



MINDBRIDGE RESOURCES CORPORATION

PERFORMANCE EVALUATION REPORT FORM

Name of Employee: ESGUERRA, JONAS CARL MICLAT Date of Rating: October 01, 2023
Family Name: First Name: M I mm / dd / yy
Location (Kindly check): ☐ Head Office ☒ Plant BPI Department: OPERATIONS
Rating Period: From July 15, 2023 To: October 12, 2023 Location: North Hub, San Simon
mm / dd / yy mm / dd / yy Position: FIRE FIGHTER
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.	6
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.	30
3. INITIATIVE:	Always 9 to 10 pts.	Usually 7 to 8 pts.	Sometimes 5 to 6 pts.	Rarely 1 to 4 pts.	6
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.	6
5. COOPERATION:	Always cooperative 9 to 10 pts.	Usually cooperative 8 pts.	Sometimes cooperative 5 to 7 pts.	Rarely cooperative 1 to 4 pts.	8
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.	7
7. SAFETY AND / OR HOUSEKEEPING:	No record of accident/infracton against our safety/ housekeeping rules. 9 to 10 pts.	No record of accident but w/ 1 infracton against our safety/ housekeeping rules 8 pts.	No record of accident but w/ 2 infracton against our safety/ housekeeping rules 5 to 7 pts.	Had an accident or had more than 2infractons against our safety/ housekeeping rules 1 to 4 pts.	6
TOTAL					69

Previous Challenges and Accomplishments:

Areas of Strengths:

HE HAS DEMONSTRATED AN ADEQUATE KNOWLEDGE OF HIS DUTIES.
SHOWS GOOD COOPERATION WITH HIS COLLEAGUES.

Areas of Weaknesses / Development:

HE NEEDS TO IMPROVE HIS PUNCTUALITY.
HE IS ENCOURAGED TO STAY CONSISTENTLY ALERT.

PER RATING	DESCRIPTION	Comments:
90-100	Outstanding	WHILE HE POSSESSES THE BASIC KNOWLEDGE AND ABILITY TO COOPERATE WITH THE TEAM, CONSISTENT IMPROVEMENT IN PUNCTUALITY AND ATTENTIVENESS IS NECESSARY.
75-89	Above Average	
50-74	Average	
49 below	Below Average	

RECEIVED

18 OCT 2023

Prepared By: <u><i>[Signature]</i></u> DANICO MATA LOPEZ / JED ATENZA Assistant Manager Date: <u>11-1-15</u>	Acknowledged by: <u><i>[Signature]</i></u> ESGUERRA, JONAS CARL MICLAT FIRE FIGHTER
Approved by: <u><i>[Signature]</i></u> RICRIC CREAG TERMINAL MANAGER	Date Signed: <u>11/01/25</u> mm / dd / yy
Noted by: <u><i>[Signature]</i></u> SARAH D. OCHOA MRC- HR Associate	Date Signed: <u>10/01/25</u> mm / dd / yy
EMPLOYEE DETAILS: Date Hired: <u>July 14, 2025</u> mm / dd / yy Date Appointed to Present Position: _____ Present Rate: 13,694.99 (MONTHLY) New Rate: _____ Amount of Increase: _____ Date of Last Increase: _____ mm / dd / yy	
FOR HUMAN RESOURCE MANAGEMENT DEPARTMENT Nature of Recommendation : _____ Approved Recommended Rate : _____ Approved Recommended Position : _____ Effectivity Date : _____ mm / dd / yy Reviewed by: <u><i>[Signature]</i></u> <u>10/10/25</u> Human Resource Department	

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

Date Received	Date Completed	Remarks Signature