

Visca, Baybay City, Leyte, Philippines

I, **FELICIANO G. SINON**, ***Professor VI*** of the **National Abaca Research Center-Visayas State University** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June 2022.

Ratee

Head of Unit

Vice President for RE & I

Date:

Date:

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO2: Research									
Services		Research: At least 50% of the total tasks							
P11: Number of Outputs	Number of outputs published in CHED accredited/ indexed journals	- Develops and submits publications in refereed/indexed journals	1	1 submission for publication	4	5	5	4.67	
Published in CHED accredited journals/ internationally indexed journals									
P12: Number of Outputs presented in regional/ national/international fora/conferences	Number of research outputs presented to international/national/regional and local fora or conferences	- Develops and presents research output to scientific for a/conference - Conducts/implements research projects/studies	- 1 Research output presented (paper/poster per year) - 1 research project/study per year	3 Research outputs presented 1 Project	5	5	5	5	
P13: Number of proposals submitted for funding	Number of proposals developed and submitted Number of proposals approved for funding	Develop and submit proposal	1	1 proposal	3	5	5	3	

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JEDESS MILADEL N. SALOMON, a faculty member of the NATIONAL ABACA RESEARCH CENTER commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June 2022.


JEDESS MILADEL N. SALOMON
 Assistant Professor II
 Date: _____

Approved: _____


ROBELYN T. PIAMONTE
 Director, NARC
 Date: _____

MARIA JULIET C. CENIZA
 Vice President for RE & I
 Date: _____

MFO No.	Description of MFO's/IPAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (1-yr)	Actual Accomplishment	Rating				REMARKS	
							Q1	E2	T3	Average	
UMFO 3 . RESEARCH SERVICES (15%)											
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	1	5	5	5	5	5.0	
		In refereed int'l journals									
		In refereed nat'l/regional journals									
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	1							
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate	1							July-Dec 2022

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LUZ O. MORENO, Professor III** of the National Abaca Research Center-Visayas State University commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 1 to June 30, 2022.

granted

LUZ O. MORENO
Ratee

Approved: ROBELYN T. PIAMONTE
Head, NARC
Date: _____

MARIA JULIET C. CENIZA
Vice President for REI
Date: _____

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO2: Research Services			Research: At least 40% of the total tasks						
PI1: Number of Outputs	Number of research outputs submitted for publication in refereed international/ national and other accredited indexed journals	Develops research paper for publication in refereed international/ national indexed journals	1	0					for July-Dec.
PI2: Number of Outputs	Number of research outputs presented in international/national/regional and local fora or conferences	Presents research outputs in international/national/regional and local fora or conferences	2	0					for July-Dec.
PI3: Number of proposals submitted	Number of research projects/studies implemented	Implements research projects/studies (with a total of 5 studies)	2	2	4	5	5	467	
	Number of proposals developed and submitted	Develop and submit proposal	1						for July-Dec.
	Number of proposals approved for funding								at least 1 proposal every 6 mos.

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FLORA MIA Y. DUATIN**, a faculty member of the NATIONAL ABACA RESEARCH CENTER commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June 2022.

Approved:



FLORA MIA Y. DUATIN

Assoc. Professor III

Date: _____



ROBELYN T. PIAMONTE

Director, NARC

Date: _____

MARIA JULIET C. CENIZA

Vice President for RE & I

Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)	
						Quality	Efficiency	Timeliness	Average		
UMFO 3 . RESEARCH SERVICES (45%)											
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	i	4	5	5	4.67	Newly implemented project last August 2021	
	PI 3. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1						July-Dec 2022	
		In refereed int'l journals									
		In refereed nat'l/regional journals									

VISAYAS STATE UNIVERSITY
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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARY CRIS F. PLEÑOS**, Instructor I of the National Abaca Research Center-Visayas State University commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2022 to June 2022**.

MARY CRIS F. PLEÑOS
Ratee

Date: _____

Approved: ROBELYN T. PIAMONTE
Head of Unit

Date: _____

MARIA JULIET C. CENIZA
Vice President for RE & I

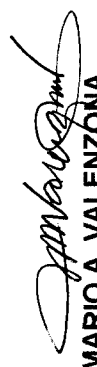
Date: _____

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO2: Research Services		Research: At least 30% of the total tasks							
	Number of research proposal submitted for funding	- Develops research proposal for funding output to scientific for conferences	2 Research proposal per year	2	4	5	5	4-67	
	Number of scientific paper for publication	Prepares and submit research paper in a refereed international/national journal	1	1	4	5	5	4-67	
	Number of scientific papers presented in regional/national/international conferences	Presents scientific papers in regional/national/international conferences	1	0					
MFO3: Extension Services		Extension: At least 30% of the total tasks							
PI1: Number of Trainings conducted	Number of person-days trained	- Trains x person for y days	5	20	5	5	5	5-0	
	Number of trainings facilitated	Facilitates the conduct of trainings	3	1	3	5	5	4-93	
	Number of extension programs/projects conducted/implemented	- Conducts/implements extension projects/components	1	1	3	5	5	4-93	
Others (10%)	Number of field visits conducted	Conducts field visits	2	4	5	5	5	5-0	

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIO A. VALENZONA**, Science Research Aide of the National Abaca Research Center-Visayas State University commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period January 2022 to June 2022.

 **MARIO A. VALENZONA** Ratee
 **LUZ O. MORENO** Project/Study Leader
 **ROBELYN T. PIAMONTE** Head of Unit
 Date: _____ Date: _____

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO2: Research Services		Research: At least 90% of total tasks							
Field Evaluation	Number of tissue-cultured plantlets of promising abaca accessions potted and hardened for field evaluation in another area	Potted and hardened plantlets of promising abaca accessions	150	200	5	5	5	5	
	Number of missing hills replanted	Replant missing hills	50	100	5	5	5	5	
	Size (hectares) of experimental area maintained	Maintain field evaluation area	0.25	0.25	5	5	5	5	
	Number of laborers supervised in all research related activities	Supervise laborers in all research related activities	2	5	5	5	5	5	
	Number of reports prepared	Research report prepared	1	2	5	3	4	4	
Others:		Others: At least 10% of total tasks							
	Number of center related activities assisted	Assist in center related activities (booth construction, designing and decoration)	1	2	5	5	5	4-33	
	Number of center committee membership assignments	Perform center committee membership assignments	1	3	5	5	5	5	
	Set-up experimental area outside VSU	Prepare area bycleaning and underbrush Lay-outting and digging of holes	1	1	5	5	5	4-33	

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

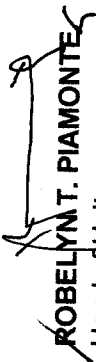
I, EDWIN BAGARINAO, Administrative Aide I of the National Abaca Research Center-Visayas State University commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 2022 to June 2022.



EDWIN BAGARINAO

Ratee

Approved:


ROBEYN T. PIAMONTE

Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO5: Research & Extension Admin. & Support Services									
No. of abaca technologies fabricated, disseminated and distributed	No. of abaca power stripper, plant shredder, twisting and twining machines fabricated (metal and steel works)	Production of abaca power machine: No. of machining of bushings No. of machining of shafts No. of threading of shaft for adjuster No. of machining & fitting of pulleys No. of drilling of holes No. of cutting of angle bars No. of cutting & folding of GI pipe No. of cutting of steel plate No. of grinding of parts No. of welding No. of assembling of parts No. of painting No. of machine testing	20 20 20 20 15 40 40 55 10 10 20 20 3	21 21 20 21 16 41 40 54 11 11 21 21 4	4 4 4 4 4 4 4 4 4 4 4 4 4	5 5 5 5 5 5 5 5 5 5 5 5 5	5 5 5 5 5 5 5 5 5 5 5 5 5	- 4.67 4.67 4.67 4.67 4.67 4.67 4.67 4.67 4.67 4.67 4.67 4.67 4.67	
	No. of meetings attended	attends meetings	6	7	4	5	5	4.67	
	No. of request requested by the office	Provide services as requested by the office	1	2	5	5	5	5.0	
Total Over-all Rating								4.69	

I, **MARLON D. BENGALAN**, ***Administrative Aide I*** of the **National Abaca Research Center-Visayas State University** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2022 to June 2022**.

Ratee

ROBELYN T. PIAMONTE
Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	RATING	Remarks
					Q ¹ E ² T ³ A ⁴	
MFO5: Research & Extension Admin. & Support Services						
	Number of documents submitted/retrieved	Documents submitted/retrieved for processing and follow-up	500	1870 -	S S S	5.0
	No. of rooms maintained (450m2)	Rooms cleaned and maintained	6	6	A S S	4.67
	No. of CR maintained (35m2)	CR cleaned and maintained	5	5	A S S	4.67
	Size of building maintained (790m2)	NARC building cleaned and maintained	2	2	A S S	4.67
	No. of meetings attended	Attends meetings	6	8	S S S	5.00
	Attend VSU Alay Linis	No. of alay linis attended	2	10	S S S	5.00
Total Over-all Rating						4.83

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIA ZAIDA A. FLORES**, *Administrative Aide III* of the National Abaca Research Center-Visayas State University commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period **January 2022 to June 2022**.


MARIA ZAIDA A. FLORES
 Ratee


 Approved: **ROBELYN T. PIAMONTE**
 Director, NARC

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO5: Research & Extension									
Admin. & Support Services									
Efficient & Customer friendly frontline services	Frontlining								
Secretariat Work	Prepared, Encoded, Compiled ISO documents	Frontliner Services	no complaint		5	5	5	5	
	Prepared, Encoded, Compiled ISO documents	Prepares /Compiles /Facilitates and Submit ISO documents	12	25	5	5	5	5	
	Number of Outgoing Communication/Letter Request prepared	Prepares Outgoing Communication, Letter Request & etc.	4		4	5	5	4 67	
	Number of Job Request Prepared	Prepares Job Request	2	5	3	5	5	4 33	
	Number of Prepares IPCR (Target & Accomplishment CY-2021)	Prepares and Encode printed IPCR Target & Accomplishment CY-2021	1	2	3	5	5	4 33	
	Numbers of PPMP & PRs prepared/submitted	Prepares PPMP & PR's	1	1	3	5	5	4 33	
	Number of standard government forms	Prepares standard government forms: RIS	2	5	3	5	5	4 33	
		Obligation Slip	2	5	3	5	5	4 33	

VISAYAS STATE UNIVERSITY
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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, BERTULFO M. GUMBA, Laboratory Technician of the National Abaca Research Center-Visayas State University commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 2022 to June 2022.

BERTULFO M. GUMBA
Ratee

Approved: ROBELYN T. PIAMONTE
Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO5: Research & Extension Admin. & Support Services									
Develops new design of handicraft from abaca waste	No. of hours design developed	Designs developed	1	5	4	4	4	4.00	
Conducts skills training on abaca handicraft	No. of hours per training	Skills training conducted							
Makes handicraft products from abaca waste for display/exhibit	No. of hours handicraft finished for display/exhibit	Products for display/exhibit	7	12	5	5	5	5.0	
Assesses/evaluates the quality of the weaver's finished products	No. of hours assessed finished products	Assess finished products	38	48	4	5	5	4.67	
Records all finished products into logbook and issues log slip to the weavers	No. of hours finished products recorder	Records finished products	38	48	4	5	5	4.67	

Visca, Baybay City, Leyte, Philippines

I, JOVELYN G. JACOB, Science Research Assistant of the National Abaca Research Center-Visayas State University commits to deliver to be rated on the attainment of the following accomplishments in accordance with the and agree indicated measures for the period **January 2022** to **June**

forward

JOVELYN G. JACOB
Ratee

Recommending Approval: LUZ O. MORENO
Project/Study Leader

Approved: ROBELYN T. PIAMONTE
Head of Unit

Recommending Approval: LUZ O. MORENO

Project/Study Leader

Approved: **ROBELYN T. PIAMONTE**

[illegible]

Date:

MFO & Performance Indicators (PI)		Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
						Q ¹	E ²	T ³	A ⁴	
MFO1: Research and Extension Support			Research: At least 90% of total tasks							
Services		Number of accessions characterized for fiber physical and chemical properties and In vitro conservation	Characterizes accessions on their fiber physical and chemical	4	10	5	5	5	5	
		Number of fiber samples prepared for characterization and analysis	Prepares fiber sample for characterization and analysis	6	15	5	5	5	5	
		Number of hours spent in encoding, analyzing and consolidating data	Encodes, consolidates, analyzes data, and select promising accessions	100	110	3	5	5	4.33	
Others		Number of reports prepared	Prepares research reports	1	2	5	5	5	5	
		Number of center-based committee membership assignments	Others: At least 10% of total tasks Perform center committee membership assignments	1	2	5	5	5	5	
		No. of suckers inoculated		75	125	5	5	5	5	
		No. of cultures transferred and micropropagated		400	600	5	5	5	5	
		No. of culture bottles/medium prepared		750	850	5	5	5	5	
		No. of liters of medium prepared and dispersed		150	160	5	5	5	5	
		No. of accessions inoculated (with copy of approval)		50	70	5	5	5	4.67	
Total Over-all Rating										
		Ave. Rating (Total Over-all rating)				Comments & Recommendations for Development Purposes:				
		Additional Points:								
		Punctuality								

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FELIX L. OCON**, Science Research Assistant of the National Abaca Research Center-Visayas State University commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 2022 to June 2022.

[Signature]
FELIX L. OCON Ratee
Date: _____

[Signature]
LUZ O. MORENO Project/Study Leader
Date: _____

[Signature]
ROBELYN T. PIAMONTE Head of Unit
Date: _____

Approved: _____

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO2: Research Services									
	Number of days for field visit and disease incidence monitoring	Regular field visit of germplasm and nursery areas	30	50	5	5	5	5	
	Size (hectares) of experimental area maintained	Maintain germplasm and nursery areas	1	2	4	5	5	4.67	
	Number of accessions collected	Collect abaca accessions	5	26	5	5	5	5	
	Number of tissue cultured abaca accessions potted and hardened	Potting and hardening of tissue cultured abaca accessions							
	Number of accessions planted/replanted in the germplasm area	Plant/replant abaca accessions	10	16	5	5	5	5	
	Number of accessions harvested and characterized	Harvest and characterize mature abaca accessions	10	31	5	5	5	5	
	Number of hours spent for data encoding	Encode database	100	200	5	5	5	5	
	Number of accessions analyzed	Perform diversity analysis of							
		32 vegetative parameters							

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MIKE B. PAUSANOS**, **Administrative Aide III** of the **National Abaca Research Center-Visayas State University** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2022 to June 2022**.

MIKE B. PAUSANOS
Ratee

Approved: ROBELYN T. PIAMONTE
Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	RATING	Remarks
					Q ¹ E ² T ³ A ⁴	
MFO5: Research & Extension Admin. & Support Services						
	Actual number of hours driving					
		Conducts and fetches NARC staff/ visitors on official travel outside official station	200	240	5 5 5 - 0	-
	No. of hours vehicle maintained	Maintain vehicle in good running condition	30	40	5 5 5 5-0	-
	No. of meetings attended	Attends office meetings	6	6	4 5 5 4+67	4+89
Total Over-all Rating						

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CIELO F. SEÑARA, *Administrative Aide III* of the National Abaca Research Center-Visayas State University 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 2022 to June 2022.

CIELO F. SEÑARA Ratee
Approved: ROBÉLYN T. PIAMONTE Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO5: Research & Extension Admin. & Support Services									
Preparation of:									
	Number of trip tickets prepared	Trip tickets	5	20	5	5	5	5.0	
	Number of RIS prepared	Requisition Issue Slip (RIS)	5	10	5	5	5	5.0	
	Number of TO prepared	Travel Orders (TO)	5	57	5	5	5	5.0	
	Number of Itinerary of Travel	Itinerary of Travel	1	4	4	5	5	4.67	
	Number of Certificates of Travel Completed (CTC) prepared	Certificate of Travel Completed (CTC) with revised itinerary	1	2	4	5	5	4.67	
	Number of Certificates of Travel Completed (CTC) prepared	Certificate of Travel Completed (CTC) without revised itinerary	1	2	4	5	5	4.67	
	Number of cash advances/Petty Cash prepared	Cash Advances/Petty Cash	2	6	5	5	5	5.0	
	Number of liquidations prepared	Liquidation Report	2	4	4	5	5	4.67	
	a. Cash advance of accountable officer							-	
	b. Travel							-	