

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JUSTINO M. QUIMIO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$5 \times 50\% = 2.5$	
b. Students (50%)		$5 \times 50\% = 2.5$	
<b>Total for Instruction</b>	50%	5	2.5
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	15%	4.5	0.68
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	15%	4	0.6
<b>4. Administration</b>	20%	4.5	0.9
<b>5. Production</b>	-	-	-
<b>TOTAL</b>			

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.68

0

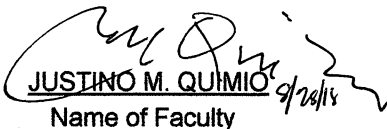
4.68


ADJECTIVAL RATING:

OUTSTANDING


Prepared by:

Reviewed by:


  
JUSTINO M. QUIMIO  
Name of Faculty

  
DENNIS P. PEQUE  
Department Head

Recommending Approval:

  
DENNIS P. PEQUE  
Dean

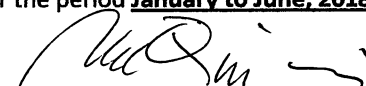
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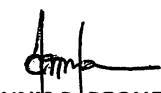
  
BEATRIZ S. BELONIAS  
Vice President



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JUSTINO M. QUIMIO**, Faculty of the **Department of Forest Science** 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, 2018**.

  
**JUSTINO M. QUIMIO**  
 Ratee

  
**DENNIS P. PEQUE**  
 Dean, CFES


MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Advanced &amp; Higher Education Services</b>	<b>Full Time Equivalent (FTE)</b>		7	12/7 (171.43%)	5	5	5	5	
<b>Instruction</b>	<i>Teacher's Leave</i>								
	<b>Number of Instructional Materials Developed/Revised and Utilized</b>								
	<i>Revised course outline</i>	Lecturer	1	2/1 (200%)	5	5	5	5	
	<i>Course syllabi prepared</i>	Lecturer	2	2/2 (100%)	5	5	5	5	
	<i>Handouts distributed</i>	Lecturer	6	12/6 (200%)	5	5	5	5	
	<i>Lab exercises reviewed</i>	Chairman, Ecology lab manual review committee	2	2/2 (100%)	5	5	5	5	
	<i>Hours spent on tutorial lectures</i>	Academic adviser, and student organization and thesis	6	30/6 (500%)	5	5	5	5	
	<i>Hours spent in student consultation</i>		30	70/30 (233.33%)	5	5	5	5	
	<i>Lecture materials prepared in power point</i>	Lecturer	2	5/2 (250%)	5	5	5	5	
	<i>New laboratory exercises prepared</i>	Laboratory Instructor	1	3/1 (300%)	5	5	5	5	
<b>Research Services</b>	No. of graduate thesis supervised	As graduate student thesis adviser	1	3/1 (300%)	4	4	4	4	
	No. of scientific article revised	As primary author	2	2/2 (100%)	5	5	5	5	
<b>Extension Services</b>	No. of Community engagement	Community visit/meetings	2	4/2 (200%)	4	4	4	4	
	No. of linkage/partnership developed	LCDE, Plan	1	1/1 (100%)	4	4	4	4	
<b>Administration</b>	No. of meetings attended	Faculty meeting, regular & emergency; committees	4	8/4 (200%)	5	5	5	5	
	Project meetings	Proposal preparation and in project implementation	1	3/1 (300%)	4	4	4	4	

Total Over-all Rating								71	
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Average Rating (Total Over-all rating divided by 4)		
Additional points:		
Approved Additional Points (with copy of the approval)		
FINAL RATING	4- 73	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:  
You are encouraged to do RDE and have it registered at OUPRE


Evaluated and Rated by:

  
**DENNIS P. PEQUE** 9/7/16  
Head Unit  
Date: \_\_\_\_\_

Recommending Approval:

  
**DENNIS P. PEQUE** 9/7/16  
Dean, CFES  
Date: \_\_\_\_\_

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President  
Date: \_\_\_\_\_

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Justino M. Quimio  
Performance Rating : 4.68 (Outstanding) January - June 2018

Aim: To handle more graduate courses during weekends

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2018 Target Date: March 2018

First Step:

Required Dr. Quimio to handle core course and other graduate courses in MS Forestry during weekends to cater the needs of the students

Result:

Actively handles the graduate courses assigned to him during weekends

Date: April 2018 Target Date: June 2018

Next Step:

Involve in the development of graduate program in the Department of Forestry.

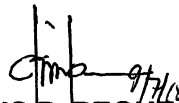
Outcome:

Dr. Quimio has expressed interest to help in the proposal to offer Doctoral program in Forestry

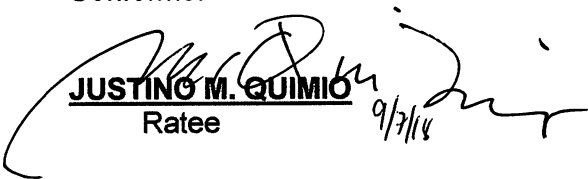
Final Step/Recommendation:

Dr. Quimio may lead in the development of the proposal on Doctoral program of the Department.

Prepared by:

  
**DENNIS P. PEQUE**  
Unit Head

Conforme:

  
**JUSTINO M. QUIMIO**  
Ratee

EMPLOYEE REVIEW REPORT

Name of Employee : Mr. Justin M. Quinn  
Reviewed during : 1st Quarter, January - June 2016

Area : To develop and coordinate all of the company's

Proposed initiatives to improve performance and for compliance and contribution to  
overall corporate responsibilities.

Period : January 2016  
Reviewed during : March 2016

First Step:

Required Mr. Quinn to handle all of the company's and other related issues in his position during  
weekends to cater the needs of the company.

Result:

Activities related to the company's business were handled during weekends.

Period : April 2016  
Reviewed during : June 2016

Next Step:

Involve in the development of projects or work in the Department of Finance.

Outcome:

The company has a successful project in the development of the Finance Department.

Final Statement/Conclusion:

Mr. Quinn has a good performance in the development of the Finance Department.

Reviewed by:

Justin M. Quinn  
Reviewed during :  
Period :

Signature:

Justin M. Quinn  
Reviewed during :  
Period :