



**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 2013.

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 2013 PBIS Guidelines, **869** 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	137	99%
Management Information Services	63	63	100%
Store Operations Division	220	218	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 12th day of February 2014 at **Parañaque City**, Philippines.


MARIA TERESA C. PANOPIO
 HRM Division *mt*

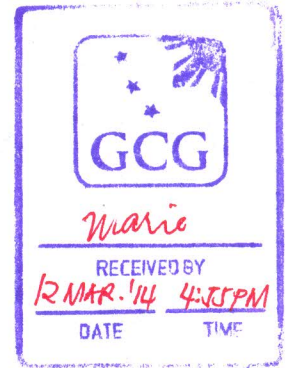

LORENZO C. FORMOSO
 Chief Operating Officer



12 March 2014

HON. CESAR L. VILLANUEVA

Chairman
Governance Commission for GOCCs
3/F Citibank Center, Citibank Plaza
Paseo de Roxas corner Villar Street
Makati City

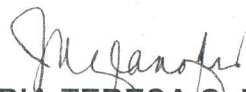


Dear Chairman Villanueva,

This is to submit to your office the masterlist of DFPC employees who submitted SALN forms for CY 2012, as part of the Omnibus Certification submitted last February 25, 2014.

Please note that attached document reflects DFPC employees' job grade levels (JG) since we still do not have GCG/CSC approved corresponding salary grade levels yet.

Thank you very much.


MARIA TERESA C. PANOPIO *bc 3/12/14*
Acting HRMD Manager conc. ED Manager

BS Caragon 3/12/14