



**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 2016.

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 **941** employees qualified for PBB under the 2016 PBIS Guidelines, **939** 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	7	7	100%
Security Department	18	18	100%
Corporate & Legal Affairs Office	15	15	100%
Finance Division	272	272	100%
Human Resource Management Division	45	45	100%
Internal Audit Division	25	25	100%
Merchandising Division	20	20	100%
ODGM - Administration	7	7	100%
General Services Division	81	81	100%
ODGM - Operations	8	8	100%
Marketing Department	12	12	100%
Logistics Division	133	133	100%
Management Information Services Division	65	65	100%
Store Operations Division	233	231	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 24th day of April 2017 at **Parañaque City**, Philippines.


MARIA TERESA C. PANOPIO
 HRM Division


VICENTE PELAGIO A. ANGALA
 Chief Operating Officer