

KOLIN PHILIPPINES INT'L INC.

Human Resources Department PERFORMANCE APPRAISAL FORM (Product Merchandiser)

Department: <u>SALES</u>	Section: <u>11/A</u>	Date:
Name: <u>Gandro V. De Beoy</u>	Position Title: <u>PM - Imperial catichan</u>	
Job Grade: <u>Rank 6 File</u>	Date Started in the Position: <u>10-8-25</u>	
Evaluating Supervisor: <u>Raymond Domora</u>	Title: <u>RD</u>	

DATE OF EVALUATION: <u>11-12-25</u> (1st month evaluation)
DATE OF LAST EVALUATION: <u>11/A</u>
DATE HIRED: <u>10-12-25</u>

OVERALL VIEW OF PERFORMANCE

RATING	RANGE	DESCRIPTION
1	1 - 1.50	NOT ACCEPTABLE
2	1.51 - 2.50	NEEDS IMPROVEMENT
3	2.51 - 3.50	FAIRLY QUALIFIED
4	3.51 - 4.50	VERY GOOD
5	4.51 - 5.00	EXCELLENT

FINAL RATING :

TREND ANALYSIS:		
DECLINING	STABLE	IMPROVING

		1	2	3	4	5
SALES TARGET ACHIEVEMENT	<p>Percentage of Achieved vs. Agreed Targets:</p> <p>Actual Sales vs. Targets</p> <p>100% and above = 5 70% - 79% = 2</p> <p>90% - 99% = 4 69% below = 1</p> <p>80% - 89% = 3</p> <p>70% of the total weight</p>	✓				
SUBMISSION OF REPORTS	<p>Timely Submission of Sales Reports. Extent of Accuracy and Precision of reports.</p> <p>Submission on set deadline - rating of 5</p> <p>Submission after 1 day on set deadline - rating of 4</p> <p>Submission after 2 days on set deadline - rating of 3</p> <p>Submission after 3 days on set deadline - rating of 2</p> <p>More than 3 days - rating of 1</p> <p>10% of the total weight</p>				✓	

		1	2	3	4	5																				
ATTITUDE	<p>a. Attitude Towards Work</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Compliance to Dealer's Rules & Regulations <input checked="" type="checkbox"/> Shows enthusiasm in doing tasks specified in the Job Description and any task assigned thereof by immediate supervisor <input checked="" type="checkbox"/> Willingness to learn and initiative to do the job well and improved skills. <p>b. Attitude Towards Co-Workers and Superiors</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Respectful, hardworking and courteous <input checked="" type="checkbox"/> No Arrogance during work related disagreements <input checked="" type="checkbox"/> Not Argumentative <input checked="" type="checkbox"/> Not Troublesome <input checked="" type="checkbox"/> Does not spread malicious gossips <p>Note: Add the rating of the 2 conditions then get the average by dividing it by 2 then that is the rating you will check on the right side.</p> <p>10% of the total weight</p>				✓																					
ATTENDANCE	<p>a. Number of lates and absences in one payroll period for Monthly Appraisal</p> <table border="0"> <tr> <td>None</td> <td>- Rating of 5</td> </tr> <tr> <td>1 late, 1 absent</td> <td>- Rating of 4</td> </tr> <tr> <td>2 times tardy and/or 2 absences</td> <td>- Rating of 3</td> </tr> <tr> <td>3-5 times tardy and/or 3 absences</td> <td>- Rating of 2</td> </tr> <tr> <td>more than 5 times tardy and/or absent</td> <td>- Rating of 1</td> </tr> </table> <p>b. Number of lates and absences for Annual Appraisal</p> <table border="0"> <tr> <td>None</td> <td>- Rating of 5</td> </tr> <tr> <td>6 times tardy and 4 absences</td> <td>- Rating of 4</td> </tr> <tr> <td>8 times tardy and 6 absences</td> <td>- Rating of 3</td> </tr> <tr> <td>12 times tardy and 12 absences</td> <td>- Rating of 2</td> </tr> <tr> <td>more than 12 times tardy and 12 absences</td> <td>- Rating of 1</td> </tr> </table> <p>Note: Add the rating of the 2 conditions then get the average by dividing it by 2 then that is the rating you will check on the right side.</p> <p>10% of the total weight</p>	None	- Rating of 5	1 late, 1 absent	- Rating of 4	2 times tardy and/or 2 absences	- Rating of 3	3-5 times tardy and/or 3 absences	- Rating of 2	more than 5 times tardy and/or absent	- Rating of 1	None	- Rating of 5	6 times tardy and 4 absences	- Rating of 4	8 times tardy and 6 absences	- Rating of 3	12 times tardy and 12 absences	- Rating of 2	more than 12 times tardy and 12 absences	- Rating of 1				✓	
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Employee strong points (Personal characteristics, knowledge, aptitudes and abilities)

GOOD ATTENDANCE | ATTITUDE

Employee's weakest point (need improvement in current position and how this can be accomplished)

SHOULD BE ABLE TO HIT AT LEAST 50%
ON 1ST MONTH

Actions Needed to enhance employee's capabilities and hone potentials.

TRAINING

Type	Target Date	Objective	Expected Outcome

Employee's Comment

Superior's Recommendation as to Level, Salary or Position:

() With Salary Adjustment () Without Salary Adjustment Promoted to: _____

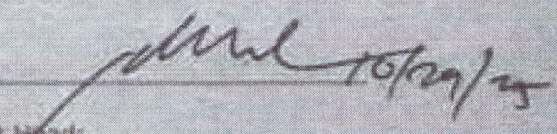
Justify Recommendation:

Employee



This review has been discussed
With me.

Supervisor:

 10/29/25

Department Head:

(DO NOT DISCUSS "SALARY" PORTION WITHOUT PAN ATTACHMENT)
This appraisal must be returned to HRD.


Jaka Bryan A. Trajeco
Sales PM Mgmt Asst.

2. NO DISCUSS ON AG DEPT.
3. MINIMAL WORK IN

ATTENDANCE SUMMARY OF DE ESOY, SANDRO
PM- IMPERIAL CATICLAN)
S OF OCOTBER 2025


ABSENCES

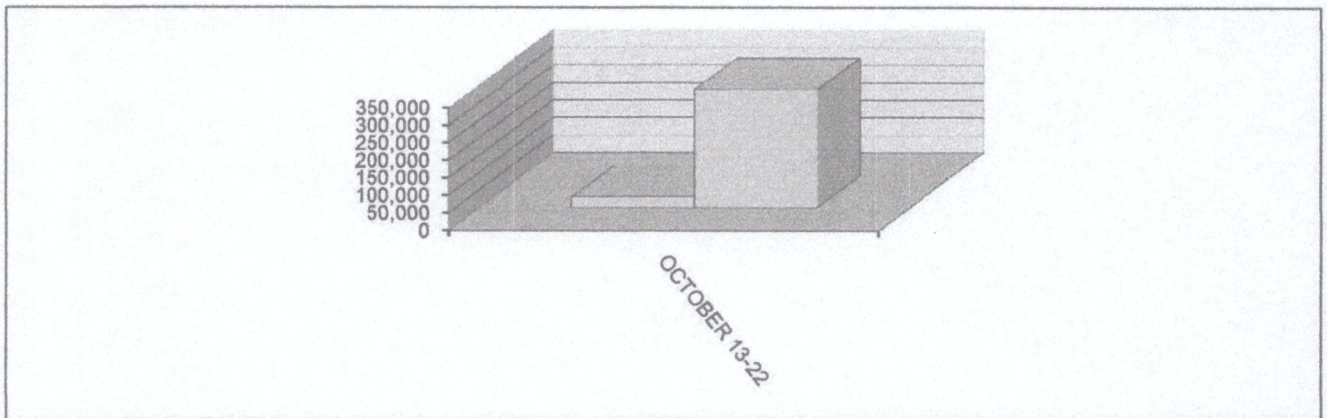
OCOTBER
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TARDINESS

OCOTBER
NO DTR

prepared by:


EIZER ANNE TABAGAN
R TIMEKEEPING

BRANCH PERFORMANCE:**IMPERIAL APP CATICLAN****SALES HISTORY**

MONTH	YEAR	ACTUAL	TARGET	%	PM ASSIGNED
OCTOBER 13-22	2025	28,995	337,097	9%	De Esoy, Sandro
TOTAL		28,995	337,097	9%	
AVERAGE		28,995	337,097	9%	October 13, 2025

PREPARED BY:

J. Bryan 10/23
Jake Bryan Trajeco
Sales PM Management Assistant