#### "Exhibit B"

#### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>LUCIA M. BORINES</u> of the <u>Department of Pest Management, VSU, Visca, Baybay City, Leyte</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January-June-2018</u> accomplishment.

LUCIA M. BORINES

Approved:

JESUSITO J. LIM

Target Rating Remarks E<sup>2</sup> MFO & PAPs **Success Indicators** Tasks Assigned January-June **Actual Accomplishment**  $Q^1$ T3 A<sup>4</sup> 2018 Full Time Equivalent (FTE) Teaches assigned courses Advanced and PPRT22 Lectures, MICR22 Lab), 10 5 5 **Higher Education** 22.9 PPRT199c Services Number of Instructional Materials Revised Course Outline and Syllabus 4.7 2 Developed/Revised and Utilized: (PPAT115, PPRT22, PPAT281) Revised PowerPoint Lectures and laboratory 2 5 4.7 (PPAT115, PPRT22, PPRT199c) exercises Number of Student Research As adviser of undergraduate student 2 5 5 . Three graduate theses (Joy Advising (Graduate or Adeline Nunez and Melvince Undergraduate) Martirez) and 5 undergraduate theses: (Lady Joie Balotite, Jessa Adino, Jomel Payot, Nathanielle Naval, Anire, Jovannemar) Number of GAC or SRC Member of GAC of Plant Prot. And 2 Membership Horticulture Students One graduate (Elena Lozano) and 8 undergraduates (Ralyn Bating, Ma. April Bayot,

|                          |  |  |    | Margarito Costelo, Madilyn<br>Payac, Jackilyn Taghap, Ailyn<br>Abrantes and Ma. Kien<br>Elmido                  |   |   |   |      |  |
|--------------------------|--|--|----|---|---|---|---|------|--|
|                          | Number of student related activities assisted:       | Academic advising BSA Students   | 3  | 10 (Abegonia A., Cacerez J, Noya N, Rodriguez R, Nunez S, Malagsic L, Ruales F, Rojo G, Acompañado R, Abueva R) | 5 | 5 | 5 | 5    |  |
|                          | Number of<br>Trainings/Seminars/Meetings<br>Attended | DPM meetings   | 2  | 8   | 5 | 5 | 5 | 5    |  |
|                          | Number of students reviewed                          | Agricultural board exam review (Plant Pathology and Pesticide Calculation) | 30 | 70+   | 5 | 5 | 5 | 5    |  |
| Total Over-all<br>Rating |  |  |    |   |   |   |   | 39.4 |  |

| 4.925       |
|-------------|
|             |
|             |
|             |
|             |
| OUTSTANDING |
|             |

| Comments & Recommendations for<br>Development Purpose: | • |
|--|---|
| Noge   |   |

| Evaluated & Rated By:  NESUSTO L. LIM  HEAD DPM |       | Approved by:  R.B. ASIO IN CAFS | BEATRIZ S. BELONIAS VP-Instruction |
|---|-------|---------------------------------|------------------------------------|
| Date:   | Date: | Date:                           |                                    |

- 1 Quality 2 Efficiency 3 Timeliness 4 Average

#### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>LUCIA M. BORINES</u> of the <u>Department of Pest Management, VSU, Visca, Baybay City, Leyte</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January-June, 2018 accomplishment</u>.

LUCIA M. BORINES

Rates

Approved:

OTHELLO B. CAPUNO
VP for Research and Extension

|                   |   |  | Target           |  |     | Rati           | ng  |                | Remarks |
|-------------------|---|--|------------------|--|-----|----------------|-----|----------------|---------|
| UMFO3             | Success/Performance Indicators  | Tasks Assigned   | Jan-June<br>2018 | Actual Accomplishment  | Q1  | E <sup>2</sup> | T3  | A <sup>4</sup> |         |
| Research Services | Number of Outputs presented in Regional/ National/International Forum/Conferences     | Paper and Poster presentation  | 2                | 2<br>(DA-BAR, DA-RFO8)   | 4.7 | 4.7            | 4.5 | 4.63           |         |
|                   | Number of Research Projects<br>Conducted and/or Completed on<br>Schedule              | As Project leader coordinator, leader or Component Leader            | 1                | (ACIAR-ICM and ACIAR Tropical Fruits Project)  | 5   | 5              | 5   | 5              |         |
|                   | Number of Research Proposals<br>Submitted   | New Project Proposals  | 1                | 2 1 Project and 1 study research proposals on wood vinegar to DA-BAR (as project leader of the wood vinegar project proposal for the management of cacao, jackfruit and vegetable diseases and study leader of the use of wood vinegar for the management of jackfruit diseases) | 4.7 | 4.7            | 4.7 | 4.7            |         |
|                   | No. of linkages forged  | International/National   | 1                | 2<br>(2 ACIAR Projects)  | 5   | 5              | 5   | 5              |         |
|                   | Amount of Research Money Generated from External Funding International/National/Local | Research Budgets Procured for the Period                             | 100,000          | PhP 562,108.04<br>(P 152,608,04 from ACIAR-ICM and<br>P409,500+ from ACIAR-Tropical Fruits<br>Project)   | 5   | 5              | 5   | 5              |         |
|                   | No. of vouchers, PR's, PO's, contracts signed   | Salaries of SRAs, laborers, purchase requests, purchase orders, etc. | 20               | 135  | 5   | 5              | 5   | 5              |         |
|                   | No. of research reports written   | Terminal Reports   | 2                | 4 ACIAR-ICM Project-finished; DA-BAR Jackfruit project finished but undergoing revision after the terminal review; PCAARRD-funded vegetable project, almost finished and ACIAR-funded  | 4.8 | 4.8            | 4.5 | 4.7            |         |

SHANDON FREDERING COMMITMENT & REVIEW FORM (1908)

to tucia M. BORINES of the Department of Pest Management, VSU, Visca, Baybay City, Leyte commits to deliver and agree to be raced on the attainment of the following targets in accordance with the indicated measures for the period january-june, 2018 accomplishment.

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54:57

Approved:

OTHELLO S. CAPUNO
VP for Research and Extension

| Ramarks | ;    | <i>Q</i> )  | n.i3 <b>s</b> 5% |             |  | Target          |  |   |                   |
|---------|------|-------------|------------------|-------------|--|-----------------|--|---|-------------------|
|         | *A   | £Ţ          | E2               | t <b>o</b>  | Actual Accomplishment  | omirost<br>8102 | Tasks Assigned                                     | Successifferformance indicators   | EOSMU I           |
|         | £8.4 | 4.5         | 7.4              | 7.5         | 2<br>(DA-BAR, DA-REOS)   | 2               | Paper and Poster<br>presentation                   | Humber of Culpuls presented in<br>Regional: National/International<br>Fortiar/Conferences   | Research Services |
|         | [ ]  | -5-         | ā                | - 2         | \$   |                 | As Project leader                                  | Number of Pesceron Protects   |                   |
|         |      |             | ;<br>;           |             | (ACIAR-ICM and ACIAR Tropical Fruits<br>Project)   |                 | courdinater, feeder er<br>Component Leader         | Continueted activor Completed on Schedule   |                   |
|         | 7.4  | <b>7.</b> μ | 7.2              | 7,4         | 2 Project and 1 sludy research proposals on wood vineyer to DA-BAR (as project eader of the wood vinegal project proposal for the management of caceo, jackinut and regetable diseases and study leader of the use of wood vinegar for the management of jackfruit diseases) | ,               | New Project Proposals                              | Munibar of Research Proposess<br>Submitted  |                   |
|         | 5    | Ĉ           | 5                | 5           | 2<br>(2 ACIAR Projects)  |                 | Isrciiak/Tenoitame/rl                              | <mark>විශාව අවදින</mark> වෙන්න වැඩි වැඩි  |                   |
|         | 3    | 6           | 3                | Ĉ           | PhP 562,106.04<br>(P. 162,608.54 from AGNAR-ICM and<br>P409,500+ from AGNAR-Tropleal Fruits<br>Project)  | 000 000         | Research Budgets Produced for the Period           | Amount of Respands Money<br>Generaled from External Funding<br>International/Patronal/Local |                   |
|         | Ĉ    | 5           | 5                | đ           | 155  | C2              | Salarias of SRAs, Isborers, porchasa profess, etc. | ivo. of vouchers, PR's, PO's,<br>contracts signed   |                   |
|         | 4.7  | 4.5         | 4.8              | <i>4</i> .3 | 4 ACIAR-ICM Project-finished; DA-PAR Jectifruit project finished but undergoing revision ofter the terminal review; PO4 4RRD-funded registable project, elected finished and ACIAR-funded.   |                 | Terminal Reports                                   | No of asearch reports written   |                   |

|                                       |  |       | jackfruit project – just started)   |     |     |     |      |  |
|---------------------------------------|--|-------|---|-----|-----|-----|------|--|
| No. of PowerPoin                      | nt Presentations -do-  | 2     | 2   | 4.5 | 4.5 | 4.5 | 4.5  |  |
| No. of Posters dra<br>and national co |  | 1     | 1   | 4.5 | 4.7 | 4.7 | 4.57 |  |
| No. of papers subpublication          | Peer-reviewed journals   | 1     | 4 (3 submitted to ATR; 1 already published by the Journal of Tropical Plant Pathology)  | 5.0 | 5.0 | 5.0 | 5.0  |  |
| No. of IEC Materi<br>research         | IPM Guides, Disease Catalog, Disease Bulletir Disease Factsheets | ns, 5 | IEC (5 ACIAR-ICM- IPM Guides for tomato, pepper, ampalaya, eggplant and selected leafy vegetables; 101 disease factsheets for all diseases affecting these crops); (PCAARRD-Vege project – 1 Disease Catalog in Eastern Visayas, 7 disease bulletins for tomato, eggplant, pepper, ampalaya, stringbean, okra and squash had and 101 disease factsheets | 5.0 | 5.0 | 5.0 | 5.0  |  |

|                           | OUTSTANDING | ADJECTIVAL RATING                                   |
|---------------------------|-------------|---|
|                           |             |   |
|                           | 4.82        | FINAL KALING  |
|                           |             |   |
|                           |             | Approved Additional points (with copy of approval)  |
|                           |             |   |
|                           |             | Punctuality   |
| Development Purpose:      |             |   |
| Comments & Recommendation |             | Additional Points:                                  |
|                           | 4.82        | Average Rating (Total Over-all rating divided by 4) |
|                           |             | A   |

ons for

Evaluated & Rated By: VHEAD DPM

Date:

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

Recommending Approval:

Approved by:

Director for Resear

OTHELLO B. CAPUNO
VP-Research and Extension

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

LUCIA M. BORINES of the Plant Disease Diagnostic Laboratory, VSU, Visca, Baybay City, Leyte 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-June 2018 taccomplishment.

LuBounes **LUCIA M. BORINES** Ratee

Approved:

|                                 |                               |   |        |   |                | Ra   | ating      |       | Remarks |
|---------------------------------|-------------------------------|---|--------|---|----------------|--|------------|-------|---------|
| MFO & PAPs                      | Success Indicators            | Tasks Assigned  | Target | Actual Accomplishment                         | Q <sup>1</sup> | E <sup>2</sup>                                   | <b>T</b> 3 | Aª    |         |
| General Administration and      | Activities being              | As head of PDDL,  |        |   | <del> </del>   | <del>                                     </del> |            |       |         |
| Support Services (GASs          | administered                  | Acting Project Coordinator of ACIAR Jackfruit project, and component leader Plant Pathology of ACIAR- ICM Project |        |   |                |  |            |       |         |
| Efficient and customer friendly | Zero percent complaint        |   | 1      | 5   | 5.0            | 5.0  | 4.5        | 5.0   |         |
| frontline services              | from client served            |   |        |   |                |  |            |       |         |
| Administrative                  | Meetings attended (Annual     |   | 1      | 5   | 5.0            | 5.0  | 4.5        | 4.83  |         |
| Support Services                | Reporting)                    |   |        |   |                |  |            |       |         |
|                                 | No. of documents acted        |   | 10     | 78  | 5              | 5  | 5          | 5     |         |
|                                 | upon on time (diagnostic      |   |        | (PDDL, ACIAR-Jackfruit Project,               |                |  |            |       |         |
|                                 | results, daily time records,  |   |        | ACIAR-ICM Project, PCAARRD Vegetable Project) |                |  |            |       |         |
|                                 | salary vouchers, purchase     |   |        | Vogotable : reject)                           |                |  |            |       |         |
|                                 | requests, purchase orders etc |   |        |   |                |  |            |       |         |
|                                 | No. of documents released     |   | 10     | 78  | 5              | 5  | 5          | 5     |         |
|                                 | on time (diagnostic results,  |   |        |   |                |  |            |       |         |
|                                 | (daily time records, salary   |   |        |   |                |  |            |       |         |
|                                 | vouchers, purchase            |   |        |   |                |  |            |       |         |
|                                 | requests, purchase)           |   |        |   |                |  |            |       |         |
| Total Over-all Rating           |                               |   |        |   | 1              | <del>                                     </del> |            | 19.83 |         |

| Average Rating (Total Over-all rating divided by 4) | 4.96        |
|---|-------------|
| Additional Points:                                  |             |
| Punctuality   |             |
| Approved Additional points (with copy of approval)  |             |
| FINAL RATING  | 4.96        |
| ADJECTIVAL RATING                                   | OUTSTANDING |
|   |             |

Comments & Recommendations for **Development Purpose:** 

| Evaluated 8 | k Rated Bγ | : |
|-------------|------------|---|
|-------------|------------|---|

Recommending Approval:

Approved by:

Date:\_

JOSE L. BACUSMO
Director for Research

Date:

Date:\_\_\_\_

- 1 Quality 2 Efficiency 3 Timeliness
- 4 Average

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

LUCIA M. BORINES of the Department of Pest Management, VSU, Visca, Baybay City, Leyte 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-June 2018 accomplishment.

Lupsoures LUCIA M. BORINES Ratee

Approved:

|                   |  |  | Accomplish              |  |                | Ra             | ating      |                | Remarks |
|-------------------|--|--|-------------------------|--|----------------|----------------|------------|----------------|---------|
| MFO & PAPs        | Success Indicators   | Tasks Assigned   | ment Jan-<br>June, 2018 | Actual<br>Accomplishment   | Q <sup>1</sup> | E <sup>2</sup> | <b>T</b> 3 | A <sup>4</sup> |         |
| xtension Services |  |  |                         |  |                |                |            |                |         |
|                   | Number of person-days trained<br>(# of persons x days of training) |  |                         |  |                |                |            |                |         |
|                   | Groups   | Resource Person on Farmers Trainings/Seminars  | 1                       | 2  | 5.0            | 5.0            | 5.0        | 5.0            |         |
|                   | Individuals  | No. of Individual farmer trainees  | 25                      | 40 Pest and Disease Management Training conducted by DA-RFO7 in Siguior;                                       | 5.0            | 5.0            | 5.0        | 5.0            |         |
|                   | Number of Trainings organized and conducted                        | As one of the organizers of farmers trainings  | 1                       | Pest and Disease Management Training conducted by DA-RFO7 in Siquijor (co- sponsored by PPS- Visayas Division) |                | 4.8            | 4.6        | 4.7            |         |
|                   | Number of beneficiaries served                                     | Beneficiaries served at the Plant Disease Diagnostic Laboratory (Farmers, researchers, students etc. | 10                      | 200  | 5.0            | 5.0            | 5.0        | 5.0            |         |
|                   | No. of extension projects served and or completed on schedule      | PDDL and Pest Clinic   | 1                       | 2<br>Pest Clinic and<br>PDDL   | 5.0            | 4.8            | 4.6        | 4.8            |         |
|                   | Amount of extension money generated from Institutional funding     | (PDDL) budget<br>Service fees from clients   | 10,000.00<br>1,000.00   | PhP 80,000.00<br>15,512.00   | 5.0            | 5.0            | 5.0        | 5.0            |         |

| *                        | No. of laboratory rooms maintained and repaired   | PDDL rooms   | 2 |  | 5.0 | 5.0 | 4.5 | 4.8  |   |
|--------------------------|---|--|---|--|-----|-----|-----|------|---|
|                          | No. of new equipment procured for PDDL            |  | 2 | 3 Distilling apparatus, air conditioner, printer | 5.0 | 5.0 | 5.0 | 5.0  | 3 |
|                          | No. of laboratory equipment repaired              | Existing PDDL equipment repaired   | 1 | 2 Air conditioner, desktop computer              | 5.0 | 5.0 | 4.5 | 4.8  |   |
|                          | Consultancy                                       | Walk-in clients at PDDL who made consultations with their problems in their farm | 1 | 2  | 4.8 | 4.6 | 4.7 | 4.7  |   |
|                          | No. of Farms visited for disease diagnostic works |  | 1 | 2<br>(2 farms in<br>Siquijor)                    | 5.0 | 5.0 | 5.0 | 5.0  |   |
| Total Over-all<br>Rating |   |  |   |  |     |     |     | 53.8 |   |

|     |               |                |   |   | · management |   |     |           |
|-----|---------------|----------------|---|---|--------------|---|-----|-----------|
|     | or age or the | ••             |   |   |              |   |     |           |
|     |               |                |   |   |              | • |     | <b></b> • |
| *   | ······        |                |   | - |              | _ | •   |           |
|     | • .           |                |   |   |              | - |     |           |
| ··· |               |                |   |   |              | - |     |           |
|     |               |                |   |   |              | _ |     |           |
|     |               | ·· <del></del> |   |   |              |   |     |           |
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| f   |               | ±. was ju      |   | • | ** *** 1     |   | *** |           |
|     |               |                |   |   | ••           |   | ÷ . | •         |
|     |               |                | - | • |              |   |     | <u></u>   |
|     |               |                |   |   | •            |   |     |           |

| May at mile or |             |   |
|----------------|-------------|---|
|                | OUTSTANDING | ADJECTIVAL RATING                                   |
|                | 4.89        | FINAL RATING  |
|                |             | Approved Additional points (with copy of approval)  |
|                |             |   |
| <del></del>    |             | Punctuality   |
| Developm       |             | Additional Points:                                  |
| Comment        | 4.89        | Average Rating (Total Over-all rating divided by 4) |

Comments & Recommendations for Development Purpose:

| Date: | HEAD DPM                                    | Evaluated & Rated By:  |
|-------|---|------------------------|
| Date: | Director for Extension                      | Recommending Approval: |
| Date: | OTHELLO B CAPUNO  VP-Research and Extension | Approved by:           |

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

# EMPLOYEE DEVELOPMENT PLAN

| Name of Employee: <u>Lucia M. Borines</u> Performance Rating: <u>Outstanding</u>                    |
|---|
| Aim: None   |
| Proposed Interventions to Improve Performance:  |
| Date: Target Date:  |
| First Step:   |
| Result:   |
| Date: Target Date:  |
| Next Step:  |
| Outcome:  |
| Final Step/Recommendation: Nose design excelles informance is upthicker, reicon of and extraporance |
| Prepared by:  |

Conforme:

<u>LUCIA M. BORINES</u> Name of Ratee Faculty/Staff

## SAME TRANSULTEVEL GEVOLTERS

Name of Employees | pull M. Bortess Booking and Making "Outs marks

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Pinal Step/Resources.daylor

Santiago S

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