

KOLIN PHILIPPINES INT'L INC.

Human Resources Department

PERFORMANCE APPRAISAL FORM

Product Merchandisers

EMPLOYEE INFORMATION			
Employee Name:	FERRERAS, JOHN CARLO B.	Evaluator Name:	RAYMOND DOROMAL
Employee Position:	PM – IMPERIAL ROSARIO BATANGAS	Reviewer's Title:	SR. ACCOUNT OFFICER
Department:	SALES	Evaluation Date:	12.1.2025 (2 ND EVAL.)
Date Hired:	10.1.2025	Evaluation Period:	NOV. 1 – NOV 30, 2025
DOCUMENTS ATTACHED:	Attendance Record	Disciplinary Action	Previous PAF

OVERALL VIEW OF PERFORMANCE			
SCORE	SCORE RANGE	DESCRIPTION	GUIDE
5	4.50 – 5.00	EXCELLENT	Consistently exceeds all requirements with exceptional quality
4	3.50 – 4.49	VERY GOOD	Exceeds requirements and delivers high-quality results
3	2.50 – 3.49	QUALIFIED	Meets job requirements and expectations consistently
2	1.50 – 2.49	NEEDS IMPROVEMENT	Performance is below expectations in some areas
1	1.00 – 1.49	NOT ACCEPTABLE	Performance is significantly below expectations
FINAL RATING:			
TREND ANALYSIS:		Declining	Stable
			Improving

PERFORMANCE EVALUATION				
Criteria	Sub Criteria	Proficiency Level	Score	Comment
QUALITY OF WORK	A. Accuracy and Timeliness – Measures the employee's ability to complete work correctly and within expected timeframes. Note: 8% of the total weight		0.4	LOW SALES PERFORMANCE HAS ONLY 40% YTD PERFORMANCE
	Guide:	Score:	3	
	Consistently delivers accurate and timely work	5		
	Regularly delivers accurate and timely results	4		
	Meets accuracy and timeliness expectations	3		
	Occasionally inaccurate or late	2		
	Frequently inaccurate or late	1		
	B. Productivity – Evaluates the employee's output in relation to assigned tasks, goals, and deadlines, considering both the quantity and efficiency of work produced. Note: 45% of the total weight		0.45	
	Guide:	Score:	4	
	Sales performance is 100% and above	5		
Sales performance is 90% - 99%	4			
Sales performance is 80% - 89%	3			
Sales performance is 70% - 79%	2			
Sales performance is below 69%	1			
COMPLIANCE	Adherence to policy and procedure – Assesses the employee's consistency in following company policies, procedures, and applicable requirements in daily work. Note: 7% of the total weight		0.35	
	Guide:	Score:	3	
	Consistently exceeds compliance	5		
	Regularly exceeds compliance requirements	4		
	Meets all compliance requirements	3		
	Inconsistent adherence	2		
	Frequently non-compliant	1		

ATTITUDE	A. Adaptability – Evaluates the employee’s ability to adjust to changes in work demands, priorities, processes, or environments while maintaining effectiveness and professionalism. Note: 6% of the total weight					4	3			
	Guide:		Score:							
	Quickly adapts to changes and handles challenges with ease		5							
	Adjusts well to changes with minimal difficulty		4							
	Adapts to changes and new demands as required		3							
	Struggles to adjust to change or new priorities		2							
	Resists change and has difficulty adapting		1							
	B. Cooperative – Assesses the employee’s willingness to work collaboratively with others, show respect, and contribute to a positive and team-oriented work environment. Note: 6% of the total weight									
	Guide:		Score:							
	Consistently promotes teamwork and collaboration		5							
	Works well with others and supports team goals		4							
	Cooperates with coworkers as expected		3							
	Occasionally uncooperative or disengaged		2							
	Frequently uncooperative or disrupts teamwork		1			4	3			
	C. Dependability – Evaluates the employee’s reliability in completing tasks, meeting deadlines, being present when needed, and following through on commitments with minimal supervision. Note: 8% of the total weight									
	Guide:		Score:							
	Always reliable and consistently delivers on commitments		5							
	Dependable and follows through with minimal supervision		4							
Generally reliable and meets expectations		3								
Sometimes unreliable or misses commitments		2								
Frequently unreliable and lacks follow-through		1			4	3				
A. Punctuality – Evaluates the employee’s consistency in arriving on time for work and meetings, demonstrating respect for schedules and ensuring timely participation without causing delays. Note: 10% of the total weight										
Guide: check # of late arrivals				Score:				3	0.50	5
Monthly		Annual								
M – F	M – S	M – F	M – S							
0	0	0	0							
1	1	1 – 5	1 – 6							
2	2	6 – 10	7 – 12							
3	3	11 – 15	13 – 18							
≥ 4	≥ 4	≥ 16	≥ 19	1	3	0.50	5			
B. Absenteeism – Assesses the employee’s reliability in maintaining regular attendance, minimizing unplanned absences, and being present when needed to support team operations and workload continuity. Note: 10% of the total weight										
Guide: check # of absences				Score:				3	0.50	5
Monthly		Annual								
M – F	M – S	M – F	M – S							
0	0	0	0							
1	1	1 – 5	1 – 6							
2	2	6 – 10	7 – 12							
3	3	11 – 15	13 – 18							
≥ 4	≥ 4	≥ 16	≥ 19	1						

Employee strong points (Personal characteristics, knowledge, aptitudes and abilities)

GOOD ATTENDANCE

Area/s that needs improvement (Personal characteristics, knowledge, aptitudes and abilities)

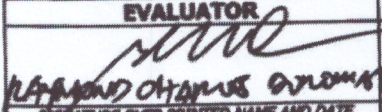
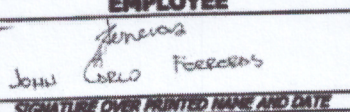
Improve on Skill-set

PERFORMANCE IMPROVEMENT PLAN		
<i>Required if any criterion is 2 points below the required standard or if the overall score fails to meet expectations</i>		
AREA(S) NEEDING IMPROVEMENT	AGREED ACTIONS / TRAINING NEEDED	TARGET DATE FOR IMPROVEMENT
Call - out	MONITORING	DEC 2015
	COACHING	

Evaluator's recommendation on employee's level, salary, position, and employment status. (check all that apply)

<input type="checkbox"/> Regularization	<input type="checkbox"/> Merit Increase	<input type="checkbox"/> Lateral Transfer
<input type="checkbox"/> Extend Evaluation Period	<input type="checkbox"/> Promotion	<input type="checkbox"/> Revert to Previous Position
<input type="checkbox"/> Termination	<input type="checkbox"/> Retention / No Change	<input type="checkbox"/> Confirm Promotion / Transfer

ACKNOWLEDGMENT
The evaluator and the employee acknowledge, through their signatures that the performance evaluation results and feedback were discussed, including any required coaching, mentoring, or performance improvement plans, and that there is mutual understanding of the agreed-upon next steps and timelines.

EVALUATOR	EMPLOYEE	DEPARTMENT HEAD
		
SIGNATURE OVER PRINTED NAME AND DATE	SIGNATURE OVER PRINTED NAME AND DATE	SIGNATURE OVER PRINTED NAME AND DATE

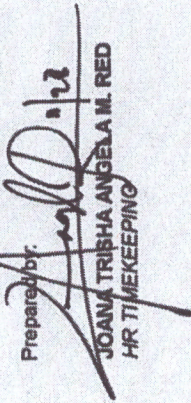
PM CONCERN

KOLIN PHIL. INT'L INC.
ATTENDANCE SUMMARY OF FERRERAS, JOHN CARLO
(PM- IMPERIAL ROSARIO BATANGAS)
AS OF OCT TO NOV 15, 2025

ABSENCES	
OCTOBER	NOVEMBER
NONE	NONE

TARDINESS	
OCTOBER	NOVEMBER
NONE	NONE

Prepared by:

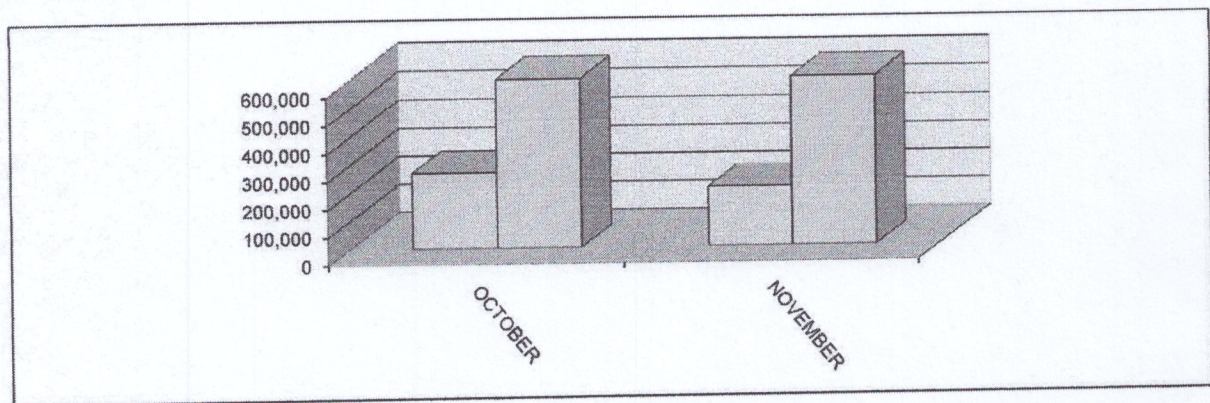

JOANNA TRISHA ANGELA M. RED
HR TIMEKEEPING

**KOLIN PHIL. INT'L INC.
DISCIPLINARY ACTION OF FERRERAS, JOHN CARLO B.**

Date	Infraction/Violation	Action Taken

Prepared by:

Christine P. Jovero
CHRISTINE P. JOVERO
HR EMPLOYEE RELATIONS

BRANCH PERFORMANCE:**IMPERIAL APP ROSARIO BATANGAS****SALES HISTORY**

MONTH	YEAR	ACTUAL	TARGET	%	PM ASSIGNED
OCTOBER	2025	272,055	600,000	45%	Ferreras, John Carlo B.
NOVEMBER		211,970	600,000	35%	
TOTAL		484,025	1,200,000	40%	October 01, 2025
AVERAGE		242,013	600,000	40%	

PREPARED BY:

J. Trajeco 12/01
Jake Bryan Trajeco
Sales PM Management Assistant