



**TOURISM
INFRASTRUCTURE AND
ENTERPRISE
ZONE
AUTHORITY**

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MEMORANDUM

FOR : **DR. ROSANNA M. OLGADO**
Manager, Administrative Services Department

THRU : **Mr. FRANCIS RANDY HORTELANO**
Manager, Corporate Planning Department

FROM : **Atty. JOSE T. BECHAYDA JR.**
Division Manager, Monitoring & Evaluation (M&E) Division

SUBJECT : **EVALUATION OF MR. MARK ANTHONY VIRTUS**

DATE : 04 January 2021



I am making this evaluation and not through the Supervisor's Rating Matrix provided to me as I find the criteria provided therewith to be not appropriate, suitable or fitting to be used as standard to assess Mr. Virtus' performance. This is because the circumstances upon which the criteria may have been established did not exist during the period being considered arising from the effect of the pandemic whereby little or no job at all had been assigned to Mr. Virtus. Though such is the case and in the process of finding some reasons to extend his stay, we instead find grounds not to prolong the employment, to wit:

- 1) Partly by his work attitude. It would seem that Mr. Virtus shows lack of concern to the need of the situation and to put in some extra effort. Sometime in August 2020, Mr. Virtus was involved in updating the content and lay-out of the fact sheets for the projects to be used as a kind of marketing tool for the congressmen and senators during the budget hearing. Despite the little task given to him due to the pandemic, the urgency to meet a deadline, and the task requiring the kind of skill that he has, not only he had the courage to tell to our superior that he had already completed his part and the rest should be done by the M&E Division, but actually transferred it to the latter without consent, and without regard of the fact that before the pandemic he was told that he was under the M&E Division - a fact that he denied, thus leaving the burden of completing the work to our superior; and
- 2) Mainly due to lack of work that can be assigned to him in the foreseeable future because of the effect of the pandemic and the kind of skill he possesses. The pandemic reduces the amount of work that deals with responding to client's request for financial assistance, in which Mr. Virtus' share could just be a trickle. But more importantly, Mr. Virtus is more of an artist good at computer lay-outing or molding something into an object than being a writer or somebody who can work comfortably with some menial tasks. There is no work in corplan that fits to that category. If there is, it is seasonal like him being involved in the preparation of the annual report.

In sum and with much regret, I do not support the renewal Mr. Virtus' employment.