



**CERTIFICATION OF COMPLIANCE
SALN Submission/Filing**

This certifies that **DUTY FREE PHILIPPINES CORPORATION** fully satisfies the Statement of Assets, Liabilities and Net Worth (SALN) requirement of the Performance-Based Incentive System for Fiscal Year 2014.

This also attests that all submissions of the agency concerned has substantially complied with the minimum requisites for content and formalities prescribed under Republic Act 6713 and its Implementing Rules and Regulations, which are as follows:

- a. Basic Information
- b. Assets (Real Properties and Personal Properties)
- c. Liabilities
- d. Net Worth
- e. Financial Connections and Business Interests
- f. Relatives in the Government

This further certifies that out of **872** employees qualified for PBB under the 2014 PBIS Guidelines, **867** employees have completed and filed their SALN as reflected below:

OFFICE	NO. OF EMPLOYEES	NO. OF EMPLOYEES WITH DULY ACCOMPLISHED AND SUBMITTED SALN	PERCENTAGE OF COMPLIANCE (%)
Office of the Chief Operating Officer	8	8	100%
Security Department	17	17	100%
Corporate & Legal Affairs Office	14	14	100%
Finance Division	238	238	100%
Human Resource Management	41	41	100%
Internal Audit Division	25	25	100%
Merchandising Division	19	19	100%
ODGM - Administration	6	6	100%
General Services Division	69	69	100%
ODGM - Operations	8	8	100%
Marketing Department	6	6	100%
Logistics Division	138	136	99%
Management Information Services	63	63	100%
Store Operations Division	220	217	99%

DUTY FREE PHILIPPINES CORPORATION forwarded/filed all SALNs with the appropriate receiving entity (i.e. Ombudsman in the case of the President, Vice President and Constitutional Officials; etc.), in accordance with RA 6713 and its implementing rules and regulations.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this 28th day of January 2015 at **Parañaque City**, Philippines.

VICTOR RAMON G. MARFORI JR.

HRM Division

LORENZO C. FORMOSO

Chief Operating Officer