Appendix K. Sample Reports of Taters Enterprises, Inc.

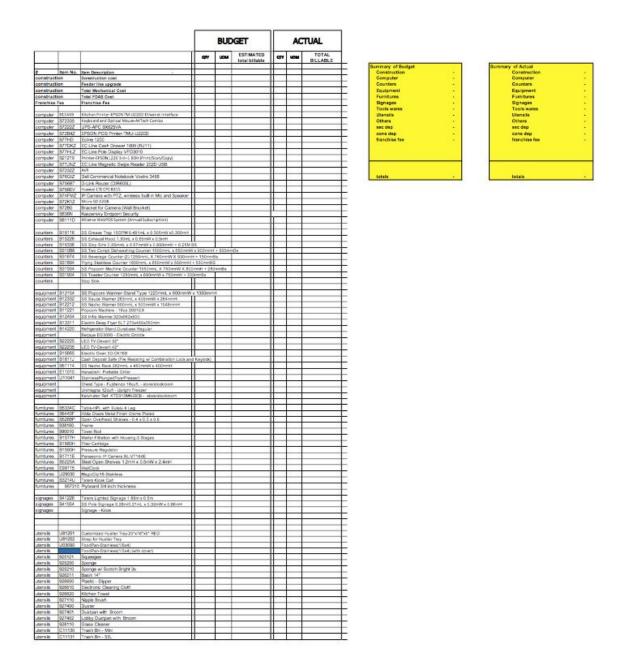


Figure 4-10 Capital Expenditure

				BUD	GET		AC	TUAL
	1		QFY	LOM	ESTIMATED total billable	qtv	uom	TOTAL BILLABLE
tens is	J32910	Utility Pail w/ Cover 10s.		2	10.00			-
iona la	926462	Plastic - Dust Pan (big)	-	_		-	_	
tensils.	926410	Mini Brush with Dustpan Map Bucket w/ Winnger Combo			_	-	_	÷
ters is	922300	Moo Head	11			-	-	
tens is	922100	Moo Handle						
ters is:	J32900	UtilityBaskerforCleaning				-	_	
ters is	J49531	WeFloorSignage		-		-	_	
tara la	J46550	Sprayer			_	-	-	-
			-			-		
ters is	911100	Tray - For Napkin	+		_	-	-	-
tars is	923000	loe Scooper Holderlip tray	11					-
tens is	929010	Fly Swatter	11	3				
tens is	926100	Brush-For Bottle	11					9
for a la	951161	Infra Bulb - Kandolite 250W				-	_	10
ens is	963140	Cash 9ox - Large	-			-	_	
tensils tensils	990020	Step Ladder - 4 steps Plastic Stool - Round	-	-	_	-	-	_
iaca la	992230	One Step Stool	- 11			-	_	
ters is	816117	Weighing Scale-Digital 15kg x 1g	-			11	-	
lens is:	516227	Weighing Scale-Mechanical 30kg s 100g	11					ě.
lans is	515237	Weighing Scale-Mechanical 500g x 2g		3				3
ters in	E99111	PushCart-FirstPinacle	-		_	-	_	
tensils tensils	U39090 U00080	FoodPanCover- for 1/9 foodpan StockPot for Cheese Sauce	11	4	-		-	-
tens is	300080	Call Bell	11			11	-	
tens is	JJ00010	FoodPan Full Stainless 2.5"	11					
tens is	U03091	FoodPan-Stainless - 1/9x2						
tecs ls	U07220	CanCoener-SwingAway	11			1		12
tecah_	J09070	Stainless Oil Pitcher-1L	11			-	_	-
tecs is	J09200 J09210	Paints for floor 2"	- 11			- 11		
ters in	J09210	Paleta for griddle 4" Paleta for floor 1" - for Gressee Trap	11			1		
tara la	U10206	Tongs6-forJalapeno						
tors is	U10211	Tongs6-forJalapeno Tongs10-FriesandChips						0
tens la	U10210	Tongs 10-Flatforbuns	11			-		
tensils tensils	U10217	Tongs17 Silcon Tong-Small	- 11	1	_	-	_	
tens is	U17300	SS Funnel	-		_	-	-	
ters is	U29300	PlasticPalet 25.5x17.5x2.1	11	9 0				-3
ters is	U32312	CrocanFlexiBox-FB800						
tens is	J32313	OrocanFlexBox FB300	11				\vdash	5
tens is	J32330 J32315	Crates-Big Crates-Medium (Green/Red)		-	_	-	-	
tensils tensils	U33411	Tuppervare-OvaConister1.7L83	-		_	-	-	
(acalla	U33421	Tupperware-Ova/Canister2.3L64						3
tera la	U33431	Tupperware-SquareKeeperkritiuns						
ters is	U33452	Tupperware-New Medium Square 1L	-					
ters la	U33471	Tupperware-Pak&Store Tupperware-New Small Square Round 650ml					_	2
tors in tors in	J33492 J39311	Mini Drawer-3 Layer				-		-
tors is	J49380	MeasuringOupSet-Stainless(4pcs/set)	11			-		
dens is	U49111	OvenThermometer100/600F						
tens is	U49121	Ref/FreezerThermometer	-	3 5		-		5
tensils tensils	U48131	Pocket/TesfThermometer #StemThermometer	-	-	-	-	-	
ters is	J46390	MeasuringCup 1 1/2	+1		_	-	-	
tens is	U45380	MeasuringOup(4pcs/Set)-Plastic	11	0				
tens is	J49511	Digita/Timer	П	2 2				3
tens is	J47000	FlavoringSpoon-1tablespoon(QueenT)			_	-	-	
tera la	U47001 U47002	Bantingspoon-large	-			-		
tens la tens la	U47070	Silcon Brush-Petry Basing Ios Pick	11			1		-
tera la	U47100	Oil Spean-For Griddle						
lacs its	US1500	StainlessMixingbowl	1					
lacs is	U51115 U51811	Stainless Colander	- 11			-		-
tens la tens la	U53000	Stainless Tray-8x11 Stainless SauceLaddle	-11			- 11	-	
ets is		CambroRFS6PPRoundContainer wil Lid	11			#		
tens its	U53411	CalnbroRFS12PPRoundContainer	11					
ters is	J53412	CambroRF8C12PPRoundContainerCover				1		
tens is	355211	RubbermaidBouncerBarScooper-6oz	11	+			-	-
tensils tensils	U57000	CambroCamwearScooptclearti-24cz Bar Scoon	11	1	_	1	_	1
ters is	U57350	Spatula-Rutter(small)	11			1		
ensils.	J59900	RubberSpanille-Medium		2 2	1			8
erah.	U61080	Stainer-4(forgressettisp)	11			1		2
pen la		Stainer-3.5(forfryer)	-			- 11		
	U61110			1			_	
ena la	U61120	Strainer 10-stainless				-		
era la era la	J61120 J62010	Whithp-Bg10						-
erak erak erak	U61120	WesWhp-Big16 WesWhp-Big16HD Sainless-OFFump						
era la era la era la era la	J61120 J62010 J62018 J74000 J74262	WesWhp-Big16 WesWhp-Big16HD Sainless-OFFump						
lens la lens la lens la lens la lens la	J61120 J62010 J62018 J74000 J74262 J74330	Whelithip-Big10:10 Whelithip-Big10:10 Stanties-OPEurop CambroSatShekerwiLid TableCraftSqueezeDapenser-12oz						
iona la lana la lana la lana la lana la lana la lana la	J62010 J62010 J62018 J74000 J74262 J74330 J74340	Westings By 10 Westings By 1610 Starties - Diffurg Cambro5atShakerwiLid TableOntRispess Obsperser-12az TableOntRispess Obsperser-12az						
era la era la era la era la era la era la era la era la	J61120 J62010 J62018 J74000 J74262 J74330 J74340 J74360	Minimits-Bg 10 Stenies-DiPump CantrodetDhaismwiLid TabiChallSpecedDhamer-Tab TabiChallSpecedDhamer-Tab TabiChallSpecedDhamer-Tab TabiChallSpecedDhamer-Tab TabiChallSpecedDhamer-Tab						
era la era la era la era la era la era la era la era la era la era la	J62010 J62010 J62018 J74000 J74262 J74330 J74340	Ministriks-1819. Ministriks-1819. Statinias-CPPUmp CambroSatShakeral-Lid TabloContSpaces Departmen-12oz TabloContSpaces of Departmen-12oz TabloContSpaces of Departmen-12oz Strate Departmen-15oxe Strate Departmen-15oxe Gridstatago Terromonates						
tens la tens la	J81120 J82010 J82018 J74000 J74262 J74390 J74340 J74390 911222 J48141 983130	Interditis-Big 10. Interditis-Big 10						
tens la tens la	J81120 J82010 J82018 J74000 J74262 J74330 J74340 J74340 J71222 J80141 963130 J08200	Westings-Bay 10 Westings-Bay 10 Statists - DiPurp Controllable Harmon, 10 Table Charles Chapman - 12 Table Charles Charles Charles Table Charles Charles Table Char						
iona Ri iona R	J81120 J82010 J82018 J74000 J74252 J74330 J74340 J74390 911222 J48541 963130 J9200 J97220	Westing Big 10 Westing Big 10 Statistics of Physics Statistics Stati						
ens la ens la en	J81120 J82010 J82018 J74000 J74262 J74330 J74340 J74390 911222 J85141 980130 J05200 J17220 J47010	Mercining-Bas 10 Mercining-Bas 1011 Stantias - DiPump Chartes - Dipump Cha						
ena la	J61120 J62010 J62018 J74000 J74202 J74300 J74340 J74340 J74340 J74340 J46141 963130 J6200 J47050 J47050	Westinite Bus 100 Westinite Bus 100 Statistics of Pillary Statistics of Statistics Statistics of Statistics Statistics of Statistics						
era la	J81120 J82019 J82019 J74020 J74262 J74330 J74390 911222 J45141 963130 J97220 J47010 J4	Meminis - Bar 10 Meminis - Bar 10 Saminas - O'Pump Caminas - O'Pump Camina						
tens la tens la	J61120 J62010 J62018 J74000 J74202 J74300 J74340 J74340 J74340 J74340 J46141 963130 J6200 J47050 J47050	Westinite Bus 100 Westinite Bus 100 Statistics of Pillary Statistics of Statistics Statistics of Statistics Statistics of Statistics						

				BUD	GET		AC	TUAL
	Ì		QTY	UOM	ESTIMATED total billable	QTY	UOM	TOTAL
tens is	U65000	Turner-SSwoodhandle				-		
ens is	U65600	Tefon Turner						
tensils	U69300	Plastic-VegetableSpinner			3			
tensils	U41216	Red Tray-Plastic 12x16	148	100				
tens is	992240	Tool Box	- 0		2 2			
tens is	993010	Philips and Screw Driver Set						
tens is	U48010	Pier-Long Nose						
dens is	993020	Tape Rule (metro)						
dens is	993030	Electric Tester				ш_		
dens ils	966000	Double Sided Tape 3M	1 (2)					
dens is	962200	Alcohol	-					
dens is	962210	Soap 3's	-					
dens is	964000	First Aid Kit	18		1			
dons ils	965000	Vanity Box-First Aid Kit Container		100				
itens is	U00110	Flashlight-Eveready	110					
dens is	U00120	Battery 2'-Eveready						
dens is	U48110	Chain with Plastic - 108" w/clam	100				- 1	
dens is	U48120	Chain with Plastic - 120" w/clam	1100		3			
dens is	E99101	Padlock						
tens ils	E99102	Padiock 3	113			11		
tens is	928000	Pot Holder			8 8			
7/1.	0.0000	19 Maria 19 Maria						
		Constant of the second			3			
thers	931010	Warmer Sticker - All Natural	1			11		
thers	931110	Warmer Sticker - Sour Cream	113	9	3			
thers	931111	Warmer Sticker - Caution Hot Surface Yellow			2 3			
thers	931210	Warmer Sticker - Nacho Cheese						
thers	931310	Warmer Sticker - White Cheddar	1					
thers	931511	Sticker - Taters Cornachos label						
thers	931510	Warmer Sticker - Texan BBQ	118		3 1			
thors	931711	Sticker - Taters Tortilla label			7			
thers	80264G	Ruler (Orion 12")	1 23	100			- 1	
thers	BO210G	Sharpener			8 1			
thers.	BO222G	Cutter-Big			6 3			
thers	B0232G	Cutter Blade-Big	120					
thers	B0243G	Scissor-6*			0 - 3			
thors	BO412G	Puncher-Big						
thers	BC422G	Tape Dispenser-Big			0 0			
thers	BO360G	Stamp Pad with Ink (Joy #1)						
thors	80622G	Cork Board 2' x 1.5'			1	11		
thers	B0621G	Cork Board 1" x 1.5"						
others	B0631G	White Board-1" x 1.5			0			
thers	BO710G	Accordion Envelope with Garter						
thers.	BO811G	Calculator-Casio 12 digits						
thers		Office Tape 11-Big	100		5		- 1	
thors	B0564G	Double Sided Tape 1/2 w/o Foam						
thers	BO250G	Push Pins (30's)						
thers	80550G	Key Holder-Assorted Color			7			
thers	BO140G	Record Book						
thers	BO172G	Folder-Brown (Long)						
thers	B0311G	Bailpen-HBW (Black)			7 3			
thors	B0321G	Ballpen-Pilot V5 (Black)			0 3			
thers	BO351G	White Board Marker-Regular (Black)	100					
thers.	BO352G	White Board Marker-Regular (Red)	100					
thers	80510G	Fastener-Plastic	- 3	100	11			
thors	B0521G	Paper Clp-1* Small			3			
thers	BO150G	Composition Notebook	100		1			
thers	BO130G	Petty Cash Voucher						
thers	BO333G	Pendi-Mongol #2	1 2		9 8			
thers	BO610G	Magazine File (Red)						
thers	BO121G	Copy Paper-Short			0 0			
thers	BO122G	Copy Paper-Long		0	0 0			
thers	B0345G	Permanent Marker Pilot-Fine (Black)	113					
thers	B0346G	Permanent Marker Plot-Fine (Red)						
	-							
thers	938130	Acrylic (Tip Box/Comment)	11		9 - 3	11		
thers	938150	Acylic Flavorites Holder Slayers with Label						
thers	932100	Roll Up Mechanism-For Banners 23in x 60in			5 5			
thers	E99500	USB - BGB						
thers	932000	Opening Fivers			3 2			
thers	933222	100 OC	117		6 6			
thers	931610	Warner Sticker - Caramel	11	100		11		
		TOTAL		_		11	\rightarrow	



TATERS ENTERPRISES INCORPORATED Onboarding Checklist

Name:	Hiring Date:
Designation:	Department:

No.	Particulars	Date Submitted/Provided	Remarks
1	JOB OFFER SHEET		
II	TEI PRE-EMPLOYMENT REQUIREMENTS (Appendix A)		
111	EMPLOYMENT CONTRACT		
IV	JOB DESCRIPTION		
v	NON-DISCLOSURE AGREEMENT		
VI	NON-COMPETE AGREEMENT		
VII	TRAINING BOND AGREEMENT		
VIII	EMPLOYEE RECORDS & PAYROLL		
1	ID Card		
2	Uniform		
3	Biometric enrollment		
4	Email Address		
5	ATM Card - Payroll		9
6	201 File		
7	SSS E-1 Form (Fresh Graduate only)		
8	PAGIBIG Consolidation		
9	PHILHEALTH ER2		9
10	EMPLOYEE ORIENTATION PROGRAM		
IX	Basic Company Orientation (Appendix B)		
1	Basic Technical Training (Appendix B) – Store personnel only		
2	Advanced Technical Skills Training (Appendix B) – Store personnel only		
3	Administration Office Orientation (Appendix C)		
4	MIS/IT Office Orientation (Appendix D)		
5	CRMD Office Orientation (Appendix E)		
6	Finance Office Orientation		
7	Marketing Office Orientation		
8	Warehouse Office Orientation	3	
9	WORK AREA & FACILITIES		
X	Work Station/Chair		
1	Laptop/Desktop		
2	Local Number		
3	Basic Office Supplies		
XI	OFFICE TOUR & INTRODUCTION TO PERSONNEL		

Prepared by:	Acknowledgement receipt of this checklist:
	Received by:
HR Recruitment Assistant	Employee's Name & Signature
Approved by:	
HR Manager	

Figure 4-11 Onboarding Checklist



TEI PRE-EMPLOYMENT REQUIREMENTS

lepartment:	Position:	
ddress:	Contact No:	
lease submit photocopies of the following documents (v	vith check) by	
	(For HR use)	
Colored Picture (White Background)	Date Submitted	Remarks
2 pcs. 2" x 2" colored picture	20 × 00 00 0 × 00 00 00 × 00 00 00 00	15100.510050
2 pcs. 1" x 1" colored picture		
Government IDs/Certificate/Clearance		
SSS No.		
TIN		
HDMF No.		
Philhealth No.		
SSS Loan (Online) Status		
HDMF Loan Status		
NBI Clearance	<u> </u>	0
NSO Birth Certificate	<u> </u>	
NSO Birth Certificates of Dependents		
NSO Marriage Certificate		
PRC License/Driver's License		
School Records		
Transcript of Records	<u> </u>	
Diploma	<u> </u>	
Employment Records (from last employer)		
Certificate of Employment		
Certificate of Clearance		
Medical Records		
Chest X-ray Result	<u> 50 </u>	<u> </u>
Urinalysis		
Fecalysis		
Hepatitis B Exam		
Drug Test		
Medical Clearance for Fit to Work		
Others:		
Certificate of Good Moral Character (for new graduate)		
Prepared by: Date:	Received & Checke	d by:
Checklist Received by:Date	Date:	

Figure 4-12 Pre-Employment Requirements Checklist

APPENDIX D

MIS Department				
Enrollment / Retireme	ent of Head Office Employee Accounts Ch	ecklist		
As of August 2015				
Enrol	lment of new employee			Done
Task	Details	Yes	No	Remarks
Computer Access	Add Account in the Actice Directory			
100111	Preset default password to be changed on first logon			
Email Access	Assign email address			
	Add email address in the mailing list			
	Add email address in LDAP directory			
VoIP System	Add user info and local no. in the Voicelink Server			
	Add and Update TEI Telephone/Mobile Directory			
Biometric	Scan finger in biometric and add code in the server			
Computer Preparation	Configure Domain Account			
	Install Default Software			
	Configure Microsoft Outlook for email and Signature			
	Configure Assigned Printer			
Software Preparation	Install and Configure Spark account			
	Install and Configure Expresstalk account			
	Install and Configure Spiceworks account			

Figure 4-13 Onboarding Checklist (MIS)

APPENDIX C

Name of Employee :				
Position :				
Department :				
Please check the item(s) once completed.				
Description	Orientation Date	Oriented By	Completed	Remarks
Use of Canon Multipurpose Printer, Aircon, Telefax, E- Typewriter		V.		
FQM Reminders (Interdepartment Monthly Audit, Kaizen Suggestions, Customer Satisfaction Survey (Reception))				
Kaizen Participation		8		
Room / Facility Reservations	·	8		
Facility Management (Hall A&B, MPR, Executive Conference Room, Pantry (including Microwave Oven, Dispenser, Ref, Oven Toaster, Coffee Maker), Comfort Rooms, Storage Room, Office Are, Locker Room Guidelines, Parking Space and other amenities				
Records Control Management (i.e. Controlled Forms, Dockets Labelling, Documentation, etc.)				
Security Management (i.e. Visitor and Supplier Guidelines, etc.)				
Garbage Segragation (Waste diposal for Biodegradable, Non-Biodegradable & Hazardous Material)	7/	8		
Messengerial Services				
Keys Inventory (Guidelines in Borrowing of Keys)				
Felephone Etiquette				
Updated Contact Lists (HO/Stores/Malls)				
Service Provider Schedule (Pest Control, AC)				
Emergency Procedures (Earthquake, Flood and Fire)		% .c		
TEI Customer Satisfaction Survey (Reception)		Š		

Figure 4-14 Onboarding Checklist (Admin)

FINANCE DEPARTMENT ONBOARDING CHECKLIST

Name of New Employee :		
Date Hired :		
Jnit :		
Task	Yes	Not Required
Petty Cash Handling		
How to liquidate		
Reimbursement		
Cash Advance Request		
How to Prepare Request for Payment		
Encoded to SAP System		
Goods Issue Request		

Prepared by : _____

Figure 4-15 Onboarding Checklist (Finance)

Comply Control		Name of employee	е	anisino d	open canotal	Company Chapter
Store Name	Surname	First Name	Middle Name	POSITION	anone identification	Employment status
Employee 1	Bonifacio	Andres	Alcantara	Team Captain Trainee	100277 Direct	Direct
Employee 2	Rizal	Jose	Suarez	Cashier 2	100329	Agency
Employee 3	Del Pilar	Gregorio	Hunasan	Team Captain	100283 Direct	Direct
Employee 4	Mabini	Apolinario	Abad	Stock Clerk	100353	Agency
Employee 5	Aguinaldo	Emilio	Gil	Team Captain	100369	Direct
Employee 6	Luna	Antonio	Dignos	Stock Clerk 2	100282 Direct	Direct

Figure 4-16 Employee Roster

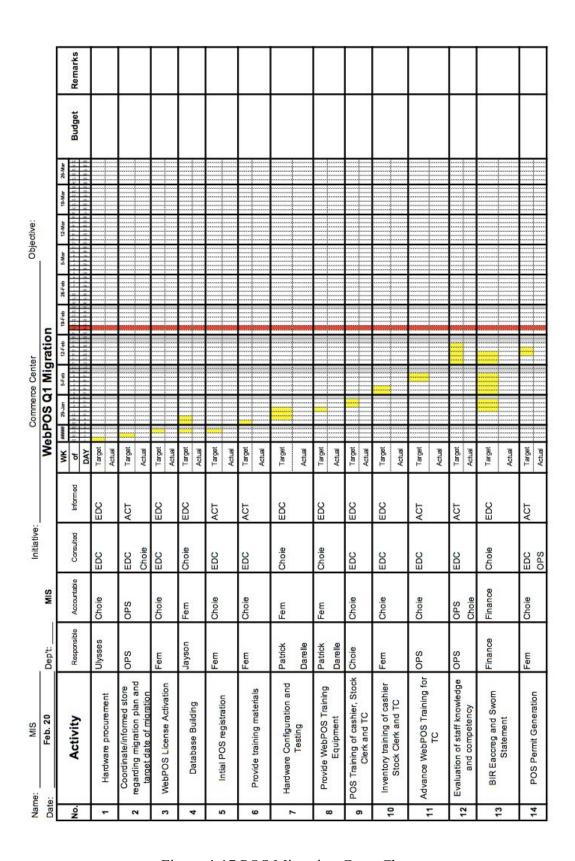


Figure 4-17 POS Migration Gantt Chart

16 System Final Testing Fem Choie EDC ACT Target 17 Equipment Packing and Tagging Patrick Fem Choie Choie Actual 18 Shipment Fem Choie EDC ACT Target 20 Post deployment evaluation and support Choie EDC ACT Target 1 Actual Ended KPIs; Results; Before After 2 Actual Actual 3 Actual 4 Actual		Pool Offsbor	Fem	Choie	EDC	ACT	Target					
System Final Testing Equipment Packing and Tagging Shipment Store Deployment Post deployment evaluation and support Results: Before After Choie EDC ACT Choie ACT Choic ACT					OPS		Actual					
Store Deployment evaluation of Store ACT Store Deployment and support Store KPIs: Equipment Packing and Patrick Fem EDC ACT Choie EDC ACT Choie EDC ACT OPS OPS Choie ACT Choie EDC ACT Choie EDC ACT OPS Post deployment evaluation OPS Results: Before After	,		Fem	Choie	EDC	ACT	Target					Γ
Equipment Packing and Tagging Patrick Packing and Tagging Fem Choie ACT Shipment Fem Choie EDC ACT Store Deployment evaluation and support OPS OPS Choie ACT Store Moloyment evaluation and support Results: Before After					-		Actual					
Shipment Store Deployment Store Deployment evaluation and support Activated KPIs: Shipment Store Deployment Choice Choice Choice Choice Choice Choice Choice Choice ACT Choice	,		Patrick	Fem	EDC	ACT	Target					
Store Deployment Store Deployment evaluation OPS OPS Choie EDC ACT OPS OPS Choie ACT EDC ACT ACT AND A			Darelle	Choie	50		Actual					
Store Deployment Store Deployment Post deployment evaluation and support and support Results: Before After	٩		Fem	Choie	EDC	ACT	Target					
Store Deployment Post deployment evaluation and support Choie EDC ACT OPS Choie ACT EDC EDC ACT ACT ACT ACT ACT ACT ACT A	-						Actual				_	
Post deployment evaluation OPS OPS Choie ACT and support EDC EDC ACT Cted KPIs: Results: Before After	,		Fem	Choie	EDC	ACT	Target					
Post deployment evaluation OPS OPS Choie ACT and support EDC EDC Acted KPIs: Before After	n -				OPS		Actual					
and support cted KPIs: Results: Before After	,		OPS	OPS	Choie	ACT	Target					Γ
Results: Before					EDC		Actual				1	
Nesults: Detore	Ŀ		-		***	г					7	
2 3 4 5	7	ected KPIS:	Results:	Berore	Atter	_						
5	100											
5	60											
9	4											
	40				7 1							

ļ	2018 Strategy Map	2018 MIS De	2018 Balanced Scorecard MIS Department-DevTeam	recard	E		=	EB 201	FEB 2018 RESULTS	ULTS		
	Strategic Objectives	Department Objectives	Measures	Target 2018	Running Target	FE 8	San		100			Constanting of the Constanting o
Financial	Financial performance	Generate sales and reduce	Seles									
Perspective	excelence for business growth and sustainability	operating expenses	% Savings on Budget	10.00%	0.00%							
			Store Satisfaction Rating	4.25								Wisservice
Customer Perspective	World-class products and service excelence for customer delight	Improve customer satisfaction	Interdepartment Satisfaction Rating	85%								MIS Service
			No. of Complaints	¢20	0	0						
			% Uptime of Systems	99:00%	100.00%	100.00%						
			% Timeliness (Resolution of Request)	86.00%	100.00%	100.00%	100%	NIA	N/A	N/A	NIA	
			% Timeliness (Resolution of issues)	96.00%	100.00%	100.00%	100%	NIA	100%	N/A	NIA	
	Operational excellence in	Streamine processes,	% Accuracy (Solutions/Data)	98.00%	100.00%	100.00%						Per project
Perspective	work systems, processes and support services	ensure uptime of systems and improve quality and timeliness of services	% Response Time	96.00%	0.00%	%00'0						
			Project Completion	100.00%			NIA	77.00%	67.50%	75.00%	NA	
						1	NIA	AOS	SVR	EDTR	N/A	
			% Saving on Impovation	5,00%	9500'0	%00'0	NIA					5% of budge
	,		% Complance to Report Submission	96:00%								
			5S Audil Reting	85.00%								
		IIIprove work Cityronian	No. of Accidents	0	0	0				- 8		
			% Tardness	86.00%	78.00%	78.00%	83%	40%	%96	%88	83%	
Leaming & Growth	Organizational excellence through management and workforce development		Employee Satisfaction Rating	86.00%								4
		Increase competency and enhance employee engagement	Employee Engagement Rating	4.25								Boog faviag
		¥	Increase Competency Staff	1%↑	0.00%	0.00%	940	0,0	9,0	940	9,60	
			No of implemented Suggestions	1 per employee per month	%00'0	0	0	0	0	0	0	
TATERS MIS-DEVSECTION	TATERS MIS-DEV SECTION DOC. TYPE: BSC REPORT 2018											

Figure 4-18 Balanced Scorecard (MIS)

New

2

New

2

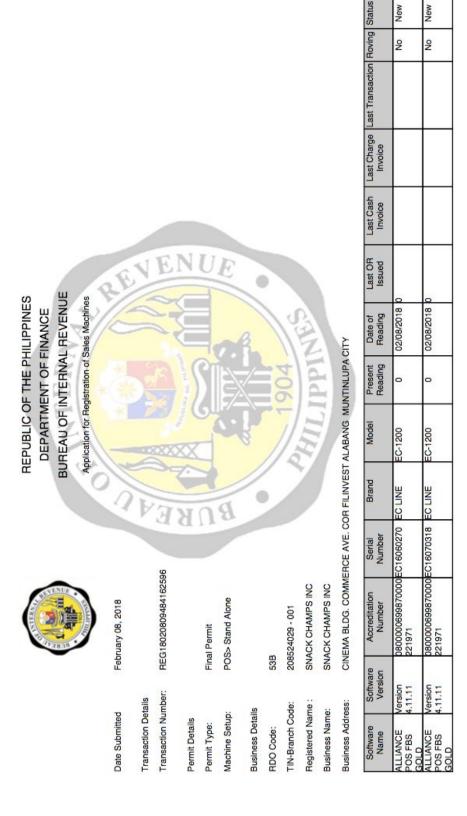


Figure 4-19 POS Permit