doing less of what does not work and more of what does,” Mr. Tan said.

“Companies need to invest in employee needs with greater precision, improving experience and choice, and using benefits to communicate who they are and what they stand for,” he added.

WTW said 61% of employers in the region plan to adjust their benefits spending in the

next three years, with a focus on benefits dealing with mental health, medical care and financial well-being.

Some 51% of employers said they plan to maximize the value they get from healthcare benefits providers, with 38% noting their intention to adopt targeted programs to more effectively manage costs.

Over 80% intend to expand targeted programs in the next

three years for mental health, women’s health, cardiovascular disease and cancer.

According to the report, one in three employers is considering providing comprehensive leave for caregivers. The current proportion of those already doing so is 17%.

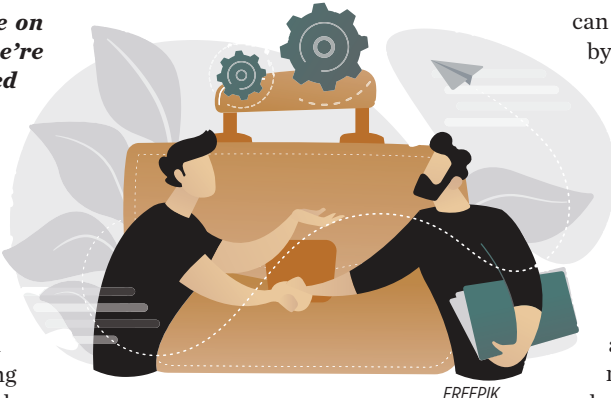
The survey consulted around 2,000 employers across 20 markets in the Asia-Pacific.

— **Katherine K. Chan**

OPINION

The costs of rehiring former employees

The talent we want is scarce on the job market. As such, we’re thinking of rehiring resigned employees, many of whom are open to the idea. Would you view this as the best and fastest solution? Please advise. — Gossip Girl.



The answer is “yes” in terms of being a tentative solution. It could be the fastest solution, but not necessarily the best. One answer is to implement a long-term program in parallel with hiring “boomerang workers,” aka former employees who want to return.

However, a long-term program requires systematic coaching and intensive training of current workers, so they become eligible for promotion when the right time comes.

But you’re right. In a job market where finding and retaining talent feels like trying to catch water with a sieve, the idea of rehiring former employees is a practical option. They know the company culture, you know their strengths (and weaknesses), and onboarding is quicker.

What could go wrong? Let us count the ways. Some are obvious while others are hidden. While hiring boomerang employees makes strategic sense, many organizations easily overlook the hidden costs and unintended consequences.

It’s crucial to look beyond the nostalgia and convenience and assess whether returning employees are truly the best fit today and in the future, not yesterday.

IN THE WORKPLACE REY ELBO

FUTURE PROBLEMS

Before deciding on hiring boomerang workers, take a good look at their resignation letters. What was the reason for their departure? Whether it was low pay, burnout, interpersonal conflict, dissatisfaction with management, or misalignment with the company’s direction, the reasons that made them leave truly matter.

If those reasons haven’t changed — or if the root issues were never addressed — they could easily resurface. Rehiring someone without resolving those issues is like rebooting a software program without fixing the bug. It might run smoother at first, but the glitch is still there.

Therefore, what are the things you should look into when hiring boomerang workers? Here are the major ones:

One, the morale of current employees may plunge. Imagine being the employee who stayed, took on extra work, and remained loyal through tough times — only to see someone who left waltz back in, possibly enticed with a raise or a better title.

Boomerang hires can breed resentment. Other employees may start questioning whether loyalty is valued. If the returning employee brings baggage or demands special treatment, it can further fracture team cohesion.

Two, returnees may not adjust to the new normal. Companies evolve. Strategies shift. Cultures mature. The organization the employee left months or years ago may no longer be the same place they once knew. Rehired staff often come back expecting familiarity, only to find new leadership, new systems, and new dynamics.

This can cause frustration on both ends, especially if the returning employees try to reassert the old norms or cling to “how we used to do it.” In some cases, they become vocal critics of the company’s evolution, slowing down progress rather than supporting it.

Three, a clash between fresh eyes and familiar habits. New external hires question old assumptions, spot inefficiencies, and bring in best practices from other industries. Boomerang hires, by contrast, tend to revert to their old, familiar routines.

They’re often resistant to change and can become protectors of outdated and wasteful processes. While experience is valuable, it

can also become a trap if not accompanied by adaptability.

Four, boomerang workers that failed with their past employer. Are they back for the right reasons? Are they returning for convenience? Is the former employee excited to rejoin the team, or was the return the result of “greener pastures” that turned out to be carabao grass?

While there’s nothing wrong with realizing a past job wasn’t so bad after all, managers must be cautious of rehires who treat the company like a fallback option.

Five, rehiring complicates internal equity. One of the stickiest challenges in management is ensuring fairness, and nothing screams “double standard” like giving a returning employee a faster track to promotion or higher pay than peers who stayed and performed consistently.

Even if the returning hire is worth it, managers must navigate the situation carefully. Overcompensating to win them back could cause current workers to question their growth potential.

Six, legal and policy considerations. Rehiring may also require HR gymnastics, especially in organizations with strict policies around tenure, benefits, or retirement eligibility. Does the returning employee retain their prior seniority rights?

Are they subject to probation again? Why or why not? What about their unused leave or previous severance agreements? Without clear policies, managers could find themselves navigating a minefield of unintended consequences — or worse, legal liability.

Rehiring former employees isn’t always a bad decision, but it should not be automatic. Managers must evaluate not just the person’s track record but the context of their return. Sometimes the best path forward is tapping external talent while also nurturing current workers, minus their old habits. The bottom line?

A familiar face is comforting, but growth often lives outside the comfort zone.

Ask questions and receive REY ELBO’s insights for free. E-mail elbonomics@gmail.com or DM him on Facebook, LinkedIn, X, or via <https://reyelbo.com>. Anonymity is guaranteed.



Career Opportunity in **AB LEISURE EXPONENT INC.**

Position Title: **MANDARIN PRODUCT MANAGER (2 VACANCIES)**

JOB DESCRIPTION:

- Define and execute product strategies and roadmaps aligned with company goals.
- Collaborate with cross-functional teams to deliver high-quality products on time.
- Act as the main point of contact for Mandarin-speaking stakeholders, including suppliers, manufacturers, and regional offices.
- Collect and analyze user feedback, market data, and business requirements.
- Prioritize product features and enhancements using data-driven decision-making.
- Monitor product performance and iterate based on feedback and analytics.

QUALIFICATION:

- Proficient in both Mandarin and English (spoken and written).
- Excellent analytical, communication, and project management skills.
- Strong understanding of UX/UI principles and customer-centric design.

Applications may be sent to:
LAU, NIEL KEVIN LIM
Corp.compliance@digipius.com.ph

COMPANY / EMPLOYER	
COMPANY NAME: AB LEISURE EXPONENT INC. ADDRESS: 5/F SM MEGAMALL BLDG D, J VARGAS WACK-WACK GREENHILLS, CITY OF MANDALUYONG NATURE OF BUSINESS: AMUSEMENT AND RECREATION	
NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION	
NAME: ZHANG, WAN ADDRESS: TIMES SQUARE WEST NORTH BONIFACIO DISTRICT 38TH ST TAGUIG CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS	NAME: CHEN, HAOMING ADDRESS: TIMES SQUARE WEST NORTH BONIFACIO DISTRICT 38TH TAGUIG CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS

AB LEISURE EXPONENT INC. hereby declares that the above-named foreign national is able, willing and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment- National Capital Region located at 967 Maligaya Street, Malate Manila

Career Opportunity in **AB LEISURE EXPONENT INC.**

Position Title: **MANDARIN C++ DEVELOPER**

JOB DESCRIPTION:

- Design, develop, and maintain C++ applications for performance-critical systems.
- Write clean, efficient, and well-documented code.
- Debug and optimize existing code for efficiency and scalability.
- Collaborate with product managers, QA engineers, and other developers to ensure high-quality software delivery.
- Participate in code reviews, design discussions, and agile development processes.
- Translate technical and business requirements from Mandarin-speaking stakeholders into technical solutions.

QUALIFICATION:

- Strong knowledge of object-oriented programming and design patterns.
- Proficiency in Mandarin (both written and spoken) – able to work with Mandarin-speaking teams.
- Ability to write clean, maintainable, and testable code.
- Excellent problem-solving skills and attention to detail.

Applications may be sent to:
LAU, NIEL KEVIN LIM
Corp.compliance@digipius.com.ph

COMPANY / EMPLOYER	NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION
COMPANY NAME: AB LEISURE EXPONENT INC. ADDRESS: 5/F SM MEGAMALL BLDG D, J VARGAS WACK-WACK GREENHILLS, CITY OF MANDALUYONG NATURE OF BUSINESS: AMUSEMENT AND RECREATION	NAME: HAO, HUI ADDRESS: SM DEVELOPMENT CORPORATION SM AIR RESIDENCESS SAN ANTONIO MAKATI CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS

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Career Opportunity in **AB LEISURE EXPONENT INC.**

Position Title: **MANDARIN C++ ENGINEER (2 VACANCIES)**

JOB DESCRIPTION:

- Design, develop, and optimize C++ software components
- Write clean, maintainable, and efficient code
- Work on performance-critical systems such as trading engines, embedded applications, or game engines
- Participate in code reviews and unit testing
- Collaborate with cross-functional teams in Mandarin and English
- Document code, processes, and system architecture
- Support production environments and debug issues

QUALIFICATION:

- Proficiency in Mandarin (reading, writing, and speaking)
- Solid understanding of object-oriented programming and software design patterns
- Familiarity with version control systems (e.g., Git)
- Strong problem-solving and analytical skills

Applications may be sent to:
LAU, NIEL KEVIN LIM
Corp.compliance@digipius.com.ph

COMPANY / EMPLOYER	
COMPANY NAME: AB LEISURE EXPONENT INC. ADDRESS: 5/F SM MEGAMALL BLDG D, J VARGAS WACK-WACK GREENHILLS, CITY OF MANDALUYONG NATURE OF BUSINESS: AMUSEMENT AND RECREATION	
NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION	
NAME: LUO, WEIHUA ADDRESS: JAZZ RESIDENCE TOWER B MAKATI CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS	NAME: LI, RONG ADDRESS: EAST WING THE RISE MAKATI CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS

AB LEISURE EXPONENT INC. hereby declares that the above-name of foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment-National Capital Region located at 967 Maligaya Street, Malate, Manila.

Career Opportunity in **AB LEISURE EXPONENT INC.**

Position Title: **MANDARIN UI DESIGNER (2 VACANCIES)**

JOB DESCRIPTION:

- Design and deliver user interface mockups, wireframes, and visual design specifications.
- Collaborate closely with product managers, UX designers, and developers to ensure high-quality design execution.
- Create intuitive, aesthetically pleasing UI designs that cater to both global and Mandarin-speaking user bases.
- Participate in user research and usability testing to inform design decisions.
- Adapt and localize UI elements for Mandarin-speaking regions while maintaining consistency with the global brand.
- Ensure accessibility and usability across platforms and devices.
- Stay updated with design trends and technologies relevant to both global and Chinese markets.

QUALIFICATION:

- Proficient in Mandarin (spoken and written) and English.
- Proficiency in design tools such as Figma, Sketch, Adobe XD, Photoshop, and Illustrator.
- Strong understanding of UI design principles, layout, typography, color theory, and responsive design.
- Familiarity with front-end development concepts (HTML/CSS knowledge is a plus).
- Ability to work independently and as part of a cross-functional, remote team.
- Strong communication and time management skills.

Applications may be sent to:
LAU, NIEL KEVIN LIM
Corp.compliance@digipius.com.ph

COMPANY / EMPLOYER	
COMPANY NAME: AB LEISURE EXPONENT INC. ADDRESS: 5/F SM MEGAMALL BLDG D, J VARGAS WACK-WACK GREENHILLS, CITY OF MANDALUYONG NATURE OF BUSINESS: AMUSEMENT AND RECREATION	
NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION	
NAME: LONG, YI ADDRESS: TOWER 3 THE LERATO MALUGAY STREET MAKATI CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS	NAME: WANG, YAN ADDRESS: AVIDA TOWER 2 BGC TAGUIG CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS

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Career Opportunity in **NEW CHANGE TECHNICAL CONSULTANTS INC.**

MULTILINGUAL PROJECT MANAGEMENT CONSULTANT

(1 Vacancy)

Job Description:	Qualification:
- Assist with various project-related tasks, including research, data collection, and document development. - Ensures that all project documentation, reports, and updates are available in multiple languages, including English and Hindi.	- College graduate or Bachelor's degree of any course. - Strong written and verbal communication skills in English and Hindi languages.

Applications may be sent to:
Name of Company HR: Keren Tumang
Email address: cv@newchangepgroup.com

Company / Employer	Name of foreign national intending to apply for the position
Company Name: New Change Technical Consultants Inc. Complete Address: 7/F Glorietta 4, Ayala Center, San Lorenzo, Makati City Nature Of Business: Other Community, Social And Personal Service Activities	Name: Godse, Amit Anand Address: Makati City Nationality: Indian Intended period of employment: Two (2) years

New Change Technical Consultants Inc. hereby declares that the above-named foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment - National Capital Region located at 967 Maligaya Street, Malate, Manila

Career Opportunity in **AMMEX ISUPPORT INTERNATIONAL CORPORATION**

CHIEF OPERATIONS OFFICER

(1 Vacancy)

Job Description:	Qualification:
- Oversee day-to-day operations of recruitment I.T., human resources, client relationship management and facilities. - Ensure smooth functioning of operations with high levels of accuracy, efficiency, and customer satisfaction. - Drive continuous improvement initiatives focused on productivity, service levels, and overall customer experience. - Optimize client-vendor relationships by aligning goals, and streamlining communication.	- Senior Secondary Certificate with at least 2 to 4 years of relevant experience as Chief Operations Officer. - Fluency in both written and verbal communication in multiple languages, particularly English (Australian, American and British), French, and Spanish. - Expertise in large-scale project launches, operational excellence, and process transformation through digital solutions. - Creativity, problem-solving skills, and ability to work in a fast-paced environment. - Proficient in computer including competency in Microsoft Word, Excel, Outlook and PowerPoint.

Applications may be sent to:
Name of Company HR: R. Lustre
Email address: ammex61@gmail.com

Company / Employer	Name of foreign national intending to apply for the position
Company Name: AMMEX Isupport International Corporation Complete Address: Unit 6 th , 9 th & 10 th Floor Robinson's Cybercape Alpha, Sapphire & Garnet Roads, Ortigas Center, San Antonio, Pasig City Nature Of Business: Other Community, Social And Personal Service Activities	Name: Sendall, Michael Gavin Address: Pasig City Nationality: Australian Intended period of employment: Two (2) years

AMMEX Isupport International Corporation hereby declares that the above-named foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment - National Capital Region located at 967 Maligaya Street, Malate, Manila

Career Opportunity in **ARTELIA PHILIPPINES, INC.**

Multilingual Environmental and Social Specialist

(1 Vacancy)

Job Description:
- Ensure compliance with environmental regulations & standards throughout project life cycle - Conduct environmental & Social impact assessments - Integrate sustainability principles into project design & implementation - Establish monitoring system and prepare regular reports

Qualification:

- Bachelor's/ College Degree in any field
- Fluency in both written and verbal communication in multiple languages, particularly English (American and British), French, and Spanish
- Strong understanding of environmental regulations, impact assessment methodologies & sustainability principles

Applications may be sent to:
Name of Company HR: Remy Bondoy
Email address: hr.philippines@arteliagroup.com

Company / Employer	Name of foreign national intending to apply for the position
Company Name: Artelia Philippines, Inc. Complete Address: 10/F BTC Centre, 288 Ortigas Ave., corner Roosevelt St., Brgy. Greenhills, San Juan City Nature Of Business: Other Community, Social And Personal Service Activities	Name: Gabisch, Monserrat Address: Taguig City Nationality: American Intended period of employment: Three (3) years

Artelia Philippines, Inc. hereby declares that the above-named foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment - National Capital Region located at 967 Maligaya Street, Malate, Manila

Career Opportunity in **AB LEISURE EXPONENT INC.**

Position Title: **MANDARIN PRODUCT SPECIALIST (1 VACANCY)**

JOB DESCRIPTION:

- Develop and maintain in-depth knowledge of the company's products and services, ensuring they meet the needs of Mandarin-speaking customers.
- Provide technical support and assistance to Mandarin-speaking customers, addressing inquiries, issues, and troubleshooting.
- Work with development and marketing teams to ensure product features, documentation, and user interfaces are effectively localized for Mandarin-speaking markets improvements.
- Work closely with marketing, sales, and product teams to drive product success and adoption in Mandarin-speaking markets.

QUALIFICATION:

- Previous experience in a product support or customer-facing role.
- Ability to translate technical information for a non-technical audience.
- Knowledge of product management or experience in the tech industry is a plus.
- Strong problem-solving skills and attention to detail.
- Ability to work in a team environment and collaborate across departments.
- Fluency in both English and Mandarin, with strong written and verbal communication skills in both languages.

Applications may be sent to:
LAU, NIEL KEVIN LIM
Corp.compliance@digipius.com.ph

COMPANY / EMPLOYER	NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION
COMPANY NAME: AB LEISURE EXPONENT INC. ADDRESS: 5/F SM MEGAMALL BLDG D, J VARGAS WACK-WACK GREENHILLS, CITY OF MANDALUYONG NATURE OF BUSINESS: AMUSEMENT AND RECREATION	NAME: MU, ZHUYU ADDRESS: 8TH FLOOR BELLAGIO TOWER 3 1ST AVE TAGUIG CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS

AB LEISURE EXPONENT INC. hereby declares that the above-name of foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment-National Capital Region located at 967 Maligaya Street, Malate, Manila.

Career Opportunity in **AB LEISURE EXPONENT INC.**

Position Title: **MANDARIN DEVELOPER LEAD**

JOB DESCRIPTION:

- Lead the design, development, and deployment of software applications and systems.
- Provide technical guidance and mentorship to the development team.
- Collaborate with product managers, UX/UI designers, and QA to ensure project goals are met.
- Communicate project updates, blockers, and technical discussions in Mandarin and English.
- Conduct code reviews and ensure adherence to best practices and coding standards.
- Monitor system performance and implement optimizations as necessary.

QUALIFICATION:

- Excellent communication skills in Mandarin (native or fluent) and English (professional proficiency).
- Strong leadership and team management abilities.
- Excellent interpersonal and cross-cultural communication skills.
- Proactive problem-solving and decision-making capability.
- Ability to work in fast-paced, collaborative environments.

Applications may be sent to:
LAU, NIEL KEVIN LIM
Corp.compliance@digipius.com.ph

COMPANY / EMPLOYER	NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION
COMPANY NAME: AB LEISURE EXPONENT INC. ADDRESS: 5/F SM MEGAMALL BLDG D, J VARGAS WACK-WACK GREENHILLS, CITY OF MANDALUYONG NATURE OF BUSINESS: AMUSEMENT AND RECREATION	NAME: LE, JIAY ADDRESS: THE RISE MAKATI MALUGAY STREET MAKATI CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: TWO (2) YEARS

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