



MINDBRIDGE RESOURCES CORPORATION

PERFORMANCE EVALUATION REPORT FORM

Name of Employee : **SAGARINO RAPHY S**

Date of Rating: **Jan. 5, 2026**

Location (Kindly check) : Family Name, First Name, M. I.

Rating Period : **10/7/2025** to: **January 5, 2026**

Department Operations
Plant: SPI CEBU

Purpose of Rating : (Kindly check)

Regular Rating ☐ Completion of Probationary / Qualification Period ☒ Promotion ☐ Others: ☐

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 pts
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 pts
3. INITIATIVE:	Always 9 to 10 pts.	Usually 7 to 8 pts.	Sometimes 5 to 6 pts.	Rarely 1 to 4 pts.	9 pts
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 pts
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 pts
6. ATTENDANCE & PUNCTUALITY:	Tardiness w/n 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 pts
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 2infractions against our safety/ housekeeping rules 1 to 4 pts.	9 pts
TOTAL					90 pts.

Previous Challenges and Accomplishments:

CONSISTENTLY MET PERFORMANCE STANDARDS, MAINTAINED GOOD ATTENDANCE, AND FOLLOWED SAFETY AND COMPANY RULES. NO MAJOR ISSUES WERE ENCOUNTERED.

Areas of Strengths:

DEMONSTRATES STRONG JOB KNOWLEDGE, RELIABILITY, AND DEDICATION TO DUTY. MAINTAINS GOOD PRODUCTIVITY, COOPERATES WELL WITH COLLEAGUES, AND CONSISTENTLY FOLLOWS SAFETY AND HOUSEKEEPING STANDARDS.

RECEIVED

06 FEB 2026

Areas of Weaknesses / Development:

DAT FURTHER IMPROVE EFFICIENCY IN HANDLING COMPLEX TASK AND CONTINUE DEVELOPING PROACTIVE COMMUNICATION SKILLS.

Rated By

SEAN LOUIS MASELLONES

Printed Name & Signature

Date

01/14/24

(mm / dd / yy)

of PER discussion with

Employee by Rater

Employee

RAPHAEL SACARINO

Printed Name & Signature

Date

(mm / dd / yy)

of PER submitted by Ratee

COMPUTATIONS:

Approved by

JOHN KIMBLE MALAN

Date Signed

mm / dd / yy

Approved by

Date Signed

mm / dd / yy

President's Signature

Date Signed

mm / dd / yy

EMPLOYEE DETAILS:

Date Hired: 10/7/2025 Present Rate: P 560.52

mm / dd / yy

Date Appointed

to Present Position: BULLET TRUCK DRIVER

Amount of

Increase: _____

Date of Last

Increase: _____

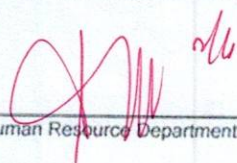
mm / dd / yy

New Rate: _____

FOR HUMAN RESOURCE MANAGEMENT DEPARTMENT

Nature of Recommendation

Reviewed by:


Human Resource Department

Approved Recommended Rate

Approved Recommended Position

Effectivity Date

mm / dd / yy

P2

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

Date Received	Date Completed	Remarks Signature