



MINDBRIDGE RESOURCES CORPORATION

PERFORMANCE EVALUATION REPORT FORM

HR AND ADMIN

Name of Employee: PADERO, KENNETH LANCE JANDUCAYAN Date of Rating: January 17, 2026
Family Name: PADERO First Name: KENNETH LANCE M: JANDUCAYAN mm / dd / yy
Location (Kindly check): ☐ Head Office ☒ Plant SPI Department: HR
Rating Period: From November 04, 2025 To February 02, 2026 Location: North Hub, San Simon
mm / dd / yy mm / dd / yy Position: HR AND ADMIN ASSOCIATE
Purpose of Rating: Kindly check: ☒ Regular Rating ☐ Completion of Probationary / Qualification Period ☐ Promotion ☐ Others 4th MONTH EVALUATION

Instructions: Please review notes on Guide to Performance Appraisal before accomplishing this form					POINTS
FACTORS	RATING				
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	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	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	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 within 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	9
TOTAL					86

Previous Challenges and Accomplishments:

Areas of Strengths:

has an eagerness to learn
can adapt easily
consistently meets expectation

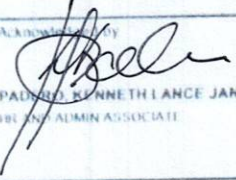
Areas of Weaknesses / Development:

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

Comments:

RECEIVED

04 FEB 2026

Rated By  RODRIGUEZ, PRINCESS HR and Admin Officer - SPI Date _____	Acknowledged by  PAULINO KENNETH LANCE JANDUCAYAN HR and Admin Associate
Approved by _____ MS. MARCRIS AREOLA OIC HR and Admin Head - MRC Date Signed _____ mm / dd / yy Noted by  _____ MRC HR Associate Date Signed _____ 01/17/24 mm / dd / yy	
FOR REGULARIZATION EMPLOYEE DETAILS Date Hired AUGUST 16, 2015 Date Appointed to Present Position _____ Present Rate 15,000 MONTHLY NO allowance <i>for</i> ADDITIONAL 11500  2/4 Amount of Increase _____ Date of Last Increased _____ 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  1/21 _____ Human Resource Department	

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Date Received	Date Completed	Remarks Signature