



MINDBRIDGE RESOURCES CORPORATION

PERFORMANCE EVALUATION REPORT FORM

Name of Employee : QUIROL, JUSTIN PHILLIPPE Date of Rating: December 5, 2025
Family Name, First Name M. I. mm / dd / yy
Location (Kindly check) : Head Office ☒ Plant SPI Department: OPERATIONS
Rating Period : From January 1, 2025 To : December 5, 2025 Location: North Hub, San Simor
mm / dd / yy mm / dd / yy Position: FIRE FIGHTER
Purpose of Rating : (Kindly check)
☐ Regular Rating ☐ Completion of Probationary / Qualification Period ☐ Promotion ☒ Others: Justification for Merit Increase

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.	36
3. INITIATIVE:	Always 9 to 10 pts.	Usually 7 to 8 pts.	Sometimes 5 to 6 pts.	Rarely 1 to 4 pts.	9
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.	8
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 2 infractons against our safety/ housekeeping rules 1 to 4 pts.	9
TOTAL					90

Previous Challenges and Accomplishments:

HE HANDLED GROWING FIRE SAFETY DEMANDS WITH CONSISTENT PERFORMANCE. HE MANAGED INSPECTION WORK, SUPPORTED DRILLS, AND GUIDED FOLLOW FIREMEN. HIS DISCIPLINE AND RELIABILITY HELPED STRENGTHEN EMERGENCY PREPAREDNESS.

Areas of Strengths:

SHOWS GOOD COMMAND OF FIRE SAFETY PROTOCOLS. HE TRAINS TEAM MEMBERS WELL AND ENSURES PROCEDURES ARE FOLLOWED. DEMONSTRATE STRONG ACCOUNTABILITY.

Areas of Weaknesses / Development:

PER RATING	DESCRIPTION	Comments:
90-100	Outstanding	HIS PERFORMANCE AND CONDUCT SHOW THAT HE IS FIT FOR INCREASE RESPONSIBILITY. HIS LEADERSHIP QUALITIES, DISCIPLINE, AND SAFETY KNOWLEDGE CONTRIBUTE DIRECTLY TO A SAFED ENVIRONMENT
75-89	Above Average	
50-74	Average	
49 below	Below Average	

Rated By : DANICO MATALOG/JED ATIENZA Assistant Manager Date: 12-5-25		Acknowledged by: QUIROL, JUSTIN PHILLIPPE FIRE FIGHTER											
<table style="width: 100%; border: none;"> <tr> <td style="width: 30%; vertical-align: top;"> Approved by : </td> <td style="width: 30%; text-align: center; vertical-align: bottom;"> <u>RICARDO CREAG</u> TERMINAL MANAGER </td> <td style="width: 20%; vertical-align: top;"> Date Signed </td> <td style="width: 20%; text-align: center; vertical-align: bottom;"> <u>12-09-25</u> mm / dd / yy </td> </tr> <tr> <td style="vertical-align: top;"> Noted by : </td> <td style="text-align: center; vertical-align: bottom;"> <u>SARAH D. OCHOA</u> MRC- HR Associate </td> <td style="vertical-align: top;"> Date Signed </td> <td style="text-align: center; vertical-align: bottom;"> _____ mm / dd / yy </td> </tr> </table>				Approved by :	 <u>RICARDO CREAG</u> TERMINAL MANAGER	Date Signed	<u>12-09-25</u> mm / dd / yy	Noted by :	<u>SARAH D. OCHOA</u> MRC- HR Associate	Date Signed	_____ mm / dd / yy		
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EMPLOYEE DETAILS: <table style="width: 100%; border: none; margin-top: 10px;"> <tr> <td style="width: 35%;"> Date Hired: <u>October 11, 2023</u> mm / dd / yy </td> <td style="width: 35%;"> Present Rate: 14,868.54 (MONTHLY) </td> <td style="width: 30%;"> Amount of Increase: _____ Date of Last Increase: _____ mm / dd / yy </td> </tr> <tr> <td> Date Appointed to Present Position: _____ </td> <td colspan="2"> New Rate: _____ </td> </tr> </table>				Date Hired: <u>October 11, 2023</u> mm / dd / yy	Present Rate: 14,868.54 (MONTHLY)	Amount of Increase: _____ Date of Last Increase: _____ mm / dd / yy	Date Appointed to Present Position: _____	New Rate: _____					
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P2

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Date Received	Date Completed	Remarks Signature