



PERFORMANCE EVALUATION REPORT FORM

Name of Employee: Ballingbing, Mark Lesther **Date of Rating:** **Date Hired:** JULY 11, 2025
Position: Trailer Truck Driver
Location: SPI CALACA **Department:** LOGISTICS
Rating Period: JULY 2025 to DECEMBER 2025
Purpose of Rating: 5TH MONTH EVALUATION

Instruction: 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	Has required knowledge of own & related work	Has required knowledge of own work only	Needs additional instruction and guidance	8
	9 to 10 pts.	7 to 8 pts.	5 to 6 pts.	1 to 4 pts.	
	Remarks:				
2. PRODUCTIVITY	Usually exceeds standards	Meets standards	Seldom meets standards	Never meets standards	35
	36 to 40 pts.	30 to 35 pts.	20 to 29 pts.	1 to 19 pts.	
	Remarks:				
3. INITIATIVE	Always	Usually	Sometimes	Rarely	8
	9 to 10 pts.	7 to 8 pts.	5 to 6 pts.	1 to 4 pts.	
	Remarks:				
4. DEDICATION TO DUTY	Always dedicated to duty.	Usually dedicated to duty	Sometimes dedicated to duty	Rarely responds to company needs.	8
	9 to 10 pts.	8 pts.	5 to 7 pts.	1 to 4 pts.	
	Remarks:				
5. COOPERATION	Always cooperative	Usually cooperative	Sometimes cooperative	Rarely cooperative	8
	9 to 10 pts.	8 pts.	5 to 7 pts.	1 to 4 pts.	
	Remarks:				
6. ATTENDANCE & PUNCTUALITY:	Tardiness w/n the allowable no or less.	With written warning/s	With one (1) day suspension	With 3 days suspension.	9
		(1st Offense)	(2nd Offense)	(3rd Offense)	
	9 to 10 pts.	7 to 8 pts.	5 to 6 pts.	1 to 4 pts.	
7. SAFETY AND / OR HOUSEKEEPING	No record of t/infracton against our safety/ housekeeping rules	No record of accident but w/ 1 infracton against our safety/ housekeeping rules	No record of accident but w/ 2 infracton against our safety/ housekeeping rules	Had an accident or had more than 2 infractons against our safety/ housekeeping rules	9
	9 to 10 pts.	8 pts.	5 to 7 pts.	1 to 4 pts.	
	Remarks:				
TOTAL					85



Previous Challenges and Accomplishments:

COMPLETELY UNDERSTAND Job RESPONSIBILITIES

Areas of Strengths:

DEDICATED TO DUTY

Areas of Weaknesses / Development:

HARD WORKING

Rated By:

Robert Solivio

Printed Name & Signature

Date:

12-04-2025

(mm / dd / yy)

Acknowledged By:

Employee Name:

MARK ESTHER BAUMBIVIL

Printed Name & Signature

Date:

12-10-25

(mm / dd / yy)

RECOMMENDATIONS:

Approved by:

ALVIN JHON B. FORMAL
LOGISTICS MANAGER

Date Signed:

mm / dd / yy

Approved by:

MARICRIS ARIOLA
OIC HR AND ADMIN HEAD

Date Signed:

mm / dd / yy

President's Signature:

Date Signed:

mm / dd / yy

EMPLOYEE DETAILS

Date Hired: 07/11/25

Present Rate: PER TRIP

Amount of Increase:

Date of Last Increase:

mm / dd / yy

Date Appointed to Present Position:

New Rate:

FOR HUMAN RESOURCE MANAGEMENT DEPARTMENT

Nature of Recommendation:

Reviewed by:

Approved Recommended Rate:

Human Resource Department

Approved Recommended Position:

Effectivity Date:

mm / dd / yy

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

Passing Rate