



MINDBRIDGE RESOURCES CORPORATION PERFORMANCE EVALUATION REPORT FORM

Name of Employee : **DE JESUS, DARWIN TAMAYO** Date of Rating: **September 01, 2025**
Family Name, First Name M. I. mm / dd / yy
Location (Kindly check) : ☐ Head Office ☒ Plant **SPI** Department: **LOGISTICS**
Rating Period : From **September 24, 2025** To : **December 23, 2025** Location: **North Hub, San Simon**
mm / dd / yy mm / dd / yy Position: **BULLET/HUSTLING DRIVER**
Purpose of Rating : (Kindly check)
☐ Regular Rating ☒ Completion of Probationary / Qualification Period ☐ Promotion ☐ Others: **3rd MONTH EVALUATION**

Instructions: Please review notes on Guide to Performance Appraisal before accomplishing this form.

FACTORS	RATING				POINTS
1. KNOWLEDGE OF WORK:	Has exceptional knowledge of his own & related work. 9 to 10 pts.	Has required knowledge of own & related work. 7 to 8 pts.	Has required knowledge of own work only. 5 to 6 pts.	Needs additional instruction and guidance. 1 to 4 pts.	10
2. PRODUCTIVITY:	Usually exceeds standards. 36 to 40 pts.	Meets standards. 30 to 35 pts.	Seldom meets standards. 20 to 29 pts.	Never meets standards. 1 to 19 pts.	38
3. INITIATIVE:	Always 9 to 10 pts.	Usually 7 to 8 pts.	Sometimes 5 to 6 pts.	Rarely 1 to 4 pts.	10
4. DEDICATION TO DUTY:	Always dedicated to duty. 9 to 10 pts.	Usually dedicated to duty. 8 pts.	Sometimes dedicated to duty. 5 to 7 pts.	Rarely responds to company needs. 1 to 4 pts.	9
5. COOPERATION:	Always cooperative 9 to 10 pts.	Usually cooperative 8 pts.	Sometimes cooperative 5 to 7 pts.	Rarely cooperative 1 to 4 pts.	9
6. ATTENDANCE & PUNCTUALITY:	Tardiness w/in the allowable no. or less. 9 to 10 pts.	With written warning/s (1st Offense) 7 to 8 pts.	With one (1) day suspension (2nd Offense) 5 to 6 pts.	With 3 days suspension (3rd Offense) 1 to 4 pts.	9
7. SAFETY AND / OR HOUSEKEEPING:	No record of accident/infraction against our safety/ housekeeping rules. 9 to 10 pts.	No record of accident but w/ 1 infraction against our safety/ housekeeping rules 8 pts.	No record of accident but w/ 2 infraction against our safety/ housekeeping rules 5 to 7 pts.	Had an accident or had more than 2 infractions against our safety/ housekeeping rules 1 to 4 pts.	10
TOTAL					95

Previous Challenges and Accomplishments:

HARDWORKING, NEVER COMPLAINS AND NOT REFUSING DELIVERIES

Areas of Strengths:

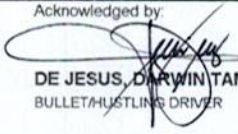
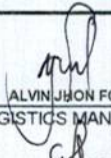
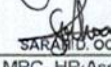
DEFENSIVE DRIVER, KNOWLEDGEABLE IN MECHANICAL OR TRUCK REPAIRS, PUNCTUALITY IS ALWAYS CONSISTENT, COOPERATIVE AND HAS INITIATIVE

Areas of Weaknesses / Development:

PER RATING	DESCRIPTION	Comments:
90-100	Outstanding	
75-89	Above Average	
50-74	Average	
49 below	Below Average	

RECEIVED

17 JAN 2026

Rated By :  LIM FERRANCO SENIOR LOGISTICS SUPERVISOR Date: <u>1-15-25</u>	Acknowledged by:  DE JESUS, DARWIN TAMAYO BULLETHUSTLING DRIVER
Approved by :  ALVIN JHON FORNAL LOGISTICS MANAGER/SPI Date Signed <u>01/06/24</u> mm / dd / yy Noted by :  SARAH D. OCHOA MRC- HR Associate Date Signed <u>9/1/25</u> mm / dd / yy	
EMPLOYEE DETAILS: Date Hired: <u>September 24, 2025</u> mm / dd / yy Date Appointed to Present Position: _____ Present Rate: 18,258.33 (MONTHLY) Amount of Increase: Date of Last Increase: _____ mm / dd / yy New Rate: _____	
FOR HUMAN RESOURCE MANAGEMENT DEPARTMENT Nature of Recommendation : _____ Approved Recommended Rate : _____ Approved Recommended Position : _____ Effectivity Date : _____ mm / dd / yy Reviewed by:  Human Resource Department	

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PER RATING	DESCRIPTION
90-100	Outstanding
75-89	Above Average
50-74	Average
49 below	Below Average

Date Received	Date Completed	Remarks Signature