Republic of the Philippines METROPOLITAN NAGA WATER DISTRICT

40 J. Miranda Avenue, Naga City

DIVISION PERFORMANCE COMMITMENT AND REVIEW (DPCR)

ACCOUNTING DIVISION

	EMMA A. CUYO
<u> </u>	Ratee
Date:	
5 - Outstanding	
4 - Very Satisfactory	
3 - Satisfactory	
2 - Unsatisfactory	
	5 - Outstanding 4 - Very Satisfactory

									A	ccountal	ble Pe	erson										Standard or	n when to recei	ve 5,4,3,2,1		Alloted
PAP's	Success Indicator	Actual Accomplishment	EAC CBC	мсс	LUB	ABA I	MBA	CMR SHT	CLOA	HOR	ЕВР	BBB	СВА	CCV	LSU	EIA	EIC	JMB	AVV	NAC	5	4	3	2	1	Budget
GENERAL ADMINISTRATIVE SUPPORT ACCOUNTING DIVISION 1. Preparation and Submission of Financial Reports 1 Trial Balance 2 Balance Sheet 3 Income Statement 4 Cash Flow Statement 5 Statement of Changes in Equity	5 Financial Report submitted to the Office of the General Manager (OGM) on the 25th day of the succeeding month	to the Office of the General																								
2 Monthly Data Sheet (MDS)	5 MDS Reports submitted to the Office of the Gen. Manager on the 30th day of the succeeding month																									
3. Financial Report with Comparative Figures including notes to Financial Statement	1 set Financial reports submitted to the OGM at the end of the 2nd month of the following year	1 set Financial Reports submitted to the OGM on February 2018																								

										Ad	ccounta	ble Per	son										Standard o	n when to rece	ve 5,4,3,2,1		All i
PAP's	Success Indicator	Actual Accomplishment	EAC	CBC I	MCC LU	B AB	А МВ	BA CMF	R SH	T CLOA	HOR	EBP	BBB	СВА	CCV	LSU	EIA	EIC	JMB	AVV	NAC	5	4	3	2	1	Alloted
4 Annual Report	Annual Report submitted to the OGM on March 2018	Annual Report submitted to the OGM on March 24, 2018																									
5. Recording of Transaction in the Journals: a. Check Disbursement Journal b. Cash Disbursement Journal	100% of Transactions recorded in respective journals on the 15th day of the following month	100% of Transactions recorded in the respective journals on the 8th day of the following month																									
c. Cash Receipts and Deposit Journal	100% of Transactions recorded in the Cash Receipts and Deposit Journal on the 15th day of the following month	100% of Transactions recorded in the Cash Receipts and Deposit Journals 10th day of the following month																									
d. General Journal	100% Transactions recorded in the General Journal on the 20th day of the following month	100% Transactions recorded in the General journals on the 10th day of the following month																									
6. Posting in the Disbursement register a. Commercial Practices b. New Government Accounting System	6 Disbursement Voucher Register prepared 15 working days of the following month	6 Disbursement Voucher Register prepared 7 working days of the following month																									
7. Preparation of Report of Supplies and Materials Issued (RSMI)																											

										Acc	counta	ble Pe	erson										Standard or	n when to recei	ve 5,4,3,2,1		
PAP's	Success Indicator	Actual Accomplishment	EAC CE	с мсс	LUE	в Ава	MBA	CMR	SHT	CLOA	HOR	EBP	BBB	СВА	CCV	LSU	EIA	EIC	JMB	AVV	NAC	5	4	3	2	1	Alloted Budget
a. Office Supplies	6 RSMI (office supplies) prepared within 7 working days upon receipt of summary of supplies and materials issued	6 RSMI prepared within 5 working days from receipt of summary of supplies and materials issued																									
b. Chemicals & Filtering Materials c. Materials and Fittings	6 RSMI prepared within 10 working days upon receipt of summary of supplies and materials issued	6 RSMI prepared within 7 working days upon receipt of summary of supplies and materials issued																									
8. Preparation of Disbursement Vouchers (DV)	100% Disbursement Vouchers prepared within 10 mintes upon receipt of complete documents	100% or 918/918 Disbursement Vocuhers prepared within 10 minutes upon receipt of complete documents																									
Encoding of Disbursement Vouchers (DV) to New Government Accounting System (NGAS)	600 Disbursement Vouchers 100% correctly prepared within 10 minutes upon receipt of complete documents	918 Disbursement Vouchers posted in the register 5 minutes upon receipt of the Voucher																									
10. Preparation of Journal Entry Vouchers (JEV)	100% Journal Entry Vouchers prepared 20 minutes upon receipt of the complete supporting documents	100% or 2007/2007 Journal Entry Vouchers prepared 10 minutes upon receipt of complete supporting documents																									

										Acco	untable	Perso	on										Standard or	n when to receiv	re 5,4,3,2,1		
PAP's	Success Indicator	Actual Accomplishment	EAC CBC	MCC	LUB	ABA	MBA	CMR SH	HT CL	LOA	HOR EE	BP BE	ВВ	СВА	ccv	LSU	EIA	EIC	JMB A	ivv	NAC	5	4	3	2	1	Alloted Budget
11. Preparation of report on Checks Issued for Accrued Leave	6 Reports on Checks Issued for Accrued Leave prepared on the 10th day of the following month	Accrued Leave prepared on																									
12. Preparation of the following : a. Petty Cash Fund Vouchers	100% Petty Cash Fund Voucher prepared within 5 minutes from receipt of complete supporting documents	2 minutes from receipt of																									
b. Report of Petty Cash Fund	100% Replenishment of petty cash fund within 1 hour upon receipt of supporting documents	100% or 20/20 Replenishment of petty cash fund within 30 minutes upon receipt of complete supporting documents																									
13. Preparation of Monthly Depreciation Schedule	6 Monthly Depreciation schedules prepared on the 10th day of the succeeding month with no error	6 Monthly Depreciation scheduled prepared on the 5th day of the succeeding month																									
14. Preparation of Report of Construction in Progress	6 Reports of Construction Work In progress prepared on the 20th day of the succeeding month with no error	6 Report of Construction Work In progress prepared on the 18th day of the succeeding month																									

											Acc	counta	ble Pe	erson										Standard or	n when to recei	ve 5,4,3,2,1		T
PAP's	Success Indicator	Actual Accomplishment	EAC	CBC I	исс	LUB A	BA N	MBA (CMR :	SHT	CLOA	HOR	EBP	BBB	СВА	ccv	LSU	EIA	EIC	JMB	AVV	NAC	5	4	3	2	1	Alloted Budget
15. Posting of Account balances in the BIR General Ledger	100% Account balances posted in the General Ledger on the 30th day of the succeding month with no error	100% account balances posted in the General Ledger on the 28th day of the succeding month																										
16 Summarizes the following : a. Franchise Tax Payable	6 reports of Franchise Tax 100% accurately summarized within 2 hours on the 20th day of the following month	6 reports of Franchise Tax 100% accurately summarized within 1 hour on the 10th day of the following month																										
b. Weekly gasoline expense	24 reports of weekly gasoline expense 100% accurately encoded within 30 minutes upon receipt of gasoline bills	26 reports of weekly gasoline expense 100% accurately encoded within 15 minutes upon receipt of gasoline bills																										
c. Transportation expense of O & M personnel for reimbursement	12 summary of travelling expense of O & M Personnel 100% accurately encoded within 20 minutes after the receipt of the documents	12 summary of Travelling expense of O & M Personnel 100% accurately encoded in 10 mins. After the receipt of the documents																										

										Acc	countab	le Perso	on										Standard o	n when to recei	ve 5,4,3,2,1		
PAP's	Success Indicator	Actual Accomplishment	EAC C	вс мо	CC LUB	ABA	МВА	CMR	SHT	CLOA	HOR	EBP B	вв с	ва С	ccv L	LSU	EIA E	EIC JI	MB A	\vv	NAC	5	4	3	2	1	Alloted Budget
d. Summary of meal allowance of WDRD and NRWMD	8 summary of meal allowance of WDRD and NRWMD 100% accurately encoded in 20 minutes upon receipt of the documents	8 summary of meal allowance of WDRD and NRWMD 100% accurately encoded in 10 minutes upon receipt of the documents																									
17. Preparation of report on inventory of records	6 Reports on Inventory of records prepared on the 10th day of the following month	6 Reports of Inventory of Record prepared on the 5th day of the following month																									
18. Preparation of Bank Reconciliation	Bank Reconciliation prepared within 1 hour upon receipt of Daily Cash Position report	Bank Reconciliation prepared within 30 minutes upon receipt of Daily Cash Position report																									
19 Posting of Transaction in the General Ledger	Transaction in the General ledger posted 30th days of the following month	100% Transactions recorded in the General journals on the 15th day of the following month																									
20. Posting of transaction in the Subsidiary Ledger	Transaction in the Subsidiary ledger 100% accurately posted 30th day of the following month	Transaction in the Subsidiary Ledger 100% accurately posted 20th days of the following month																									
21. Posting of issuances and receipts in the supplies and stock card	100% of posted Receipts and issuance in the supplies and stock cards on the 30th day of the following month	100% of posted receipts and issuance in the supplies and stock cards on the 15th day of the following month																									

										Acco	untable	Perso	on									Standard or	when to recei	ve 5,4,3,2,1		
PAP's	Success Indicator	Actual Accomplishment	EAC CE	вс мсс	LUB	ABA	МВА	CMR S	SHT	CLOA	HOR EB	P BE	вв свя	A CCV	/ LSU	J EIA	EIC	JMB	AVV	NAC	5	4	3	2	1	Alloted Budget
22. Preparation of Provident Fund Reports	Provident Fund Reports prepared within 10 days from receipt of Provident Fund Passbooks	Provident Fund Reports prepared within 3 days from receipt of Provident Passbooks																								
23. Preparation of Payroll (Voucher) a. Permanent b. Casual	12 Payrolls (voucher) prepared on the 12th day of the month	12 payrolls (voucher) prepared on the 12th day of the month																								
Preparation of Payroll : a. Permanent b. Casual	12 Payrolls prepared on the 12th day of the month	12 payrolls prepared on the 12th day of the month																								
b. Contract of Service Workers	12 Payrolls prepared 3 working days after receipt of summary of attendance																									
c. Other benefits / Bonuses (Regular & Casual)	100% of payrolls prepared within 3 days upon receipt of supporting documents	100% of payrolls prepared within 2 days upon receipt of supporting documents																								
C. Night Differential	12 night differential payrolls prepared 4 days after receipt of summary of attendance	12 payrolls of night differentials prepared 2 days after the receipt of the summary of attendance																								

										Acco	ountable	e Pers	son								Standard or	n when to recei	ve 5,4,3,2,1		
PAP's	Success Indicator	Actual Accomplishment	EAC CB	С МСС	LUB	ABA	MBA	CMR :	SHT	CLOA	HOR E	ВР	BBB	СВА	ccv	LSU EIA	EIC	JMB AV	/ NAC	5	4	3	2	1	Alloted Budget
D. Overtime for O & M personnel	6 payrolls prepared 4 working days after receipt of summary of attendance																								
25 Monthly Disbursement Summary	6 summary of monthly disbursement prepared on the 18th day of the following month	6 summary of Monthly Disbursement prepared on the 9th day of the following month																							
26.Preparation of Summary of Remittance a. GSIS	6 Summary of GSIS Remittance prepared on the 10th day of the following month with no error	prepared on the 18th day of																							
b. HDMF b.1. Permanent / Casual	6 Summary of Remittances prepared on the 15th day of the following month	6 summary of Remittances prepared on the 22nd day of the current month																							
b.2. Contract of Service Worker	6 Summary of Remittance prepared on the 15th day of the following month	12 payrolls prepared 10th day of the following month																							
c. Philhealth	6 Summary of Remittance prepared on the 20th of the following month	12 summary of remittance prepared on the 22nd day of the current month																							
d. BIR																									

										Acc	countal	ble Pe	rson										Standard or	n when to recei	ve 5,4,3,2,1		
PAP's	Success Indicator	Actual Accomplishment	EAC CE	с мсс	LUB	ABA	MBA	CMR	SHT	CLOA	HOR	ЕВР	BBB	СВА	ccv	LSU	EIA	EIC	JMB AV	V N	IAC	5	4	3	2	1	Alloted Budget
	100% Summary of Remittance prepared on the 10th day of the following month	100% or 18/18 Summary of Remittance prepared on the 5th day of the following month																									
27 Preparation of Annual Information Return of Taxes from Suppliers (1604-E)	Annual Information Return of Taxes Withheld from various suppliers prepared on the 30th day of the succeeding year	Annual information Return of Taxes Withheld from various suppliers prepared on the 25th day of the succeeding year																									
28 Preparation of Summary List of Taxes Withheld on employees' compensation (1604-CF)																											
	1 Summary of List of taxes withheld on employees' compensation prepared every 15th day of January	1 Summary List of taxes withheld on employees' compensation prepared 13th day of January																									
29. Printing of General and Subsidiary Ledger	Printing of General and Subsidiary Ledgers on the 28th day of February	Printing of General and Subsidiary Ledgers on the 20th day of February																									
TREASURY AND BUDGET DIVISION																											
30.Preparation and Submission of Reports a. Daily Cash Position (DCP)	100% DCP prepared within 30 minutes upon receipt of supporting documents	100% or 145/45 DCP prepared with no error within 30 minutes upon receipt of supporting documents																									
b. Cash Receipt and Deposit Record (CRDR)	100% CRDR prepared within 45 minutes upon receipt of supporting documents	100% or 145/145 CRDR prepared within 45 mins. upon receipt of supporting documents																									

										Acco	untable Pe	rson										Standard o	n when to recei	ve 5,4,3,2,1		Τ
PAP's	Success Indicator	Actual Accomplishment	EAC CB	мсс	LUB	ABA	МВА	CMR	SHT CLC	DA H	HOR EBP	ввв	СВА	ccv	LSU	EIA	EIC	JMB	AVV	NAC	5	4	3	2	1	Alloted Budget
c. Report of Collection and Deposit (RCD)																										
	100% RCD prepared within 30 minutes upon receipt of	100% or 145/145 RCD prepared within 30 minutes																								
	supporting documents	upon receipt of supporting documents																								
																										<u> </u>
d.Report of Check Issued (RCI)		4000																								
	100% RCI prepared 5 pm the following day upon receipt of	100% or 110/110 RCI prepared 5 pm the following day upon receipt of Disbursement																								
	Disbursement Vouchers (DV)	Vouchers (DV)																								
e. Cash Disbursement Record (CDR)										+																_
	6 CDR prepared on the 5th	6 CDR prepared on the 4th																								
	working day of the succeeding month	working day of the succeeding month																								
f. Daily Collection Report (DCR)	100% DCR prepared with within	100% or 113/113 DCR																								
	30 minutes after cut-off time	prepared with within 15 minutes after cut-off time																								
g. Daily Remittance Report (DRR)																										+
	100% DRR prepared with within	100% DRR prepared with																								
	20 minutes after cut-off time	within 10 minutes after cut-off time																								
h. Summary of Daily Collection																										<u> </u>
in Summary C. Suny Concession		100% or 140/140 Summary																								
	100% Summary of Daily Collection prepared within 1 hour after cut-off time	of Daily Collection prepared within 1 hour after cut-off																								
	nour arter cut-on time	time																								
i. Summary of Time Deposits										+			+													
	Commence of this section is	- An I																								
	6 summary of time deposits prepared on the 5th day of the succeeding month	6 summary of time deposits prepared on the 3rd day of the succeeding month																								
	Succeeding month	succeeding month																								

										Acco	ountabl	e Per	son										Standard or	n when to recei	ve 5,4,3,2,1		
PAP's	Success Indicator	Actual Accomplishment	EAC CB	с мсс	LUB	ABA	MBA	CMR :	SHT (CLOA	HOR E	ВР	ВВВ	СВА	ccv	LSU	EIA	EIC	JMB A	V N	AC	5	4	3	2	1	Alloted Budget
31 Preparation of Summary of Deposits	100% Summary of Deposits prepared 1 hour upon receipt of supporting documents	100% or 82/82 Summary of Deposits prepared 1 hour upon receipt of supporting documents																									
32 Checking of Summary of Deposits	100% Summary of Deposits checked 30 mins after receipt of document	100% or 121/121 Summary of Deposits checked 30 mins after receipt of document																									
33 Summary of Returned Check	100% Summary of Returned Check prepared 1 hour after receipt of complete documents	100% or 12/12 Summary of Returned Check prepared 1 hour after receipt of complete documents																									
34 Encodes and Prints of Receipts (SM Collection)	100% printed receipts for SM collection 2 hours upon receipt of e-mailed summary of payment from SM	100% or 18258/18258 printed receipts for SM collection 42 mins upon receipt of e-mailed summary of payment from SM																									
a. Loose Bill Receipts	100% Loose bill receipts issued within 5 minutes upon receipt of payment	100% Loose bill receipts issued within 2 minutes upon receipt of payment																									
b. Offical Receipts (OR)	100% of OR issued within 5 minutes upon receipt of payment	100% Or 6396/6396 OR issued within 5 minutes upon receipt of payment																									

										Accou	untable	Perso	on									Standard or	when to recei	ve 5,4,3,2,1		T
PAP's	Success Indicator	Actual Accomplishment	EAC CI	вс мсс	LUB	ABA	МВА	CMR SH	HT CL	LOA H	HOR EBF	ВВ	вв сва	CCV	LSU	EIA	EIC	JMB .	AVV	NAC	5	4	3	2	1	Alloted Budget
c. Report of Accountablility of Accountable Forms	6 Report prepared within 5 working days of the succeeding month	6 reports prepared within 2 days of the succeeding mon th																								
35 Preparation of Summary of Checked Loose Bills Issued	5 Summary of Checked Loose Bills Issued prepared on the 10th day of the following month	5 Summary of Checked Loose Bills Issued prepared on the 10th day of the following month																								
36 2. Preparation of Report of Loose Bill Receipts Binded	6 Report of Loose Bill receipt binded on the 15th day of the following month	6 Report of Loose Bill receipt binded on the 15th day of the following month																								
37 Preparation of Certification / Summary of Annual Water Bill Receipts Issued	1 certification / Summary of Annual Water Bill Receeipts issued prepared every 15th of January	1 certification / Summary of Annual Water Bill Receeipts issued prepared every 15th of January																								
38 Disbursement of Checks a. bank transactions	100% Check disbursements disbursed 3 days after date of cheque	100% or 138/138 Check disbursements disbursed 2 days after date of cheque																								
b. Local Suppliers	100% Check disbursements disbursed 3 days after date of cheque	100% or 184/184 Check disbursements disbursed 3 days after date of cheque																								
39. Preparation of Budget Utilization Slip (BUS)								l				1		1					I							

										Acco	ountable	Pers	son										Standard or	n when to recei	ve 5,4,3,2,1		T I
PAP's	Success Indicator	Actual Accomplishment	EAC CB	С МС	LUB	ABA	MBA	CMR	SHT	CLOA	HOR E	BP E	ВВВ	СВА	CCV	LSU E	IA E	EIC	JMB AV	v I	IAC	5	4	3	2	1	Alloted Budget
	100% of BUS prepared 3 days upon receipt of complete supporting documents	100% or 1766/1766 of BUS prepared 1 day upon receipt of complete supporting documents																									
40. Preparation of the Budget Utilization Registry	6 Budget Utilization registry prepared within 10 days from receipt of the journals	6 Budget Utilization Registry prepared within 10 days from receipt of the journals																									
41. Preparation of Statement of Budget Utilization	6 Statement of Budget Utilization prepared on the 10th day of the succeeding month	6 Statement of Budget Utilization prepared on the 10th day of the succeeding month																									
42. Report of Capital Expenditures	6 Reports of Capital Expenditures prepared on the 30th day of the succeeding month	6 Reports of Capital Expenditures prepared on the 22nd day of the succeeding month																									
43 Final Realignment for Budget Year 2018	Final realignment prepared on the 25th day of February, 2018	Final Realignment prepared on the 9th day of Feb. 2018																									

										Acc	ountab	le Pe	rson										Standard or	n when to recei	ve 5,4,3,2,1		
PAP's	Success Indicator	Actual Accomplishment	EAC CB	с мсс	LUB	ABA	MBA	CMR	SHT	CLOA	HOR	EBP	ввв	СВА	ccv	LSU	EIA	EIC	JMB	AVV	NAC	5	4	3	2	1	Alloted Budget
44 5-yr. Payroll Projection for the proposed additional Plantilla of Positions for DBM's approval	5-yr. Payroll projection for the Proposed additional Plantilla of Positions for DBM's approval prepared within 7 days upon submission of final listing of positions from each division	5- yr. Payroll projection for the Proposed additional Plantilla of Positions for DBM's approval prepared within 3 days upon submission of final listing of positions from each division																									
45 Report of disposition of Cash Balances	Report of Disposition of Cash Balance prepared on the 25th day of March, 2018	Report of Disposition of Cash Balance prepared on the 4th day of March, 2018																									
46 Summary Report of CAN Incentive for 2018	Summary Report of CAN Incentive for 2018 prepared within 7 days after closing of prior year & approval of cash balance disposition report	Summary Report of CNA Incentive for 2018 prepared within 3 days after closing of prior year & approval of cash balance disposition report																									
47 Report of Budget & Actual Expenses	5 reports, prepared on the 30th day of the succeeding month	5 reports, prepared on the 22nd day of the succeeding month																									
48 Submission of Statements of Assets, Liabilities and Networth (SALN)	Submitted SALN to HRD on or before the 30th day of March	Submitted SALN to HRD on or before the February																									
49 Individual Performance Commitment and Review (IPCR) Rating	100% sumission of IPCR for July December, 2017 on the month of January , 2018	100% sumission of IPCR for July - December, 2017 on the month of January , 2018																									

cash advance liquidated n the prescribed period % of MAR submitted 3 ing days of succeeding month.	Actual Accomplishment 100% of MAR submitted 3 working days of succeeding month.	EAC	CBC	мсс	LUB AI	BA MB/	A CM	R SHT	CLOA	DA HOR	EBP	BBB	СВА	CCV	LSU	EIA	EIC	JMB	AVV	NAC	5		4	3	2	1	Alloted Budget
n the prescribed period % of MAR submitted 3 ing days of succeeding	working days of succeeding																										
ing days of succeeding	working days of succeeding																										
of Rewards/Promotion:			NIM/D DEF	TORM.	LANCE M	TANA CEL	MATAIT	Trans/1	DAGT\																		
	, [IRGILIO B	. LUAN	ISING I		VIEIVI	TEAW		CRISTIN			<u>!</u> .			_	E			′O							
of Re	wards/Promotion:	wards/Promotion:		MNWD PEF	MNWD PERFORM VIRGILIO B. LUAR	MNWD PERFORMANCE N	MNWD PERFORMANCE MANAGEI VIRGILIO B. LUANSING I	MNWD PERFORMANCE MANAGEMENT VIRGILIO B. LUANSING I	MNWD PERFORMANCE MANAGEMENT TEAM (I VIRGILIO B. LUANSING I	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TA	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA A. CUY	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA A. CUYO	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA A. CUYO	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA A. CUYO	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA A. CUYO	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA A. CUYO	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA A. CUYO	MNWD PERFORMANCE MANAGEMENT TEAM (PMT) VIRGILIO B. LUANSING I CRISTINA S. TADURAN EMMA A. CUYO

RICARDO B. FELIX III

Member

VICENTE ANICETO D. RUBIO

Member

RONALD P. SARMIENTO

Member

Final Rating by:

Position:

Date:

CESAR H. FEDERIZON

General Manager

										Ac	count	able Pe	rson										Standard or	n when to recei	ve 5,4,3,2,1		T
PAP's	Success Indicator	Actual Accomplishment	EAC	СВС	MCC I	.UB A	ABA MB	A CM	R SHT	CLOA	HOR	EBP	ввв	CBA	CCV	LSU	EIA	EIC	JMB	AVV	NAC	5	4	3	2	1	Budget
