



I, ELLEONOR W. GUMASTIN-GULANGAN, of the OPERATIONS DEPARTMENT, BALICASAG ISLAND DIVE RESORT, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY 1, 2020 to DECEMBER 31, 2020


ELLEONOR GUMASTIN-GULANGAN

Ratee

Date: July 10, 2020

| Reviewed by   | Date   | Approved by  | Date   |    |       |       |         |
|---|--|--|--------|----|-------|-------|---------|
| ATTY. MA. TERESA C. ALVAREZ<br>Manager-Operations Department  | Jul. 10, 2020  | JETRO NICOLAS F. LOZADA<br>ACOO-Assets Management Sector   |        |    |       |       |         |
| Immediate Supervisor  |  | Head of Office   |        |    |       |       |         |
| STRATEGIC OBJECTIVES/<br>FUNCTIONS  | SUCCESS INDICATOR  | Actual Accomplishments   | RATING |    |       |       | Remarks |
|   |  |  | Q1     | E2 | T3    | A4    |         |
| STRATEGIC OBJECTIVE<br>Output 1<br>SO4: Achieved Financial<br>Viability and Sustainability of<br>Assets | Attained Budget Utilization Rate of 90%<br>based on approved budget plus<br>realignments and/or supplemental budget.<br><br>Accurate Financial Reports submitted to<br>OPED on 8th WD of the succeeding month. | Attained Budget Utilization<br>Rate of 61% on approved<br>budget plus realignments<br>and/or supplemental<br>budget.<br><br>Accurate Financial Reports<br>submitted to OPED on the<br>6th Wday of the succeeding<br>month. | 1.000  |    |       | 1.000 |         |
|   |  |  | 5.000  |    | 3.667 | 4.333 |         |

| SUCCESS INDICATOR  | Actual Accomplishments   | RATING |    |       |       | Remarks |
|--|--|--------|----|-------|-------|---------|
|  |  | Q1     | E2 | T3    | A4    |         |
| Submitted Maintenance Plan to Oped by the end of December 31, 2020, accepted upon 2nd revision.                                | Submitted Maintenance Plan to Oped on 18 September 2020 accepted after first revision. | 4.000  |    | 5.000 | 4.500 |         |
| 60% of personnel with competency based enhancement needs sent to competency based training before the end of December 31, 2020 | More than 65% of personnel with Red Cross Training before the end of 31 December 2021  | 5.000  |    | 5.000 | 5.000 |         |
| FINAL AVERAGE RATING   |  |        |    |       | 3.708 |         |
| Comments and Recommendations for Development Purposes  |  |        |    |       |       |         |

| Discussed with  | Date | Assessed by  | Date                    | Final Ranking by | Date |
|---|------|--|-------------------------|------------------|------|
| <br>ELLEONOR GUMASTIN-GULANGAN |      | I certify that I discussed my assessment of the performance with the employee. |                         |                  |      |
|   |      |  |                         |                  |      |
| ATTY. MA. TERESA C. ALVAREZ   |      |  | JETRO NICOLAS F. LOZADA |                  |      |

Legend: 1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

**RATING MATRIX**  
 July - December 2020  
**Balicasag Island Dive Resort**

| SUCCESS INDICATOR   | TIMELINESS  | QUALITY  |
|---|---|--|
| Accurate Financial Report, submitted to OPED on the 8th working day of the succeeding month   | 5 - submitted earlier than 7 WD<br>4 - submitted on 7th WD<br>3 - submitted on the 8th WD<br>2 - submitted on the 9th WD<br>1 - submitted beyond 9th WD | 5 - no error<br><br><br><br>1 - with error   |
| Attained Budget Utilization Rate of 90% based on approved budget plus realignments and/or supplemental budget<br><br>(formula: $\frac{\text{actual funds used}}{\text{DBM approved budget} + \text{supplemental and/or realigned budget}} \times 100\%$ ) |   | 5 - 94% & above of approved budget<br>4 - 91% - 93%<br>3 - 90%<br>2 - 85% - 89%<br>1 - 84% & below   |
| Submitted Maintenance Plan to Oped by the end of December 31, 2020, accepted upon 2nd revision  | 5 - submitted to by Dec 31, 2020<br><br><br>1 - was not submitted by December 31, 2020  | 5 - accepted w/o revision<br>4 - accepted upon 1st revision<br>3 - accepted upon 2nd revision<br>2 - accepted upon 3rd revision<br>1 - for complete revision of the plan |
| 60% of personnel with competency based enhancement needs sent to competency based training before the end of December 31, 2020  | 5 - attended the training before the end of December 31, 2020<br><br>1 - participants did not attend the training                                       | 5 - 65% and above<br>4 - 61% to 64%<br>3 - 60%<br>2 - 56 to 59%<br>1 - 55% and below   |