



MINDBRIDGE RESOURCES CORPORATION

PERFORMANCE EVALUATION REPORT FORM

Name of Employee : PADERO, KENNETH LANCE JANDUCAYAN Date of Rating: November 02, 2025
Family Name: _____ First Name: _____ M. I.: _____
Location (Kindly check) : ☐ Head Office ☒ Plant SPI mm / dd / yy
Rating Period From: August 06, 2025 To: November 04, 2025 Department: HR
mm / dd / yy mm / dd / yy Location: North Hub, San Simon
Purpose of Rating : (Kindly check) Position: HR AND ADMIN ASSOCIATE
☐ 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 work only. 5 to 6 pts.	Needs additional instruction and guidance. 1 to 4 pts.	8
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.	35
3. INITIATIVE:	Always 9 to 10 pts.	Usually 7 to 8 pts.	Sometimes 5 to 6 pts.	Rarely 1 to 4 pts.	8
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.	8
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.	9
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					85

Previous Challenges and Accomplishments:

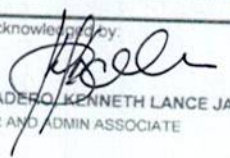
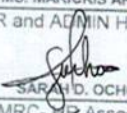
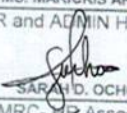
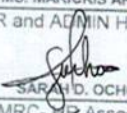
Areas of Strengths:

consistently meets performance expectation
takes initiatives to identify and resolve issues
can adapt quickly

Areas of Weaknesses / Development:

PER RATING	DESCRIPTION	Comments
90-100	Outstanding	
75-89	Above Average	

17 JAN 2026

Rated by:  RODRIGUEZ, PRINCESS HR and Admin Officer - SP1 Date: <u>01-08-26</u>	Acknowledged by:  PADERO, KENNETH LANCE JANDUCAYAN HR AND ADMIN ASSOCIATE									
<table style="width: 100%;"> <tr> <td style="width: 20%;">Approved by</td> <td style="width: 30%; text-align: center;"> <u>MS. MARICRIS ARIOLA</u> OIC/HR and ADMIN HEAD - MRC </td> <td style="width: 20%;">Date Signed</td> <td style="width: 30%; text-align: center;"> <u> </u> mm / dd / yy </td> </tr> <tr> <td>Noted by</td> <td style="text-align: center;">  <u>SARA M.D. OCHOA</u> MRC- HR Associate </td> <td>Date Signed</td> <td style="text-align: center;"> <u>01/08/26</u> mm / dd / yy </td> </tr> </table>		Approved by	<u>MS. MARICRIS ARIOLA</u> OIC/HR and ADMIN HEAD - MRC	Date Signed	<u> </u> mm / dd / yy	Noted by	 <u>SARA M.D. OCHOA</u> MRC- HR Associate	Date Signed	<u>01/08/26</u> mm / dd / yy	
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FOR HUMAN RESOURCE MANAGEMENT DEPARTMENT <table style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 50%;">Nature of Recommendation : _____</td> <td style="width: 50%;">Reviewed by: </td> </tr> <tr> <td>Approved Recommended Rate : _____</td> <td style="text-align: center;">  Human Resource Department </td> </tr> <tr> <td>Approved Recommended Position : _____</td> <td></td> </tr> <tr> <td>Effectivity Date : _____ mm / dd / yy</td> <td></td> </tr> </table>		Nature of Recommendation : _____	Reviewed by: 	Approved Recommended Rate : _____	 Human Resource Department	Approved Recommended Position : _____		Effectivity Date : _____ mm / dd / yy		
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Approved Recommended Position : _____										
Effectivity Date : _____ mm / dd / yy										

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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