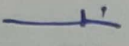
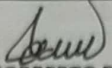
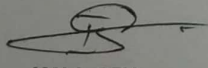
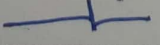
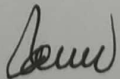


INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, IAN A. RELI of the PLATE MAKING PLANT, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of July to December 2023.

IAN A. RELI

RATEE

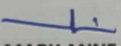
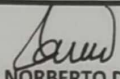
Reviewed by :	Date:	Approved by :	Date:										
 MARY ANNE E. HIZON		 ENGR NORBERTO D. ESPINO III											
IMMEDIATE SUPERVISOR		HEAD OF DIVISION											
OUTPUTS	SUCCESS FACTOR (Target + Measure)	ACTUAL ACCOMPLISHMENTS	RATINGS										
*Based on their respective duties and functions as indicated in their Contract.	Determines the type and number of outputs the office is mandated to deliver.		5 Outstanding 4 Very Satisfactory 3 Satisfactory 2 Unsatisfactory 1 Poor										
STRATEGIC PRIORITY			<table border="1"> <tr> <th>Quality</th> <th>Efficiency</th> <th>Timeliness</th> <th>Average</th> <th>Remarks</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Quality	Efficiency	Timeliness	Average	Remarks					
Quality	Efficiency	Timeliness	Average	Remarks									
FINISHED PLATE INSPECTOR	Checks the correctness of the finished license plates with 95% accuracy (2,000 pieces quota)		<table border="1"> <tr> <th>Quality</th> <th>Efficiency</th> <th>Timeliness</th> <th>Average</th> <th>Remarks</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Quality	Efficiency	Timeliness	Average	Remarks					
Quality	Efficiency	Timeliness	Average	Remarks									
CORE FUNCTION			<table border="1"> <tr> <th>Quality</th> <th>Efficiency</th> <th>Timeliness</th> <th>Average</th> <th>Remarks</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Quality	Efficiency	Timeliness	Average	Remarks					
Quality	Efficiency	Timeliness	Average	Remarks									
5S & Trainor	Maintains the cleanliness inside the plant day by day and trains the newly hired Job Order (Embossing production)		<table border="1"> <tr> <th>Quality</th> <th>Efficiency</th> <th>Timeliness</th> <th>Average</th> <th>Remarks</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Quality	Efficiency	Timeliness	Average	Remarks					
Quality	Efficiency	Timeliness	Average	Remarks									
DELIVERY	Checks the correctness of the quantity of finished license plates, RFID stickers and thermal ribbon on Delivery Receipts before the delivery to the Plate Unit		<table border="1"> <tr> <th>Quality</th> <th>Efficiency</th> <th>Timeliness</th> <th>Average</th> <th>Remarks</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Quality	Efficiency	Timeliness	Average	Remarks					
Quality	Efficiency	Timeliness	Average	Remarks									
SUPPORT FUNCTION			<table border="1"> <tr> <th>Quality</th> <th>Efficiency</th> <th>Timeliness</th> <th>Average</th> <th>Remarks</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Quality	Efficiency	Timeliness	Average	Remarks					
Quality	Efficiency	Timeliness	Average	Remarks									
OTHER DUTIES AS ASSIGNED	Performs other duties.		<table border="1"> <tr> <th>Quality</th> <th>Efficiency</th> <th>Timeliness</th> <th>Average</th> <th>Remarks</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Quality	Efficiency	Timeliness	Average	Remarks					
Quality	Efficiency	Timeliness	Average	Remarks									
Total Over-all Rating													
Final Average Rating													
Adjectival Rating													
Comments and Recommendation for Development Purposes :													
Discussed with :	Assessed by :	Final Ranking by :	Date :										
 IAN A. RELI	 MARY ANNE E. HIZON	 ENGR NORBERTO D. ESPINO III	02-28-2023										
EMPLOYEE	IMMEDIATE SUPERVISOR	HEAD OF DIVISION											

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, IAN A. RELI of the PLATE MAKING PLANT, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of January to June 2023.

IAN A. RELI

RATEE

Reviewed by :	Date:	Approved by :	Date:
 MARY ANNE E. HIZON		 ENGR NORBERTO D. ESPINO III	
IMMEDIATE SUPERVISOR		HEAD OF DIVISION	

OUTPUTS	SUCCESS FACTOR (Target + Measure)	ACTUAL ACCOMPLISHMENTS	RATINGS				
*Based on their respective duties and functions as indicated in their Contract.	Determines the type and number of outputs the office is mandated to deliver.		5	Outstanding			
			4	Very Satisfactory			
			3	Satisfactory			
			2	Unsatisfactory			
			1	Poor			

STRATEGIC PRIORITY			Quality	Efficiency	Timeliness	Average	Remarks
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FINISHED PLATE INSPECTOR	Checks the correctness of the finished license plates with 95% accuracy (2,000 pieces quota)						
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CORE FUNCTION			Quality	Efficiency	Timeliness	Average	Remarks
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5S & Trainor	Maintains the cleanliness inside the plant day by day and trains the newly hired Job Order (Embossing production)						
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			Quality	Efficiency	Timeliness	Average	Remarks
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DELIVERY	Checks the correctness of the quantity of finished license plates,RFID stickers and thermal ribbon on Delivery Receipts before the delivery to the Plate Unit						
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SUPPORT FUNCTION			Quality	Efficiency	Timeliness	Average	Remarks
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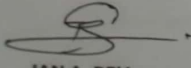
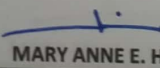
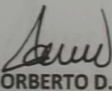
OTHER DUTIES AS ASSIGNED	Performs other duties.						
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Total Over-all Rating							
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Final Average Rating							
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Adjectival Rating							
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Comments and Recommendation for Development Purposes :

Discussed with :	Assessed by :	Final Ranking by :	Date :
 IAN A. RELI EMPLOYEE	 MARY ANNE E. HIZON IMMEDIATE SUPERVISOR	 ENGR NORBERTO D. ESPINO III HEAD OF DIVISION	02-28-2023