

University of Southeastern Philippines

FY 2021 AGENCY ANNUAL PERFORMANCE COMMITMENT AND REVIEW (AAPCR) FORM

The University of Southeastern Philippines (USeP) commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January-December 2021**

Prepared by:	Reviewed by:	Approved by:
Director, Institutional Planning Division	Chair, PMT-PMG	LOURDES C. GENERALAO President Date:

IMPORTANT:

1. Respective OPCRs of offices and CPCRs must be based on the Catch Up Plan of the University.

			Allocated Budget	Office/s Accountable			Accompli		nt	
Performance Indicators	Year) Measures		(F-101)	Targets Basis	Implementing Office	Support Office	Other Remarks	ACCO	inpusiinei	
	2021		(in Php '000)		, , ,			Actual	Score R	lating
I. CORE FUNCTIONS										
HIGHER EDUCATION PROGRAM			725,845							
PREXC Indicators										
Outcome Indicators							E 11 21 1			
Percentage of first-time licensure exam-takers that pass the licensure exams	75% (38/51)	Measure 2a		NEP 2021	OVPAA	Ced, CTET, CT, CARS, CoE	For colleges with board courses.; Target percentage is 75% but the numerator and denominator will change since majority of the board examinations in the FY 2020 are postponed due to covid19.			
2. Percentage of graduates (2 years prior) that are employed	30% (886/2952)	Measure 2a		NEP 2021	CAC	All Colleges	Graduates of June 2019 (All campuses)			
Output Indicators										
Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	75% (5838/7785)	Measure 2a		NEP 2021	OVPAA	All Colleges, OUR	Timeframe: 1st sem of SY 2021-2022			
2. Percentage of undergraduate programs with accreditation	88% (30/34)	Measure 2b		NEP 2021	OVPAA	All Colleges, QAD	To include only programs that are qualified for survey visit.			
Catch-Up Plan Targets										
1. Percentage of applicable academic programs with COPC	90%	Measure 2b		Catch-Up Plan 2018-2021	All Colleges, OVPAA	QAD				
2. Percentage of students who rated their academic experience as very good or excellent.	90%	Measure 2b		Catch-Up Plan 2018-2021	OVPAA, All Colleges	PMMED				
3. Percentage of undergraduate academic programs OBE aligned	100%	Measure 2b		Catch-Up Plan 2018-2021	CIO-ETEEAP	All Colleges				
4. Percentage of graduate school programs revised/enhanced.	10%	Measure 2b		Catch-Up Plan 2018-2021	CIO-ETEEAP, OAS	All Colleges				
5. Number of programs offered through ETEEAP (accumulated)	10	Measure 2b		Catch-Up Plan 2018-2021	CIO-ETEEAP	All Colleges				
6. Percentage of faculty utilizing alternative teaching and learning modalities	100%	Measure 2b		Catch-Up Plan 2018-2021	CIO-ETEEAP	All Colleges				
7. Number of e-learning materials produced and offered through distance learning (accumulated)	50	Measure 2b		Catch-Up Plan 2018-2021	CIO-ETEEAP	All Colleges				
8. Number of new academic programs offered (e.g. Law, medicine, sanitary engineering, graduate programs)	2	Measure 2b		Catch-Up Plan 2018-2021	CIO-ETEEAP	All Colleges				
9. Percentage of academic programs accredited (undergrad and graduate programs)	90%	Measure 2b		Catch-Up Plan 2018-2021	OVPAA, QAD	All Colleges				
10. Number of programs granted COE/COD (accumulated)	10	Measure 2b		Catch-Up Plan 2018-2021	CIO-ETEEAP	All Colleges				

	SUCCESS II	NDICATORS	Allocated		Office/s Ac	countable					
Performance Indicators	Target (per Fiscal		Budget (F-101)	Targets Basis			Other Remarks	Acco	mplishm	ent	
	Year) 2021	1	Measures (in Php '000)		Implementing Office	Support Office		Actual	Score	Rating	
11. Passing rate in licensure examinations (first time and retakers)	85%	Measure 2b		Catch-Up Plan 2018-2021	OVPAA	All Colleges					
12. Percentage of graduates employed within 2 years after graduation (2019 graduates)	75%	Measure 2b		Catch-Up Plan 2018-2021	CAC	All Colleges					
13. Number of academic programs for student mobility and credit transfer (accumulated)	4	Measure 2a		Catch-Up Plan 2018-2021	OVPAA, IAD	All Colleges					
14. Number of faculty exchanges/fellowships (accumulated)	10	Measure 2a		Catch-Up Plan 2018-2021	OVPAA, IAD	All Colleges, HRMD				1	
15. Number of students involved in student mobility (accumulated)	350	Measure 2a		Catch-Up Plan 2018-2021	OVPAA, IAD	All Colleges, OSAS					
LOCALLY-FUNDED PROJECTS							•		,		
Percentage of completion of the following infrastructure projects according to timeline:											
1.1 Construction of Academic Building, Tagum Unit, Tagum-Mabini Campus (Phase 1 of 3)	100%	Measure 3	114,132	NEP 2021	Tagum-Mabini, PDD	FD, IPD					
1.2 Construction of Administrative Building, USeP Obrero Campus (Phase 2 of 3)	100%	Measure 3	90,000	NEP 2021	PDD	FD, IPD					
1.3 Construction of 7-Storey Multi-Media Learning Resource Center, USeP Obrero Campus (Phase 3 of 4)	100%	Measure 3	50,000	NEP 2021	PDD	IPD, FD					
1.4 Completion of SAEc Building, USeP Obrero Campus (Phase 2 of 2)	100%	Measure 3	30,000	NEP 2021	PDD	FD, IPD					
1.5 Construction of Technology and Business Incubator	100%	Measure 3	25,000	NEP 2021	PDD	IPD, FD					
1.6 Completion of IT Building USeP Obrero Campus (Phase 7 of 7)	100%	Measure 3	15,000	NEP 2021	PDD	FD, IPD					
1.7 Establishment of Smart Facility in the Newly Completed IT Building in USeP Obrero Campus	100%	Measure 3	17,971	NEP 2021	OVPAA, CIC	IPD, FD					
1.8 Turnstile with ID System for Mintal Campus	100%	Measure 3	3,152	NEP 2021	SDMD	FD, IPD, CDM					
1.9 OneUSeP, oneData, Turning Data into Information	100%	Measure 3	5,178	NEP 2021	SDMD	CDM, IPD, FD					
ADVANCED EDUCATION PROGRAM			164,687								
PREXC Indicators											
Outcome Indicators											
Percentage of graduate school faculty engaged in research work applied in any of the following:											
(a) pursuing advanced research degree programs (Ph. D); (b) actively pursuing in the last three years (investigative research, basic and applied basic research, policy research, social science research): (c) producing technologies for commercialization or livelihood improvement: (d) whose research work resulted in an extension program.	27% (50/187)	Measure 1b, Measure 3		NEP 2021	OVPAA	HRMD, ED, KTTD, RD	Researches from 2016, 2017, 2018 (Terminal report)				
Output Indicators											
Percentage of graduate students enrolled in research degree programs	100% (3055/3055)	Measure 2a		NEP 2021	OVPAA	All Colleges, OUR, CIO- ETEEAP	Timeframe: 1st sem of SY 2021-2022				
Percentage of accredited graduate programs	81% (20/33)	Measure 2a		NEP 2021	OVPAA	All Colleges, QAD	To include only programs that are qualified for survey				
LOCALLY-FUNDED PROJECTS							visit.				
Percentage of completion of the following infrastructure and non-infrastructure projects according to timeline:											
1.1 Construction of School of Medicine Building, USeP Tagum Unit, Tagum-Mabini Campus (Phase 1 of 3)	100%	Measure 3	90,000,000	NEP 2021	Tagum-Mabini, PDD	FD, IPD					
1.2 Technical and Scientific Equipment (Procurement of medical equipment for the School of Medicine)	100%	Measure 3	50,000,000	NEP 2021	OVPRDE	FD, IPD					
RESEARCH PROGRAM			37,756								
PREXC Indicators											
Outcome Indicators											
Number of research outputs in the last three years utilized by the industry or by other beneficiaries	3	Measure 2a		NEP 2021	RD	All Colleges					
Output Indicators											
1. Number of research outputs completed within the year	35	Measure 3		NEP 2021	RD	All Colleges					

	SUCCESS INDICATORS		Allocated	Office/s Ac								
Performance Indicators	Target (per Fiscal Year)	Measures	Budget (F-101)	Targets Basis	Implementing Office	Support Office	Other Remarks	Accomplishment				
2. Percentage of receases outputs published in internationally referred or	2021		(in Php '000)		implementing office	Support Office		Actual	Score	Rating		
2. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	16% (11/70)	Measure 2a		NEP 2021	RD	All Colleges						
Catch-Up Plan Targets								1	ı			
1. Percentage of involvement in research by:												
1.1 Faculty	50%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
1.2 Non-teaching staff	10%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
1.3 Students	10%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
Percentage of faculty, non-teaching staff and students trained to conduct research:												
2.1 Faculty	80%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
2.2 Non-teaching staff	20%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
2.3 Students	20%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
3. Percentage of faculty, non-teaching staff and students trained to write publication												
3.1 Faculty	40%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
3.2 Non-teaching staff	10%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
3.3 Students	10%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
Percentage of faculty, non-teaching staff and students oriented on intellectual property rights												
4.1 Faculty	40%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
4.2 Non-teaching staff	5%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
4.3 Students	10%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
5. Number of research outputs produced	50	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
6. Percentage of research studies completed within the time frame	90%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
7. Percentage of research compliant to ethical standards	100%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
8. Percentage of research outputs with at least one of DOST's 6Ps deliverables	100%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
9. Number of new technologies generated (accumulated)	30	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
10. Number of externally-funded research studies	5	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
11. Percentage of research outputs by faculty, non-teaching staff and students, aligned to RDE Agenda	100%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
12. Number of University Journals accredited (accumulated)	4	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
13. Number of research centers established	4	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
14. Number of visiting scientists/fellows hosted	4	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
15. Number of research output presented												
15.1 International	20	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
15.2 National	17	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
15.3 Regional	15	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
16. Number of research studies disseminated in print, radio and television	70	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
17. Number of research studies disseminated through legitimate academic research outlet	100	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
18. Average citations per publication	3	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
19. Percentage of research studies cited	50%	Measure 2b		Catch-Up Plan 2018-2021	RD	All Colleges						
20. Number of research conferences/fora hosted	2	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
21. Number of research outputs published in refereed ISI journal	10	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						

	SUCCESS INDICATORS		Allocated		Office/s Ac	countable						
Performance Indicators	Target (per Fiscal		Budget (F-101)	Targets Basis			Other Remarks	Accomplishment				
	Year) 2021	Measures	(in Php '000)		Implementing Office	Support Office		Actual Se	core	Rating		
22. Number of technologies patented or utility model registered	1	Measure 2a	(III PIIP 000)	Catch-Up Plan 2018-2021	KTTD	All Colleges		Actual 3	Lore	Katiliy		
23. Number of technologies submitted for patenting	5	Measure 2a		Catch-Up Plan 2018-2021	KTTD	All Colleges						
24. Number of citations in refereed journals	50	Measure 2a		Catch-Up Plan 2018-2021	RD	All Colleges						
LOCALLY-FUNDED PROJECTS	30	Medadre 2d		Catch op Han 2010 2021	TIE .	7 iii coneges						
Percentage of completion of the non-infrastructure projects according												
to timeline: 1.1 Conduct of Various Research Programs	100%	Managura 3	26.256	NEP 2021	RD	All Colleges						
TECHNICAL ADVISORY AND EXTENSION PROGRAM	100%	Measure 3	26,256 5,568	NEP 2021	RD	All Colleges						
PREXC Indicators			3,300									
Outcome Indicators												
Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	24	Measure 2b		NEP 2021	ED	All Colleges						
Output Indicators							1					
1. Number of trainees weighted by the length of training	4500	Measure 2b		NEP 2021	ED	All Colleges						
Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	10	Measure 2b		NEP 2021	ED	All Colleges						
3. Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	93% (4185/4500)	Measure 1a		NEP 2021	ED	All Colleges						
Catch-Up Plan Targets					1		1	 				
1. Number of active instruction-based extension programs (accumulated)	11	Measure 2a		Catch-Up Plan 2018-2021	ED	All Colleges						
2. Number of extension programs in collaboration with external partners	1	Measure 2a		Catch-Up Plan 2018-2021	ED	All Colleges						
3. Percentage of research-based extension projects conducted with at least one of the DOST's 6Ps	100%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
4. Percentage of involvement by faculty, non-teaching staff and students in extension services:												
4.1 Faculty	26%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
4.2 Non-teaching staff	5%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
4.3 Students	1%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
5. Percentage of faculty, non-teaching staff and students to conduct extension activities:												
5.1 Faculty	80%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
5.2 Non-teaching staff	20%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
5.3 Students	10%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
6. Number of trainees weighted by the length of training	3000	Measure 2a		Catch-Up Plan 2018-2021	ED	All Colleges						
7. Number of adopters engaged in profitable enterprise	3	Measure 2a		Catch-Up Plan 2018-2021	ED	All Colleges						
8. Average percentage of yearly increase in the number of adopters to total number of trainees	1%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
Number of viable demonstration projects based on positive return on investment (ROI) analysis in the past three years	3	Measure 2a		Catch-Up Plan 2018-2021	ED	All Colleges						
10. Percentage of internal rate of return for all demonstration projects	20%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
11. Percentage of partners rate training courses and advisory services as very good or excellent in terms of quality and relevance	90%	Measure 2b		Catch-Up Plan 2018-2021	ED	All Colleges						
12. Number of IEC materials in every approved research-based extension program/project	1	Measure 2a		Catch-Up Plan 2018-2021	ED	All Colleges						
13. Number of products commercialized	1	Measure 2a		Catch-Up Plan 2018-2021	ED	All Colleges						
14. Number of Technology and Business Incubator (TBI) established	1	Measure 2a		Catch-Up Plan 2018-2021	KTTD	IPD, PDD						
15. Number of spin-off/startup companies established	1	Measure 2a		Catch-Up Plan 2018-2021	KTTD	ED						
16. Number of employment generated from spin-off/startup companies	1	Measure 2a		Catch-Up Plan 2018-2021	KTTD	ED						

	SUCCESS INDICATORS		Allocated		Office/s A	ccountable						
Performance Indicators	Target (per Fiscal Year)	Measures	Budget (F-101)	Targets Basis	Implementing Office	Support Office	Other Remarks	Accomplishment				
LOCALLY-FUNDED PROJECTS	2021		(in Php '000)					Actual	Score	Rating		
Percentage of completion of the non-infrastructure projects according to timeline:												
1.1 Conduct of Extension Programs	100%	Measure 3	1,000	NEP 2021	ED	All Colleges, IPD, FD						
II. SUPPORT FUNCTIONS	<u> </u>					•						
Support to Operations			11,284									
Percentage of completion of the Land Use Development and Infrastructure Development Plan (LUDIP) 2021-2030	100%; Before due date	Measure 1b, Measure 2b, Measure 3		RA 11396	IPD	OP						
2. Percentage of completion of the USeP Strategic Plan 2022-2026	100%; Before due date	Measure 1b, Measure 2b, Measure 3		RA 11396	IPD	OP						
3. Percentage of completion of the USeP Human Resource Development Plan 2022-2026	100%; Before due date	Measure 1b, Measure 2b, Measure 3		RA 11396	IPD, HRMD	OP						
4. Percentage of completion of USeP GAD Agenda 2022-2026	100%; Before due date	Measure 1b, Measure 2b, Measure 3		RA 11396	IPD							
5. Percentage of completion of USeP ISSP 2021-2023 (Endorsed by DICT-MITHI)	100%; Before due date	Measure 1b, Measure 2b, Measure 3		RA 11396	SDMD							
6. Environmental Compliance Certification	2	Measure 2a		RA 11396	IPD							
7. Percentage of completion of the Solid Waste Management Plan	100%	Measure 1b, Measure 2b, Measure 3		RA 11396	ASD	IPD						
8. Percentage of completion of the Disaster Risk Reduction and Management Plan	100%	Measure 1b, Measure 2b, Measure 3		RA 11396	ASD	IPD						
Percentage of completion of the revised/updated SPMS Manual	100%; Before due date	Measure 1b, Measure 3		RA 11396	PMMED							
10. ISO recertification application.	Recertified; before due date	Measure 3		RA 11396	QAD	All Colleges, OP, Tagum- Mabini, OVPAA, OVPAD, OVPPQuA, OVPRDE						
General Administration and Support	1		199,639			1						
Percentage of faculty and non-teaching staff with individual working space and desktop computer	90%	Measure 2b		Catch-Up Plan 2018-2021	IPD	SDMD, ASD, FD						
Number of institution-wide activities conducted related to faculty and non-teaching staff development	25	Measure 2b		Catch-Up Plan 2018-2021	HRMD	All Colleges, OP, Tagum- Mabini, OVPAA, OVPAD, OVPPQuA, OVPRDE						
3. Percentage of non-teaching staff with doctorate degrees	5%	Measure 2b		Catch-Up Plan 2018-2021	HRMD	OP, Tagum-Mabini, OVPAA, OVPAD, OVPPQuA, OVPRDE						
4. Percentage of faculty with doctorate degrees	40%	Measure 2b		Catch-Up Plan 2018-2021	HRMD	All Colleges						
5. Percentage of non-teaching staff given job-skill training	50%	Measure 2b		Catch-Up Plan 2018-2021	HRMD	OVPRDE, OVPPQuA, OVPAD, OVPAA, Tagum- Mabini, OP, All Colleges						
6. Percentage of plantilla positions filled	98%	Measure 2b		Catch-Up Plan 2018-2021	HRMD	OVPRDE, OVPPQuA, OVPAD, OVPAA, Tagum- Mabini, OP, All Colleges						
7. Number of categories for personnel awards	8%	Measure 2b		Catch-Up Plan 2018-2021	HRMD	OVPRDE, OVPPQuA, OVPAD, OVPAA, Tagum- Mabini, OP, All Colleges						
8. Percentages of positions/designations with qualified faculty and non-teaching staff	100%	Measure 2b		Catch-Up Plan 2018-2021	HRMD	All Colleges, OP, Tagum- Mabini, OVPAA, OVPAD, OVPPQuA, OVPRDE						
2020 PBB compliance												
Percentage of compliance to good governance condition.	100%	Measure 2b		PBB 2020	OVPAD	All Colleges, OP, Tagum- Mabini, OVPAA, OVPAD, OVPRDE, IPD						
Percentage of compliance to PBB other cross cutting requirements.	100%	Measure 2b		PBB 2020	OVPAD	All Colleges, OP, Tagum- Mabini, OVPAD, OVPPQuA, OVPAA, OVPRDE						
Percentage of compliance to PBB public financial management requirements.	100%	Measure 2b		PBB 2020	OVPAD	All Colleges, OP, Tagum- Mabini, OVPAA, OVPAD, OVPRDE, OVPPQuA						
Financial	1	ı			I	. ,						
Utilization rate of internally generated income and business related funds:												

	SUCCESS INDICATORS		Allocated		Office	/s Accountable						
Performance Indicators	Target (per Fiscal Year)	Measures	Budget (F-101)	Targets Basis	Implementing Office	e Support Office	Other Remarks	Acco	omplishr	nent		
	2021		(in Php '000)					Actual	Score	Rating		
1.1 Utilization/Approved Budget	70%	Measure 2a		Catch-Up Plan 2018-2021	FD	All Colleges, OP, Tagum- Mabini, OVPAA, OVPAD, OVPPQuA, OVPRDE						
1.2 Disbursement/Utilization	90%	Measure 2a		Catch-Up Plan 2018-2021	FD							
2. Utilization rate of regular agency funds:												
2.1 Obligation/Allotment	100%	Measure 2b		Catch-Up Plan 2018-2021/PBB 2021	FD	OVPRDE, OVPPQuA, OVPAD, OVPAA, Tagum- Mabini, OP, All Colleges						
2.2 Disbursement/Obligation	100%	Measure 2b		Catch-Up Plan 2018-2021/PBB 2021	FD	All Colleges, Tagum-Mabini, OP, OVPAA, OVPAD, OVPPQuA, OVPRDE						
3. Percentage of utilization of fiduciary funds for the improvement of student services	90%	Measure 2a		Catch-Up Plan 2018-2021	FD	All Colleges, Tagum-Mabini, OVPAA, OP, OVPAD, OVPRDE, OVPPQuA						
Projects funded under 164												
1. Percentage of completion of the projects funded under 164	100%	Measure 2b		Catch-Up Plan 2018-2021	ASD	PDD, FD, IPD						
TOTAL BUDGET			1,144,779.00	1								
				OVER ALL RATING								
I. CORE FUNCTIONS (80%)									RATING			
Higher Education Program (25%)												
Advanced Education Program (25%)												
Research Program (25%)												
Technical Advisory and Extension Program (25%)												
II. SUPPORT FUNCTIONS (20%)												
Support to Operations (30%)												
General Administration and Support (70%)												
							TOTAL Over-All Rating					
							Descriptive Equivalent					
							Descriptive Equivalent					
NOTE: This area will only be signed after consolidation and rating is done	by the end of rating perio	d.										
Prepared by:	· · · · ·	Reviewed by:			Аррі	roved by:						
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DAISY T. BESING Director, Institutional Planning Division		TAMARA CHER R. ME PMT-PMG Chair	RCADO			JRDES C. GENERALAO sident						

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