Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ELSIE E. SALAMAT

	volvement	Percentage	Numerical Rating	Equivalent
()	1)	Weight of	(Rating x%)	Numerical
		Involvement	(3)	Rating
		(2)		(2x3)
1. Instruction	<i>y</i>			
a. Head/Dean ((50%)		$4.929 \times .50 = 2.46$	
b. Students (50	%)		$4.4 \times .50 = 2.2$	
Total for Ins	truction	70%	4.66	3.26
2. Research				
a. Client/Dir. f	or Research (50%)			
b. Dept. He	ad/Center Director			
(50%)				
Total for Re	search			
3. Extension		× ×		
a. Client/Dir. f	or Extension (50%)			
b. Dept Hea (50%)	d/Center Director			
Total for Ex	tension			
4. Administration	(ACRO)	30%	4.85 x .30	1.455
5. Production				
TOTAL	-			4.715

EQUIVALENT NUMERICAL RATING:

4.715

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.715

ADJECTIVAL RATING:

OUTSTANDING

Prepared by

Name of Faculty

Reviewed by:

Department Head

Recommending Approval:

VICTOR B. ASIO Dean/Director

Approved:

BEATRIZ S. BELONIAS Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

1,	ELSIE E. SALAMAT	a faculty member of the	DEPARTMENT OF F	PEST MANAGEME	ENT		commit	to the de iver and	agree to be rated	on the
		targets in accordance with				JUNE, 2021				

ELSIÉE. SALAMAT Assoc. Prof. II Date: July 26, 2021

Approvec:

LELVIRA L. OCLARIT

Department Head

Date: JULY 26, 2021

VICTOR B. ASIO
College Dean
Date: 03 ay my

									Rating	3	REMARKS (Indicators
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	in percentage should be supported with numerical values in numerators and denominators)
UMFO	1. ADVANCED EDUCATION	ON SERVICES									
OVPI I	MFO 2. Graduate Student	Management Services	·	_							
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	-	Handles subjects/courses assigned							
- v	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students		· · · · · · · · · · · · · · · · · · ·					
		A3 . Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman	*	Advises and corrects research outline and thesis/SF/dissertation manuscript							
		AS GAC Member		Advises and corrects research outline and thesis/SF/dissertation manuscript							
		A4. Number of students entertained for consulfation ourposes		Entertains students seeking consultation with faculty							

		T										T	
	PI 9: Number of	A5. Number of on-line ready		Converts the existing							0.0		
	instructional materials	coursewares developed and		instructional materials into		8							
	developed *	submitted for review		flexible learning systems									
		-		Prepares Instructional									
		On-line ready courseware		module/laboratory									
7 10		On-line ready courseware		guide/workbook or a									
			×	combination thereof									
	<u> </u>			Prepares Power Point		18							
				presentation, video clips,									
		Supplemental learning resources		movie clips, reading									
				assignments depending on									
		*		course taught								-	
				Prepares assessment tools									
		Assessment tools		such as long exam, quizzes, problems sets, etc.									
				problems sets, etc.									
		A 6 : Number of on-line course	,	Submits the course ware duly			-					-	
		ware reviewed by TRP & edited by		reviewed by TRP for editing by									
		MMDC editor		MMDC editor									
				Creates virtual classroom									
		A 7: Number of virtual classroom		using either Moddle or Google									
		created and operational		Classroom									
	T	T	-						_			1	
		A 8. Other outputs implementing		Designs experiential learning									
	PI 10 . Additional outputs:	the new normal due to covid 19		activities and other outputs to									
		To not nomal do to ovid 10		implement new normal									
UMFO	2. HIGHER EDUCATION S	SERVICES											
OVPI	UMFO 3. Higher Education	Management Services											
	PI 5: Total FTE,	A9. Actual Faculty's FTIE		Handles and teaches courses									
	coordinated, implemented			assigned	10*		9.3	5	5	5	5.0		
	and monitored *							 					
		A10 . Number of grade sheets	Preparation	Prepares gradesheet and submits on or before deadline	,		2	5	5	5	5.0		
		submitted within prescribed period		submits on or before deadline	1		3	5	5	5	5.0		
-		A 11 . Number of INC forms with		Facilitates students in their									
		grade submitted within prescribed		completion of the subject and									
		period	-	submits completion forms		1						1	
				with grade within prescribed		-							
			L	period								_	

	A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings							
	A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	4*	3	5	4	5	4.67	
	A14 . Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	12*	10	5	5	5	5.0	
	415. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	1000*	1000	5	5	5	5.0	
PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviserto students	21*	21	5	5	5	5.0	
	A17 . Number of students advised on thesis/ field practice/special problem:									
	As SRC Chairman	Advisir g/correction	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	4	5	4.67	
	As SRC Member	Advisir g/correction	Advises and corrects research outline and thesis/SP manuscript	1	1	5	4	5	4.67	
	A18 . Number of students entertained for consultation ourposes		Entertains students consulting on subject taught, thesis and grades	2*	2	5	5	5	5.0	
PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised		Advises student organizations recognized by USSO							
	A20. Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities						2-	
PI 10: Number of instructional materials developed *	A 21 : Number of on-I ne course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel							2
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof						× 8	

			I Draw area Davis Baint							T
		Supplemental learring resources	Prepares Power Point presentation, video clips, movie clips, reading	1	10	5	5	5	5.0	
			assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	13	5	5	5	5.0	
		A 23 : Number of on-I ne course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	13	5	5	5	5.0	
	PI 11 Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
MFO	3 . RESEARCH SERVICES			y						
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the ast three (3) years utilized by the ndustry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	4 28. Number of research outputs completed within the year *	Conducts and completes research project within the year							

PI 3. Fercentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs sublished in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication									
	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 oresented in regional/national/ int'l ora/conferences *	Prepares submits and presents research paper in scienfic for a/conferences		5.0							
	In int'll fora/conferences									9 17	
	In nat'l/regional fora/ccnferences					\top					
PI 5. Fercent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation									
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by										
	A 33. Number of jourr al articles/scientific paper received and reviewed as peer-rev ewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper									
	A 34. Number of UMs submitted to UM preparation ITSO, VSU	on Prepares and submits application for UM of technology generated out of research output									
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal									
	outputs published in internationally-referred or CHED recognized journal within the year (2%) * PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences PI 5. Fercent of research proposals approved *	outputs published in internationally-referred or CHED recognized journal within the year (2%) * In refereed int'l journals In refereed in rejoinal foralcanter In nat'Vregional foral	outputs published in internationally-referred or CHED recognized journal within the year (2%) * In refereed int'l journals In regional/national/ int'l ora/conferences In int'l fora/conferences A31. Percentage of of research orapsoals prepared, submitted and approved P15. Fercent of research proposals prepared, submitted and approved A32. No. of research related awards (research conducted by A33. Number of journal articles/scientific paper received and reviewed as peer-reviewer of iournal articles/scientific papers, reviews the paper received and returns duly reviewed paper A34. Number of UMs submitted to UM preparation iTSO, VSU A35. Other outputs implementing the new normal due to covid 19	outputs published in internationally-refereed or CHED recognized journal within the year (2%) * In refereed int'l journals In refereed int'l journals In refereed int'l journals In refereed nat'/regional journals In refereed in regional/national/ int'l fora/conferences In int'l fora/conferences In int'l fora/conferences In int'l fora/conferences In nat'/regional fora/ccnferences In nat'/regional fora/ccnferences P1.5. Fercent of research proposals approved * A 32. No. of research repared, submitted and approved awards (research conducted by A 32. No. of research related awards (research conducted by A 33. Number of journal articles/scientific paper received and reviewed as peer-rev ewer A 34. Number of UMs submitted to UM preparation ITSO, VSU A 35. Other outputs implementing the new normal due to covid 19 Designs research outputs outputs submitted or Submitted and activities and other outputs to	outputs published in Internationally-referred or CHED recognized journal within the year (2%)* Jublished in internationally-referred or CHED recognized journal within the year (2%)* In refereed int'l journals In refereed int'l journals In refereed int'l journals Prepares submits and presents and presents research public for a/conferences P14. Number of research outputs presented in regional/national/ int'l foral/conferences A 30. Number of research outputs wesented in regional/national/ int'l foral/conferences Prepares submits and presents research paper in scienfic for a/conferences In int'l foral/conferences In int'l foral/conferences Prepares research proposals, submitted and approved on proposals prepared, submitted and approved on proposals approved approved on proposals research conducted by Prepares research proposals, submitted and approval for immediate implementation P16. Additional outputs* A 32. No. of research-related awards (research conducted by A cts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper A 34. Number of UMs submitted to ITSO, VSU UM preparation Prepares and submits application for UM of technology generated out of research output A 35. Other outputs implementing the new normal due to covid 19 Designs research related activities and other outputs to	outputs published in Internationally-referred or CHED recognized journal within the year (2%)* In refereed int'l journals In refereed in regional/national/ int'l ora/conferences In int'l fora/conferences P15. Fercent of research proposals prepared, submitted and approved approved A 32. No. of research proposals prepared, submitted and approved A 33. Number of journal articles/scientific paper received and reviewed as peer-rev ewer A 34. Number of UMs submitted to ITSO, VSU A 35. Other outputs implementing the new normal due to covid 19 Out of research outputs and submits for publication Out of research paper in scientic for a/conferences Prepares submits and presents research paper in scientic for a/conferences Prepares research paper in scientic for a/conferences Prepares research proposals, submits approval for immediate implementation A 35. Other outputs implementing the new normal due to covid 19	outputs published in internationally-referred or CHED recognized journal within the year (2%) * Jublished in internationally-referred or CHED recognized journal within the year (2%) * In referred int'l journals In referred nat'l/regional journals In referred nat'l/regional journals P14_Number of research outputs presented in regional/national/ intl tora/conferences A 30_Number of research outputs yesented in regional/national/ intl tora/conferences Prepares submits and presents research paper in scientific for a/conferences In int'l fora/conferences In int'l fora/conferences Prepares research proposals, submits and follows up its approved implementation P15_Fercent of research proposals approved * A 32_No. of research-related awards (research conducted by Prepares research proposals, submits and follows up its approval for immediate implementation P16_Additional outputs* A 32_No. of research-related awards (research conducted by Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and reviewed as peer-reviewer A 34_Number of UMs submitted to ITSO, VSU UM preparation ITSO, VSU Prepares and submits application for UM of technology generated out of research conducts to activities and other outputs to activities a	outputs published in internationally-referred or CHED recognized journal within the year (2%) * sublished in internationally-referred or CHED recognized journal within the year (2%) * out of research outputs and submits for publication In referred int'l journals In referred nat'Wregional journals Prepares submits and presents research paper in scientic for alconferences P14_Number of research outputs presented in regional/national/ intl foralconferences To referred nat'Wregional foralconferences In int'l foralconferences In int'l foralconferences P15_Fercent of research proposals approved * A.31_Percentage of of research orgosals prepared, submitted and approved Prepares research proposals, submits and follows up its approval for immediate implementation P16_Additional outputs* A.32_No. of research-related awards (research orgosals prepared, submitted and approved A.33_Number of journ al articles/scientific papers, reviews the paper received and reviewed as peer-rev ewer A.34_Number of UMs submitted to UM preparation in TSO, VSU Prepares and submits application for UM of technology generated out of research output to describe and cutvities and other outputs to activities and other outputs to	outputs published in internationally-referred or CHED recognized journal within the year (2%) * sublished in internationally-referred or CHED recognized journal within the year (2%) * out of research outputs and submits for publication In referred intil journals In referred intil journals In referred intil journals P14_Number of research outputs presented in regional/national/ intil fora/conferences A 39_Number of research outputs presented in regional/national/ intil fora/conferences * Prepares submits and presents research paper in scientic for a/conferences In intil fora/conferences In intil fora/conferences P15_Fercent of research proposals approved * A 31_Percentage of of research repared, submitted and approved of approved for immediate implementation Prepares research proposals, submits and follows up its approval for immediate implementation P16_Additional outputs* A 32_No. of research-related wards (research conducted by Acts as peer reviewer of journal articles/scientific paper received and reviewed as peer-reviewer Acts as peer reviewer of journal articles/scientific paper received and reviewed as peer-reviewer A 34_Number of UMs submitted to ITSO, VSU UM preparation Prepares and submits application for UM of technology generated out of research output to research output to declare and countput to the countput t	outputs published in internationally-referred or OHED recognized journal within the year (2%) * aublished in internationally-referred or OHED recognized journal within the year (2%) * In refereed intit journals In refereed intit journals P14_humber of research outputs presented in regional/national/ intit fora/conferences * Prepares submits and presents research paper in scientific for a/conferences In intit fora/conferences * In intit fora/conferences P15_Feroent of research proposals approved * proposals approved * proposals perpered, submitted and approved and reviewed as peer-rev ewer Prepares research proposals, submits and follows up its approval for immediate implementation P16_ Additional outputs* A 32_ No. of research-related awards (research conducted by A 33_ Number of journal articles/scientific paper received and reviewed as peer-rev ewer A 34_ Number of UMs submitted to UM preparation prepares and submits applicant for UM of technology generated out of research output to peeps, reviews the paper received and returns duly reviewed paper Prepares and submits and prepared submits approved and reviewed and reviewed and reviewed and returns duly reviewed paper Prepares and submits and prepared submits approved to papers, reviewed paper received and returns duly reviewed paper	outputs published in internationally-referred or CHED recognized journal within the year (2%)* In refereed intit journals P14. humber of research outputs yesented in regional/instonal/ intit ora/conferences In intit fora/conferences In intit fora/conferences In intit fora/conferences A31. Percentage of of research yoposals, submitted and sproved and references implementation P18. Additional outputs* A 32. No. of research related awards (research conducted by A33. Number of journal articles/scientific paper reviewed and reviewed as peen-reviewed and reviewed as peen-reviewed and reviewed as peen-reviewed and reviewed as peen-reviewed in the paper received and returns duly reviewed paper in your previewed and returns duly reviewed paper in your paper in your previewed as peen-reviewed in paper received and returns duly reviewed paper in your paper in your previewed in your previewed paper in your previewed paper i

UMFO 4. EXTENSION	SERVICES	T	T				T		T T	
PI 1. Number of a partnerships with industries, NGOs, SMEs, and other stakeholders as a of extension activi	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained		Identifies and links with probable partners for extensior activities and maintains this active partnership			-				
PI 2. Number of tr weighted by the le training			Conducts trainings among beneficiaries of technologies for transfer	3*						
PI 3. Number of e programs organize supported consists the SUC's manda priority programs	ent with		Implementes duly approved extensior projects		90					
PI 4. Percentage of beneficiaries who the training course advisory services satisfactory or high terms of quality an relevance	rated who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance		Provides quality and relevant training courses and advisory services	70%*						
PI 5. Number of technical/expert se	A 40 . Number of technical/expert services as/in:	v	Provides the technical and expert services requested by beneficiaries							
Research Me	ntoring Research Mentor									,
Peer reviewers/Panelis	Peer reviewers/F anelists									
Resource Pe	sons Resource Persor's									
Convenor/Or	ganizer Convenor/Organizer									
Consultancy	Consultant									
Evaluator	Evaluator									

	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation					3	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *	,		* , 9					
		A 43 Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	, ,					#" #
UMF	O 5. SUPPORT TO (PERATIONS	,							
	OVPI MFO 4. Program as	nd Institutional Accreditation Service	ces							
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	5	5	5	5.0	No NC
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	5	5	5	5.0	
		On program accreditations On institutional accreditations	Pilot Flant Manager							
			SSF Flootcrop		,					
UMF	O 6. General Admin	. & Support Services (GAS	S)					,		
	PI 2. Zero percent comp aint from clients served	<u>A 46</u> . Customerly friendly frontline services		Provides customer friendly frontline services to clients	Zero % complaint			- 1		
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	8	Initiates/introduces improvements in performfing functions resulting to best practice						

		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal		Continous problemas in muchion cultivotion training
	Total Over-all Rating			69.01	, 0
1	Average Rating			4.929	
1	Adjectival Rating			OUTSTANDING	

* the rest of the target will be accomplished in the next rating period (July - December, 2021)

Evaluated & Rated by ELVIRA L. OCLARIT
Department Head

Date:

VICTOR B. ASIO
Dean, CAFS
Date: Date: Date

Approved by:

BEATRIZ S. BELONIAS
Vice President forAcaclemic Affairs
Date: 8 CM

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELSIE E. SALAMAT, Head of the Alumni and Community Relations Office commit to deliver and agree to be rated on the attainment of the following target in accordance with the indicated measures for the period January to June, 2021.

ELSTE E. SALAMAT

Assoc. Prof. II July 26, 2021 Approved:

DILBERTO O. FERRAREN

Vice-President for Planning,

Resource Generation and Auxiliary Services

Date:____

MFO	Description	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual		Ra	ating		REMARKS
No.	of MFO's/PAP s				Accomplishment	Quality	Eficiency	Timeliness	Average	(Indicators in percentage should be supported with numerical values in
UMFO	O 6. General	Admin. & Support Services (GASS)								
	PI 2. Zero percent complaint from clients served	A. 46. Customer friendly frontline services	Provides customer friendly frontline services to clients	Zero complai nt	No complaint	<u>5</u>	<u>5</u>	5	5.00	
		A. 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies*								
		A 48. Other outputs implementing the new normal due to covid 19								

						T	T	T
	A 48. Other outputs implementing the new normal due to covid 19							
PI 3. Additional Outputs								
ffectively acted	Administrative/Financial Documents.		7					
	Number of official documents timely and effectively acted upon	review and sign documents	20	23	5	5	5	5.00
ocs	Number of quality procedure revised	revise quality procedure	1	1	5	4	5	4.70
Planning	Management and Monitoring Services	Programs, activities and project (PAPs) planned						
	Plannerd meetings	Planned schedule and invitation	17	22	5	5	5	5.00
	Number of conducted meetings	Preside plan meetings	15	22	5	5	5	5.00
	Number of PAPs monitored	Scholarship program and Alumni Communicator's output	2	35	5	5	5	5.00
	Number of Alumni monitored via google survey docs	Google survey responses	100	150	5	5	5	5.00
Add	litional Assignment (ACRO Head)							
ACRO Alumni Services	Alumni inquiries responded (%)	Respond to inquiries by alumni via social Media platform	70%	100%	5	5	5	5.00
	Number of alumni clearance acted upon	Signed alumni clearance of graduating students	400	338	5	4	5	4.70
Strong Alumni Engagement	Number of social media maintained and regularly updated	Social media updated regularly	1	1	5	4	5	4.70
	Percent campus alumni joining activity	Facilitation collaborated with Acs	20%	19.10%	5	4	5	4.70
	Number of Alumni campus activity facilitated	Facilitation collaborated with ACs	1	1	5	4	5	4.70
	Number of Chapter identified and facilitated for creation	Coordinated with alumni groups via social media	1	1	5	4	5	4.70

	Number of Chapters submitting report to ACRO	Inform alumni chapters of their task to make regular reports of chapter activities and submit to ACRO for publicity as part of alumni updates	1	1	5	4	5	4.70	
	Number of Meetings with host batches members	facilitates meeting of members of host batches to plan preparation of annual alumni homecoming/reunion	2	5	5	5	5	5.00	
	Number of Emails Sent for Fund raising to support Alumni Scholarship Program upon approval of VSUAAI BOD	Emails sent to prospective donors	30	474	5	5	5	5.00	í
	Number of alumni google survey Docs prepared	Google survey to get feedback from alumni	3	3	5	4	5	4.70	
	Number of virtual alumni reunion/homecoming of alumni all over the world facilitated	Facilitates coordinates plan and oversee alumni virtual homecoming/	1	1	5	4	5	4.70	
	Number of responses from surveys monitored	Monitor and study the responses submitted by alumni from the google surveys	150	150	5	4	5	4.70	
Other Outputs implementing new normal due to COVID_19	Install foot bath at the office, wearing of mask and social distancing by no direct face to face contact in transaction, clients transact at the office window	oversee the implementation of office protocols for new normal	100% implem entation	100%	5	5	5	5.00	
Total Over-a	II Rating							97	
Average Rating								4.85	
Adjectival Ra	ating						Ou	tstand	ng

Evaluated and Rated I

DILBERTO O. FERRAREN

Vice President for Planning Resource Generation and Auxiliary Services Approved by:

EDGARDO E. TULIN

President

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Elsie E. Salamat

Performance Rating: Outstanding Aim: To get more involved in mushroom cultivation training Proposed Interventions to Improve Performance: Date: _____ Target Date:___ First Step: Encouraged to be more involved in mushroom cultivation training Result: Date: _____ Target Date: ____ Next Step: Outcome: Final Step/Recommendation: Continuous involvement in mushroom cultivation training. Prepared by: Conforme:

Name of Ratee Faculty/Staff