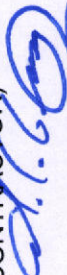


CONTRACT NO. LOG MSSP 2023-06-044-ZCT

**ONE (1) YEAR SUPPLY OF SKILLED/SEMI-SKILLED
MANPOWER AND ALLIED SERVICES FOR VARIOUS NPC
OFFICES, FACILITIES AND INSTALLATIONS (PACKAGE A)
HO-TFM22-129 / PB230207-NA**

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

ARTURO C. GUERRERO III
Chairman

BY:

KNOW ALL MEN BY THESE PRESENTS:

This Contract made and entered into in Quezon City, Philippines, by and between:

The **NATIONAL POWER CORPORATION**, a government-owned and controlled corporation duly organized and existing under and by virtue of Republic Act No. 6395, as amended, with its principal office address at NPC Building, BIR Road corner Quezon Avenue, Diliman, Quezon City, Philippines, represented herein by its President and CEO, **MR. FERNANDO MARTIN Y. ROXAS**, who is duly authorized to represent it in this transaction, hereinafter referred to as **NPC**;

- and -

TEMPS AND STAFFERS, INC., a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines, with office address at 2F, SFI Corporate Center, 105 West Ave., Quezon City, Philippines, herein represented by its Chairman, **MR. ARTURO C. GUERRERO III**, who is duly authorized to represent it in this transaction, hereinafter referred to as **CONTRACTOR**.

WITNESSETH: That –

WHEREAS, on 17 January 2023, NPC posted the Invitation to Bid for the Public Bidding of the One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations in Three (3) Packages;

WHEREAS, there were two (2) prospective bidders who secured the bidding documents and participated in the bidding conducted on 08 February 2023;


WHEREAS, CONTRACTOR's bid offer was considered as the lowest calculated and responsive bid for Package A;

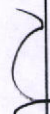
WHEREAS, NPC accepted the said bid of the CONTRACTOR;

NOW, THEREFORE, in view of the foregoing premises and for and in consideration of the mutual covenants and stipulations hereinafter provided, the parties hereto have agreed as follows:

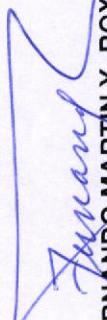
Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

SIGNED IN THE PRESENCE OF:


JANET GARCIA
(CONTRACTOR)
OFFICE OF THE CHIEF OF STAFF AND MARKETING


ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

NATIONAL POWER CORPORATION
(NPC)

BY: 
FERNANDO MARTIN Y. ROXAS
President and CEO

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TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

SIGNED IN THE PRESENCE OF:

JANET GARCI
MKTG-SALES, DATA, MARKETING
(CONTRACTOR)

ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

NATIONAL POWER CORPORATION
(NPC)

BY:

FERNANDO MARTIN Y. ROXAS
President and CEO

ARTICLE I DOCUMENTS COMPRISING THE CONTRACT

The following documents are hereby incorporated and made part of this Contract as though fully written out and set forth herein insofar as they are not inconsistent with the terms hereof:

1. Bid Documents for the One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations in Three (3) Packages under PR No. HO-TFM22-129/ PB230207-NA;
2. Notice of Award dated 09 June 2023;
3. Corporate Secretary's Certificate No. NPB-OCS-23-223 dated 06 June 2023;
4. Post Qualification Report dated 17 February 2023;
5. Bid Opening Report dated 09 February 2023;
6. Supplemental/Bid Bulletin No. 1 dated 01 February 2023;
7. CONTRACTOR's bid proposal dated 08 February 2023;
8. Notice to Proceed; and
9. The Performance Security to be filed by CONTRACTOR in accordance with this Contract.

The documents mentioned above shall collectively be referred to as "Contract Documents".

In the event that there is any discrepancy/inconsistency between the provisions of the Contract and the Contract Documents mentioned above, the latter shall govern. Should there be any inconsistency/discrepancy, among the Contract Documents, the document with the latest date shall prevail.

ARTICLE II GENERAL PROVISIONS

1. GENERAL TERMS AND CONDITIONS

- 1.1 The Contractor shall supply skilled and semi-skilled manpower services for the offices/facilities as indicated herein.
- 1.2 Payment for manpower-related expenditures must comply with existing laws and wage orders. All attendant cost elements affected by such new order/ decrees/instruction on minimum wage and statutory deductions shall also be adjusted accordingly.
- 1.3 The Vice-President for Administration and Finance, as Contract Administrator, shall exercise management and supervision of this contract. However, the processing of payment, contractor's

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

TEMPS AND STAFFERS, INC.

(CONTRACTOR)

BY:

ARTURO C. GUERRERO III

Chairman

SIGNED IN THE PRESENCE OF:

JUANET GARCIA
VP- STAFF AND MARKETING

(CONTRACTOR)

ALEXANDER P. JAPON

VP- Admin & Finance

(NPC)

NATIONAL POWER CORPORATION

(NPC)

BY:

FERNANDO MARTIN Y. ROXAS

President and CEO

performance audit, deployment of manpower, materials/equipment and other requirements supplied by the Contractor shall be performed by the respective Functional Group Heads/Heads of Administration Department/Division in accordance with the approved Manual of Approvals.

1.4 The Contractor and NPC shall abide with R.A. 10911 and its IRR (DOLE's Department Order No. 170 Series of 2017) otherwise known as "Anti-Age Discrimination in Employment Act".

1.5 The Contractor must be registered with DOLE.

2. QUALIFICATION OF PERSONNEL FOR DEPLOYMENT

2.1. The Contractor shall only provide personnel who are fit to perform the required work in the contract, whose qualifications are as follows:

2.1.1. Must be physically and mentally fit to perform the job, as shown in a Medical Certificate duly attested by authorized government or private physician.

2.1.2. The Contractor shall recommend qualified candidates of good moral character, competent and who have already passed the preliminary screening and evaluation by the Contractor. Final selection of candidates shall be approved by the respective Functional Group Heads.

2.2. For personnel to be deployed, the following documents shall be submitted:

2.2.1. Bio-data, school diploma or transcript of records/Board license and Certificate of Training, if applicable.

2.2.2. Medical certificate (including COVID-19 test)

2.2.3. NBI clearances

2.2.4. Drug test certificate

2.2.5. Neuro Psychiatric test (for driver, forest guard and operations/maintenance personnel)

Any misrepresentation by the Contractor with respect to such clearances, certifications and qualifications shall be sufficient ground for the cancellation/termination of the Contract unless such misrepresentation arises out of the misrepresentation by the Contractor's employee which eventually give rise to a misrepresentation by the Contractor been discovered by the Contractor even after exercising the due diligence expected of a responsible employer.

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

NATIONAL POWER CORPORATION
(NPC)

BY:

FERNANDO MARTIN Y. ROXAS
President and CEO

SIGNED IN THE PRESENCE OF:

ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

- 2.3. Personnel to be deployed shall be directly hired by the Contractor and shall remain as its employees. No employer-employee relationship shall exist between the Corporation and the Contractor's employees.
- 2.4. NPC reserves the right to reject Contractor's personnel assigned for specific tasks/positions if such personnel does not meet the qualification required or if the Contractor fails to submit the necessary clearances and documents for such personnel.
- 2.5. Hiring of skilled/semi-skilled personnel related up to third (3rd) degree of affinity or consanguinity to the NPC Supervisor, who have direct supervision and control of the said employee, shall not be allowed.
- 2.6. The Contractor shall ensure that the personnel for deployment meet the following qualification standard:

POSITION		QUALIFICATION STANDARDS/WORK	
LEVEL	TITLE	DESCRIPTION	
4	Foreman/ Line Foreman	Education	High School Graduate or completion of relevant vocational/trade course
		Experience	Four (4) years of relevant experience
		Training	Twenty-four (24) hours of relevant training
		Work Description	Applies basic skills while developing some specialized skills in systems, procedures, operations, techniques, tools, materials, and/or equipment appropriate to area of specialization; performs routine and/or repetitive tasks; work is performed from within specific limits of established procedures and/or defined instructions.

Contract between NPC and Temps and Staffers, Inc.

One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)

Contract No. LOG MSSP 2023-06-044-ZCT

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:

[Signature]
JANET GRACIA
AND-FILES AND MANAGERING
(CONTRACTOR)

ARTURO C. GUERRERO III
Chairman

SIGNED IN THE PRESENCE OF:

ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

NATIONAL POWER CORPORATION
(NPC)

[Signature]
FERNANDO MARTIN Y. ROXAS
President and CEO

POSITION		QUALIFICATION STANDARDS/WORK DESCRIPTION	
LEVEL	TITLE		
3	Electrician (Building Electrician, Plant Electrician); Line Truck Driver; Lineman; Mechanist; Master Plumber; Mechanic, (Mechanic, Plant Mechanic) Technician (O/M Technician, Computer Technician), Welder	Education	Completion of two (2) years studies in college or High School graduate with relevant vocational/trade course
		Experience	Three (3) years of relevant experience
		Training	Sixteen (16) hours of relevant training
		Work Description	Skilled or multi-skilled positions performing routine and/or repetitive task; the work is performed from within specific limits of established procedures and/or defined instructions.
2	Driver-Mechanic (Van/ Bus/Truck);	Certificate	Possession of applicable skills/trade certification from TESDA relevant to the positions
		Education	High school graduate or completion of relevant vocational/trade course
		Experience	Two (2) years of relevant experience
		Training	Eight (8) hours of relevant training
	Carpenter, Mason; Communications Man; Draftsman; Operator (Pump Boat Operator, Equipment Operator); Guesthouse Cook; Life Guard; Painter; Plumber	Certificate	Professional Driver's License
		Education	Completion of two (2) years college studies or completion of relevant vocational/trade course for skilled position
		Experience	One (1) year of relevant experience
		Training	Four (4) hours of relevant training
		Work Description	Entry level position for engineering, plant operations and maintenance
		Certificate	Possession of applicable skills/trade certification from TESDA relevant to the positions

Contract between NPC and Temps and Staffers, Inc.
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Contract No. LOG MSSP 2023-06-044-ZCT

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

SIGNED IN THE PRESENCE OF:

JANEI GARCIA
Asst. Chief and Marketing
(CONTRACTOR)

ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

NATIONAL POWER CORPORATION
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BY:

FERNANDO MARTIN Y. ROXAS
President and CEO

1	Dam Tender; GS Maintenance Worker; Plant Helper; Pump Tender, GS Aide; Beach Caretaker; Bus Conductor; Guesthouse Caretaker	Education	High School Graduate
		Experience	One (1) year of relevant experience
		Work Description	Assist in the repair and maintenance works of plant equipment and general housekeeping of work area
		Education	Elementary School Graduate
		Work Description	Perform a variety of routinary tasks that require manual skills that can be learned quickly; other tasks require considerable experience or training. Often required to work outside in all kinds of weather or in buildings without heating or air conditioning. They may include cleaning and preparing a job site, loading and delivering materials, and using a variety of tools and machines.

3. ASSIGNMENT OF CONTRACTOR'S PERSONNEL

3.1 The Contractor's personnel assigned to NPC shall:

- 3.1.1 Have their specific work assignments but may be reassigned where they are needed subject to approval by the Contract Administrator upon recommendation of Functional Group Head responsible for the concerned Contractor's personnel.
- 3.1.2 Be in proper uniform and wear ID at all times while inside NPC premises.
- 3.1.3 Utilize the biometric/bundy system/daily time record (DTR) to record daily attendance.
- 3.1.4 Not allowed to do personal or unofficial errands or undertake activities outside their regular duties and scope of work/ assignment.
- 3.1.5 Be prohibited to bring personal appliances (e.g. cooking appliances, bread toasters, etc.).

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
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TEMPS AND STAFFERS, INC.

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SIGNED IN THE PRESENCE OF:

NATIONAL POWER CORPORATION

(NPC)

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President and CEO

ALEXANDER P. JAPON

VP- Admin & Finance

(NPC)

(CONTRACTOR)

- 3.1.6 Be prohibited to do personal business within NPC such as buying and selling, networking, trading, re-discounting of cash gifts, cash cards and credit cards and similar transactions.
- 3.1.7 Be prohibited from holding residence in any NPC offices and housing units/barracks, unless authorized by competent corporate authority; and
- 3.1.8 Be made familiar with NPC's Code of Conduct and Discipline before their deployment with NPC and perform their assigned tasks pursuant to said Code.

4. RESPONSIBILITIES OF THE CONTRACTOR

- 4.1 The Contractor shall designate its own personnel to oversee the work assignment and administrative documentation to ensure compliance with the provision of the contract.
- 4.2 Replacement of Personnel
- 4.2.1 The contractor shall immediately replace its employee assigned to any NPC office/station with unsatisfactory performance and who has been found to have violated any of the provisions in the NPC Code of Conduct and Discipline, a copy of which shall be provided the Contractor upon award of the Contract. Replacement shall be made immediately upon determination of such violation subject to the rejection provisions of the immediately preceding paragraph.
- 4.2.2 The contractor shall provide NPC qualified applicants within fifteen (15) calendar days upon receipt of the notice to replace personnel. In the event that NPC rejects or if no qualified applicant is acceptable to NPC, another fifteen (15) calendar days shall be extended to the Contractor. However, if after the thirty (30) calendar days outsourcing effort, the Contractor still fails to deploy a qualified applicant, the Contractor shall pay a penalty equivalent to one (1) day salary for every working day delay on the replacement of such personnel.
- 4.3 On the Conduct of Employees
- Contractor shall discipline its personnel who commit acts prejudicial to the interest or image of the Corporation within the premises, during or after regular working hours.
- 4.3.1 Ensure that in case(s) of resignation of its employee and in order not to disrupt service, the 30-day notice shall be observed. In cases of resignation, approved leave of

Contract between NPC and Temps and Staffers, Inc.
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Contract No. LOG MSSP 2023-06-044-ZCT

NATIONAL POWER CORPORATION
(NPC)

BY:

FERNANDO MARTIN Y. ROXAS
President and CEO

SIGNED IN THE

PRESENCE OF:

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VP-Admin & Finance
(NPC)

TEMPS AND STAFFERS, INC.

(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

absence of more than one (1) week, Contractor shall provide relievers acceptable to NPC until the return of employee who is on leave of absence or until such time that a suitable replacement shall have been selected.

4.4 On wages

4.4.1 The Contractor shall pay the basic salary as indicated in each position level. Subsequent minimum wage orders or related wage legislations taking effect within the duration of this contract shall likewise be complied with.

4.4.2 Schedule/Manner of payment of wages as follows:

- from 1st to 15th of the month - on or before the 20th day of same month
- from 16th to end of the month - on or before the 5th day of the succeeding month
- within NPC's premises where work is conducted or through ATM where there are available facilities

4.4.3 Payroll shall be presented to NPC Manager (Cost Center Heads) for verification and confirmation.

4.4.4 Contractor shall pay the 13th Month salary of its employees not later than December 16 of each year. Contractor may pay one-half (1/2) of the 13th month pay on or before 15 June and the other half on or before the 16th of December every year.

4.4.5 The Corporation reserves the right to review the payroll and assign representative/s to validate payment.

4.5 On benefits

The Contractor shall:

4.5.1 Provide its personnel, including relievers a set of uniforms per year at no cost to NPC and the Contractor's employees;

4.5.2 Provide Service Incentive Leave (SIL) of five (5) days with pay as mandated by law. The SIL may be used for sick and vacation leave purposes. The unused SIL may be converted to cash at the end of the year;

4.5.3 Pay maternity and paternity benefits in accordance with RA1161 as amended by RA 8282 and RA 8187;

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

NATIONAL POWER CORPORATION
(NPC)

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President and CEO

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ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

TEMPS AND STAFFERS, INC.
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Contract between NPC and Temps and Staffers, Inc.

One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)

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4.5.4 Solely indemnify its employee expense arising from work-related accidents or work violations;

4.5.5 Effect a tax refund to its employees who are entitled to the same within the first quarter of succeeding year;

4.5.6 Provide Parental Leave for Solo Parent in accordance with RA 8972. The parental leave, in addition to leave privileges under existing laws, shall be for seven (7) working days every year, with full pay, consisting of basic salary and mandatory allowances fixed by the Regional Wage Board, if any, provided that his/her pay shall not be less than the mandated minimum wage; and

4.5.7 Observe other applicable provisions of the Labor Code not stated herein in relation to employee benefits.

4.6 On documentary requirements

The Contractor shall:

4.6.1 Furnish the Corporation's General Services Department (GSD) within one (1) month upon commencement of the contract Identification Numbers for SSS, ECC, Pag-ibig, BIR, and Philhealth of all employees and list of proof of enrollment.

4.6.2 Submit to the Cost Center Head or highest official within the facility the Daily Time Cards after the 15th and the end of each month for approval.

4.7 On safety and other regulations

The Contractor shall:

4.7.1 Observe and comply with NPC's safety, security, health and wellness, energy conservation (ENERCON) and Quality Management System (QMS) practices;

4.7.2 Provide skilled personnel with necessary personal protective equipment (PPE) for COVID-19 such as face mask etc.

4.7.3 Contractor shall provide Rapid Antigen Test for COVID-19 to those skilled personnel who have manifested COVID-19 signs/symptoms or as needed including confirmatory testing. Expenses to be incurred shall be charged to the Contractor's account.

4.7.4 Repair/replace and/or pay within two (2) weeks damages suffered by NPC caused by neglect on the part of Contractor. If the Contractor fails to replace the

NATIONAL POWER CORPORATION
(NPC)

BY:

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President and CEO

SIGNED IN THE

PRESENCE OF:

ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

TEMPS AND STAFFERS, INC.

(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

Contract between NPC and Temps and Staffers, Inc.

One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)

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damaged property or pay within a prescribed period, NPC shall deduct the equivalent value or cost from the Contractor's monetary claims.

- 4.7.5 Contractor shall send representatives to attend interface meeting with NPC to discuss agreed made of action of Contractor whether to repair, replace or pay damages suffered by both NPC vehicle and Third Party (TPP) including medical expenses for bodily injuries and;/or burial expenses in case of death of Third Party.

Agreed course of action shall be undertaken by the Contractor within fifteen (15) days after the Minutes of Meeting is served.

- 4.7.6 Submit monthly accident and incident reports to NPC.

- 4.7.7 Indemnify personnel especially Driver/Mechanics for injuries or accidents sustained during performance of duty/contract implementation. It is understood that the Contractor shall fully assume the cost incurred from these injuries or accidents by its personnel.

- 4.7.8 The Contractor shall provide first aid kit and medicines for its contracted employees.

- 4.7.9 Contractor to provide insurance to their employees from reputable insurance companies as accredited by the Insurance Commission.

4.8 On Official Travel

Only on extreme cases where the employee is allowed to travel. In such cases, Contractor shall advance the travel expenses (fare, hotel expenses, per diem, etc.) or the concerned skilled worker(s) may advance the travel expenses and shall reimburse the same from the Service Provider/Contractor in accordance with NPC Circular No. 2020-21 dated 11 May 2020. Expenses incurred shall be subject to reimbursement to NPC by the Contractor.

4.9 On provision for basic tools

Provide the following basic tools necessary to perform their duties (these remain to be the property of the Contractor):

Position	Tools-In-Trade per person
Carpenter	Hammer; saw (20" for wood cutting, heavy duty); meter tape (8 meters)
Plumber	Pipe wrench (12" steel heavy duty); hacksaw

NATIONAL POWER CORPORATION

(NPC)

BY:

FERNANDO MARTIN Y. ROXAS

President and CEO

SIGNED IN THE

PRESENCE OF:

ALEXANDER P. JAPON

VP- Admin & Finance

(NPC)

BY:

J. JAMES GARCIA

VP- SALES AND MARKETING

(CONTRACTOR)

TEMPS AND STAFFERS, INC.

(CONTRACTOR)

BY:

ARTURO C. GUERRERO III

Chairman

	(12" steel frame); vise grip (steel, heavy duty)
Plant Electrician (TFMD) Foreman (TFMD)	Tools holster with heavy duty screw drivers (+/-); pliers (snub nose and long nose); diagonal pliers (heavy duty); multi-testers (digital up to 600 amp., AC/DC); splicers (heavy duty)
O/M Technician (TFMD)	Heavy duty mechanical pliers (snub nose and long nose); adjustable wrench (steel, heavy duty); vise grip (steel, heavy duty)
O/M Technician (TSSD)	heavy duty telephone wire cutter; electronic tools (heavy duty)

5. NPC RESPONSIBILITIES

5.1 On wages

NPC shall:

- Pay the Contractor based on the computation as stated in this contract including salary adjustment which shall be based on the minimum rate of NCR;
- b. Process and pay Disbursement Vouchers within thirty (30) days upon receipt of complete supporting documents;
- Promptly notify the Contractor to effect/implement mandated wage adjustment(s); and
- Monitor Contractor's compliance with provisions of this contract including implementation of wage adjustment(s).

5.2 On Manpower Requirements

NPC has the option to increase or decrease the number of personnel for any level during the contract implementation subject to availability of funds and prior approval from the **Contract Administrator**. In case of increase in personnel, the prevailing rate in the Contract shall be used for the new hirees.

5.3 On Transportation Services and related matters

- In case of vehicular accident involving an NPC vehicle driven by a skilled Driver-Mechanic personnel, NPC shall notify the Contractor within three (3) working days after the accident through a written report with supporting documents such as the Police Report, Affidavit, Driver's licenses, Official Receipt/Certificate of Registration, (OR/CR), and Vehicle Trip Ticket (VTT) of NPC Vehicle.

Contract between NPC and Temps and Staffers, Inc.

One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)

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TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:


ARTURO C. GUERRERO III
Chairman

- b. NPC shall, as soon as possible, schedule a coordination meeting with the Contractor and the Third Party to come up with an agreement as to the manner of settlement of Contractor's liability both to NPC vehicle and the Third Party.
- c. In any case, if contractor fails to pay agreed amount of cost of damages, NPC shall automatically deduct the equivalent value of cost less the Third Party Property Damaged (TPPD) of its Insurance and the salvage value using the DBM-approved formula.

6. PRICES AND RATES


- 6.1 Given the scope of work in this Contract, all bid prices are considered fixed prices, and therefore not subject to price escalation during contract implementation, except under extraordinary circumstances and upon prior approval of the GPPB in accordance with Section 61 of R.A. 9184 and its IRR. Likewise allowed is the contract cost adjustment due to regional wage increases approved and issued by the Regional Tripartite Wage Productivity Board.
- 6.2 Contract price adjustment as a result of new laws, ordinances, regulations shall be made on a no loss – no gain basis.
- 6.3 The Contractor shall refer to the computation hereunder specified for the basis of standardization of all labor cost composition including other obligations such as SSS, Philhealth, ECC and Pag-ibig.
- 6.4 For purposes of bidding, 13th month pay shall be computed on a monthly salary rate. Actual payment shall be subject to provisions of item 4.4.4.
- 6.5 Regular working days for personnel shall be five (5) days per week, eight (8) hours per day basis.
- 6.6 Regular (Legal) Holiday shall be paid whether they fall on Sundays or rest days. Every employee covered by the Holiday Pay is entitled to the daily wage. This means that the employee is entitled to at least 100% of his/her daily wage rate even if he/she did not report for work, provided he/she is present or is on leave of absence with pay on the work day immediately preceding the holiday as specified in DOLE Handbook on Workers' Statutory Monetary Benefits 2022 edition. The no work, no pay principle applies during special days and on such other special days as may be proclaimed by the President of the Philippines or by the Philippine House of Representatives (refer to DOLE Handbook on Workers' Statutory Monetary Benefits 2022 edition).

SIGNED IN THE PRESENCE OF:

NATIONAL POWER CORPORATION
(NPC)

BY:


FERNANDO MARTIN Y. ROXAS
President and CEO


ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

(CONTRACTOR)

JANET GARCIA
Asst. Dir. - HR & Mgtg.

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices,
Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

NATIONAL POWER CORPORATION
(NPC)

BY:

FERNANDO MARTIN Y. ROXAS

President and CEO

SIGNED IN THE

PRESENCE OF:

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:

ARTURO C. GUERRERO III

Chairman

- 6.7 Absences, tardiness and under time shall be deducted from the labor cost of the Contractor's claim. Daily record of attendance (either bundy clock [Daily Time Record] or biometrics system) shall be approved by the Contractor's Supervisor. However, in the event of changes or adjustments in working time that deviates from the normal schedule of the personnel, approval/signature of the NPC official/employee shall be secured.

7. LABOR COST COMPUTATION

Computation of labor cost shall follow Chapter 2E, no. 2.c (daily paid) of DOLE Handbook on Workers' Statutory Monetary Benefits 2022 edition.

For those who do not work and are not considered paid on Saturdays and Sundays or rest days:

$$\frac{\text{Applicable Daily Rate (ADR)} \times 255}{12 \text{ months}}$$

243.00 days	=	ordinary working days / year
<u>12.00 days</u>	=	12 Regular (Legal) Holidays
255.0 days	=	Total equivalent number of days per year

Monthly Breakdown of Labor (in Peso Value)

- a. Basic Salary (R.A. 6727) = $\frac{\text{Daily Rate} \times 255}{12}$
- b. ECOLA (if applicable) = $\frac{\text{ECOLA} \times 255}{12}$
- c. Incentive Leave (5 days) = (Daily Rate / day x 5)/12
- d. Employer's Contribution = SSS, Philhealth, Pag-ibig, ECC from the Table of Contribution Payment Schedules based on Basic Salary Bracket with COLA, if applicable
- e. 13th Month pay = Total Basic Salary earned during the year/12

8. EXTRA SERVICES/ OVERTIME/ EXTRA WORK HOURS

- a. Excess work hours may be allowed for un-programmed, intervening, intermittent, critical, urgent/emergency activities which are part of regular, scheduled scope of work as specified

Contract between NPC and Temps and Staffers, Inc.
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Contract No. LOG MSSP 2023-06-044-ZCT

NATIONAL POWER CORPORATION
(NPC)

BY:

FERNANDO MARTIN Y. ROXAS
President and CEO

SIGNED IN THE

PRESENCE OF:

TEMPS AND STAFFERS, INC.

(CONTRACTOR)

BY:

JANET GARCIA
AVP - SALES AND MARKETING

(CONTRACTOR)

ALEXANDER P. JAPON
VP - Admin & Finance
(NPC)

ARTURO C. GUERRERO III
Chairman

in this Contract. There must be a letter from NPC to authorize such excess services.

- b. Excess Work Hours (EWH) may be compensated thru Compensating Time-Off (CTO) or Compensating Day-Off (CDO) subject to approval by the Department Manager or Functional Group Head. The CTO/CDO shall be used within the year these are earned. Thereafter, any unutilized CTO/CDO is deemed forfeited.
- c. Payment of OT/EWH shall be made in accordance with existing laws/regulations but not to exceed 10% of the employee's annual basic salary. Budgetary requirements shall be sourced from the respective Cost Center accounts where the wages of concerned employees are being charged.
- d. Monetary payment of EWH rendered during emergency, critical and urgent activities up to maximum 10% limit shall be subject to approval of Functional Group head. In case of exceptions, OT requests shall be approved by the Contract Administrator.
- e. Drivers who are on official travel and whose services have started before 8:00AM, a special arrangement of work schedule may be adopted. Official time shall start on actual departure at NPC Head Office or facility/installation.
- f. For non-shifting and/or office-based personnel, services which are rendered before 8:00AM shall not be considered excess work hours.
- g. Only in meritorious cases and with written justification shall services beyond the eight-hour daily work be allowed/authorized.

9. BILLINGS AND PAYMENTS

- 9.1 Payment of salaries by the Contractor shall be on a bi-monthly basis.
- 9.2 Billings/Claims shall be in accordance with the provisions of the Contract. Documents to be attached by the Contractor to the billing statement are as follows:
 - i. Computation Sheet
 - ii. Service Invoice and/or Statement of Account
 - iii. Affidavit of Payment of Salaries/Wages and/or other benefits
 - iv. Bank Deposit Certificate (updated as of month of claim; one (1) month total salary retention)
 - v. Certificate of Receipt of Performance Bond by Trade Services and Insurance Division (attached on initial billing/start of or extension of Contract, if any)
 - vi. SSS/Philhealth/HDMF Remittance (current or prior month) (attached every 2nd quincena)

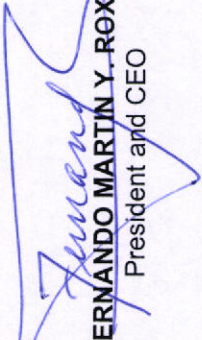
Contract between NPC and Temps and Staffers, Inc.

One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)

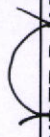
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NATIONAL POWER CORPORATION
(NPC)

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President and CEO


SIGNED IN THE PRESENCE OF:


ALEXANDER P. JAPON
VP - Admin & Finance
(NPC)


JANET GARCIA
AND - CHIEF AND MANAGING
(CONTRACTOR)

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:


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Chairman

- vii. Signed Payroll (duly noted by NPC Manager)
- viii. Daily Time Record (duly noted by NPC Manager or representative)
- ix. Roster of Officially Hired Manpower (initial billing)
- x. Copy of Contract and Bid Documents (attached on initial billing/start of Contract)
- xi. Contract Cost Adjustment (if any)
- xii. Contract Amendments - if any (i.e. Conforme Letter/s)

Subject to completeness of documentary requirements and audit rules and regulations, NPC shall pay service provider within thirty (30) calendar days reckoned from the date of submission.

As Contract Administrator, its designated representatives shall conduct periodic audit to ensure parties' compliance to the provisions of the contract and DOLE rules and regulations.

The Contractor shall submit to NPC, the following on a monthly basis:

- a) status of its billings
- b) payment of statutory deductions

9.3 Statutory obligations (i.e., SSS, HDMF, Philhealth and ECC remittances) shall be indexed from the updated/latest government issuances and shall be paid directly to the NCR or regional government offices before any prescribed payment dues/obligations.

9.4 NPC shall have the right to:

- 9.4.1 Withhold payment of billings for Contractor's failure to submit required supporting documents;
- 9.4.2 Deduct the amount of unpaid wages and directly pay Contractor's employees in case of default on the payment of wages by the Contractor, and charge the Contractor for the corresponding Administration Fee of minimum of P1,000.00 per payment transaction; and
- 9.4.3 Deduct unpaid statutory obligations including penalties from the Contractor and remit the same to concerned government agency.

9.5 Schedule of submission of billings of Contractor:

- o 1st to 15th of the month - last day of the same month
- o 16th to 30th of the month - 15th of the succeeding month

9.6 NPC shall not be liable for any delay in its obligation to pay the Contractor when the reason is due to the latter's failure to

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President and CEO

SIGNED IN THE

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ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:

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Chairman

comply with the billing schedule or when this is due to Contractor's incomplete submission of documents.

- 9.7 Contractor shall maintain a bank balance deposit equivalent to one (1) month basic salary of all its personnel assigned in NPC.

10. GROUNDS FOR CONTRACT TERMINATION

Any misinterpretation by the Contractor with respect to the foregoing requirements or failure to comply with the above requirements shall be sufficient ground for the termination/cancellation of the contract.

- 10.1 When Contractor's personnel/workers have caused irreparable damage to NPC properties or injury to life and limb due to negligence in the performance or willful non-performance of one's duties and responsibilities.
- 10.2 When the Contractor violates hiring requirements with respect to nepotism, submission of clearances, certifications and qualifications, including refusal to make immediate replacement of personnel despite written request for NPC.
- 10.3 When the Contractors fails to pay the correct salaries of its personnel on time for two (2) consecutive pay periods, or a cumulative three (3) occasions of delayed payment of salaries in a contract year.
- 10.4 When the Contractor fails to submit proof of payment/remittances covering statutory deductions such as SSS, Pag-ibig, Philhealth, BIR, Thirteenth (13th) Month Pay, Special Incentive Leave, Tax Refund of its employee.
- 10.5 When the Contractor fails to open and maintain a bank account with a balance equivalent to one (1) month salary of all personnel deployed with the Corporation.
- 10.6 When the Contractor has violated any statute NPC rules and regulations, mandatory requirements and proviso fails to meet its obligations(s) under this Contract and has refused to comply with and/or remedy/cure the violation within reasonable period and conditions given by NPC.
- 10.7 When the Contractor's performance is UNSATISFACTORY for two (2) consecutive rating periods.
- 10.8 NPC may immediately terminate this Contract without the need of notice under the following circumstances:

- If the Contractor assigns this entire Contract or portion thereof to other entity/entities (i.e., subcontracting).
- If Contractor's employees use or disclose to any unauthorized person, firm or entity any confidential information concerning the business of NPC which may have been acquired/known by/to them, as provided for in Contract's "Warranty Clause".

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TEMPS AND STAFFERS, INC.
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FERNANDO MARTIN Y. ROXAS
President and CEO

ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

JANET GARCIA
AVP- SALES AND MARKETING
(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

11. GROUNDS FOR BLACKLISTING OF CONTRACTOR

Grounds for blacklisting shall be governed by the provisions of procurement of goods and services under RA 9184.

12. PENALTIES FOR OFFENSES OR VIOLATION OF RULES

12.1 In the case of vehicular accidents caused by the negligence of the Contractor's Drivers, the Contractor shall be required to pay participation fee and / or penalty charges to be determined by NPC.

12.2 The NPC Code of Conduct and Discipline shall be adopted for the purpose of instilling personnel discipline and proper decorum. As such the specific violations and corresponding penalties under the Code shall be observed/ implemented for erring personnel.

13. REQUIRED MANPOWER EQUIPMENT

The list of Personal Protective Equipment (PPE's) to be provided by the Contractor necessary for the proper implementation of the contract, which are owned or leased by the Contractor are specified below.

All equipment shall be available upon contract effectivity and in good working conditions. Immediate replacement is required in case of malfunction, damage and under repair. Unless otherwise stated, all equipment shall remain the property of the Contractor.

Positions	PPE/s	Qty.
Foreman (Head Office) Plant Electrician (Head Office)	Safety shoes, hard hat Type I Class G OSHC certified; insulating rubber gloves OSHA certified, 35,000 volts (35.0 kV) or higher	1 set per person
Building Electrician (Head Office)	Safety shoes, hard hat Type I Class G OSHC certified; insulating rubber gloves OSHA certified, maximum use of 500 volts or better	1 set per person
Line Foreman (Plant), Plant Electrician (Plant), Line Truck Driver, O/M Technician (Plant)	Safety shoes, hard hat Type I Class G OSHC certified; insulating rubber gloves OSHA certified, maximum use of 17,000 volts or better; raincoat heavy duty	1 set per person
Lineman	Safety shoes, hard hat Type I Class G OSHC certified; insulating rubber gloves OSHA certified, maximum use of 17,000 volts or better; raincoat heavy duty; body harness (up to 2200 kg. tension or better, six modes of adjustment	1 set per person

Contract between NPC and Temps and Staffers, Inc.

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Contract No. LOG MSSP 2023-06-044-ZCT

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

SIGNED IN THE PRESENCE OF:

JA NET CARD CARD
BY: STAFF AND WORKING
(CONTRACTOR)

ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

NATIONAL POWER CORPORATION
(NPC)

BY:

FERNANDO MARTIN Y. ROXAS
President and CEO

Machinist	Safety shoes, general purpose working gloves latex coated	1 set per person
Master Plumber, Plumber, Technician (Head Office), O/M Equipment Operator	Safety shoes, general purpose working gloves latex coated	1 set per person
Mechanic	Safety shoes, general purpose working gloves latex coated	1 set per person
Plant Helper, Pump Tender, Carpenter/Mason	Safety shoes, general purpose working gloves latex coated; Hard Hat Type 1 Class G OSHC certified	1 set per person
Welder	Safety shoes, general purpose working gloves latex coated; hard hat Type I Class G OSHC certified; raincoat; welding mask	1 set per person
Painter	Safety shoes, gas mask; general purpose working gloves latex coated; hard hat Type I Class G OSHC certified	1 set per person
Pump boat operator	Life vest, raincoat	1 set per person
Life Guard (Head Office)	Raincoat, aqua shoes, rescue tube	1 set per person

14. SCOPE OF WORKS

- A. The scope of services under this contract shall include the supply and delivery of manpower services to perform the following activities:
1. Provide the manpower requirement of NPC covering office services, general services, operation and maintenance of NPC facilities and equipment;
 2. Maintenance and operation of various electro-mechanical equipment, safety gadgets, communication equipment;
 3. Repair and overhaul of electro-mechanical/electronics and safety equipment during scheduled preventive/remedial maintenance such as air-conditioning units, generator, pumps, fan duct, heat exchange equipment, water conduit, control switch gear, circuit breaker, oil and water separator and other related auxiliaries;
 4. Construction/repair activities involving carpentry/masonry/sanitary/electrical/mechanical/welding works on office, building and guesthouse facilities including cleaning and painting of the facilities, equipment, structures and its appurtenances, communication system, etc.;
 5. Maintenance and upkeep of buildings and grounds,

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Chairman

guesthouses/lodging and recreational facilities including provisions of food services during official functions;

6. General communication support, transport services; and
7. Development of information systems and computer programs for functional group requirements and maintenance of Information and Communication Technology (ICT) hardware resources such as computers, printer, network cabling and peripherals

The Contractor's personnel shall perform the duties/functions as required by NPC. The head of the concerned installation shall determine the program of daily activities that shall be given to the Contractor for their compliance.

B. COVERAGE

The personnel contained in this contract shall cover offices, facilities and installations under the following packages:

PACKAGES	AREAS
PACKAGE A	
Schedule 1	NPC Head Office (OP, OLC, Administration and Finance Group)
Schedule 2	Power Engineering Services Group
Schedule 3	Resource Management Services

C. PERSONNEL ALLOCATION

PACKAGE	AREA	POSITION	LEVEL	NO.
Package A-Schedule 1, OP, OGC and AFG	OP	Driver Mechanic	2	1
	OLC	Driver Mechanic	2	2
	SDM Finance	Driver Mechanic	2	1
	SDM Admin	Driver Mechanic	2	1
	CRTDD	Driver Mechanic	2	1
	TSSD	O/M Technician	3	1
		Communications Man	2	2
	TFMD (Head Office)	Foreman	4	1
		Mechanic	3	1
		O/M Technician	3	8
		Plant Electrician	3	5
		Master Plumber	3	1
		Carpenter/Mason	2	2
		Driver Mechanic	2	4
	TFMD (Head Office)	Life Guard	2	1
		Painter	2	1
		Plumber	2	1
		Bus Conductor	1	1
	TFMD (Camarin/Caliraya)	Driver Mechanic	2	1
		Building Electrician	3	1

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TEMPS AND STAFFERS, INC.
(CONTRACTOR)

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ARTURO C. GUERRERO III
Chairman

SIGNED IN THE PRESENCE OF:

JANET GARCIA
AVP SALES AND MARKETING
(CONTRACTOR)

ALEXANDER P. JAPON
VP- Admin & Finance
(NPC)

NATIONAL POWER CORPORATION
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President and CEO

		Carpenter/Mason	2	1
		Guest House Cook	2	1
		Guest House Caretaker	1	1
		TOTAL		40
PACKAGE	AREA	POSITION	LEVEL	NO.
Package A-Schedule 2, PES	OM-DDD	Driver Mechanic	2	1
	ESD-TMSD	O/M Technician	3	1
	PMD-Cluster A	Driver Mechanic	2	6
	PMD-Cluster B	Driver Mechanic	2	5
	PMD-Cluster C	Driver Mechanic	2	4
	PMD-OPD	Driver Mechanic	2	2
	DMD-DRWD	Driver Mechanic	2	1
	DMD-FFWSD	O/M Technician	3	3
		Driver Mechanic	2	12
		TOTAL		35

PACKAGE	AREA	POSITION	LEVEL	NO.
Package A-Schedule 3, RMS	INGRF	O/M Technician	3	1
		Driver Mechanic	2	2
		GS Maintenance Worker	1	4
	BNPP	Driver Mechanic	2	1
		Guest House Cook	2	1
		Life Guard	2	3
		Beach Caretaker	1	1
		Carpenter/Mason	1	1
		Plumber	2	1
		TOTAL		15

D. POSITION CLASSIFICATION/LEVEL

The following positions shall be classified/ leveled at:

LEVEL	POSITION
4	Foreman
	Line Foreman
3	O/M Technician
	Plant Electrician
	Building Electrician
	Lineman
	Computer Technician
	Plant Mechanic
	Master Plumber
	Line Truck Driver
	Welder
	Machinist
	Mechanic
	Equipment Operator
	Equipment Operator (Pump Boat Operator)

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TEMPS AND STAFFERS, INC.
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Chairman

JANET GARCIA
Asst. Sales and Marketing
(CONTRACTOR)

2	Driver/Mechanic
	Draftsman
	Plumber
	Carpenter/Mason
	Painter
	Front Desk Officer
	Lifeguard
	Communications Man
	GH Cook
	Bus Conductor
1	GS Maintenance Worker
	GS Caretaker
	Beach Caretaker
	GS Aide
	Plant Helper
	Dam Tender
	Pump Tender

E. RATES

The rates shall be applicable to all NPC offices and installations corporate/ nationwide which will be covered under this Contract. Should wage distortion occur between the lowest contract rate (Level 1) and the minimum wage in the locality of the NPC offices or installations due to grant of minimum wage increase (whether in basic rate or COLA) by the National Wages and Productivity Commission, Department of Labor and Employment, the Corporation, at its option, may grant corresponding rate increases, as it deemed fit and necessary, by applying the Wage Distortion Formula to be tacked in the daily basic rate of the applicable level.

Rates for skilled/semi-skilled personnel are as follows:

Level 4	P1,070.00 / day	Level 2	P 676.00 / day
Level 3	P 850.00 / day	Level 1	P 570.00 / day

F. PERSONNEL UNIFORM

A set of uniform shall be provided by the Contractor to its personnel per year at no cost to NPC and the Contractor's personnel, as follows:

Position	Uniform	No.
Foreman Line Foreman Electrician Line Truck Driver Lineman Machinist Welder Master Plumber/Plumber Mechanic	Long sleeve T-shirt (without collar), made of cotton, color royal blue	5 pcs

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Chairman

O/M Technician (TFMD) Foreman (TFMD) Plant Electrician (TFMD)	Blue polo shirt, short sleeve, cotton honeycomb fabric	5 pcs
O/M Technician	Long sleeve T-shirt (without collar), made of cotton, color royal blue	5 pcs
Carpenter/Mason		
Operator		
Lifeguard		
Painter		
Dam Tender		
Plant Helper		
Pump Tender		
GS Aide		
Beach Caretaker		
Driver Mechanic	White polo shirt, short sleeve, cotton honeycomb fabric	5 pcs
Computer Technician	Blue polo shirt, short sleeve, cotton honeycomb fabric	5 pcs
Communications Man		
Draftsman		
Guesthouse Cook		
GS Maintenance Worker		
GS Caretaker		
Bus Conductor		

These uniforms shall be worn from Monday to Thursday. Wearing of leggings, skinny jeans/pants, sleeveless blouse/shirt, mini-skirt is not allowed. Denims may be worn as working outfit e.g. operations and maintenance personnel. Appropriate office clothes/attire and shoes should be worn during Fridays consistent with the provisions of Civil Service Commission (CSC) Memorandum Circular No. 25, s. 1991.

15. CONTRACT DURATION

- This Contract shall be for **one (1) year** reckoned from the effectivity of the Contract specified in the Notice to Proceed.
- If the Contract is pre-terminated due to circumstances specified in Section A.10, NPC may request a new contractor to take-over the Contract, which has been rescinded or terminated, provided that the new contractor must have an existing contract with NPC for similar or related service, has the capacity to take-over the Contract and render the service, and have the same price or lower unit prices as in the original contract less mobilization costs. The total cost of the contract to be taken-over, including the fees for the Contractor, shall not exceed the remaining amount of the contract to be taken-over.
- Before expiration, NPC may extend the Contract if required by the exigencies of the service. Extensions shall be on a month-to-month basis provided that the total aggregate period shall not exceed one (1) year, thru a Conforme Letter to be issued by the NPC President, or his/her duly authorized representative upon

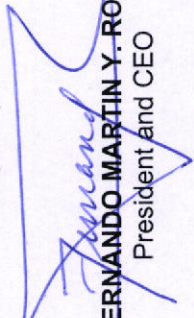
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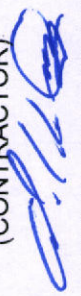

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Chairman

recommendation of the Bids and Awards Committee which must be signed by the Contractor. Relevant laws and GPPB guidelines shall apply to the extension of the Contract.

ARTICLE III **TOTAL CONTRACT PRICE AND PAYMENT TERMS**

The Total Contract Price shall be in the amount of and not exceeding **PHILIPPINE PESOS TWENTY FOUR MILLION FOUR HUNDRED NINETY EIGHT THOUSAND THREE HUNDRED FIFTY FIVE AND 61/100 (PHP 24,498,355.61) ONLY.**

ARTICLE IV **PERFORMANCE SECURITY**

1. The CONTRACTOR shall file a performance security in the form of cash, manager's/cashier's check, letter of credit or surety bond acceptable to NPC in the amount and form stipulated in Section IV-GCC Clause 3 of the Bid Documents for a term or effective period co-terminus with the duration of this Contract, to guarantee the faithful and satisfactory fulfillment of all the CONTRACTOR'S obligations under this Contract.
2. This security shall answer for any damages and losses that may be suffered by NPC as a result of the failure of the CONTRACTOR to perform any of its obligations under this Contract. This security shall be released by NPC at the expiration or termination of this Contract provided that there are no pending claims filed against the CONTRACTOR and/or the surety company.

ARTICLE V **WARRANTY CLAUSE**

CONTRACTOR hereby warrants that he or his representative has not offered or paid, directly or indirectly, any government officer and NPC official or employee any consideration or commission for the Contract nor has he or his representative exerted or utilized any corrupt or unlawful influence to secure or solicit this Contract for any consideration or commission; that the CONTRACTOR will not subcontract any portion or portions of the scope of work of the Contract awarded to him to any official or employee of NPC and to the relatives within the third degree of consanguinity of affinity of NPC's officials who are directly or indirectly involved in Contract awards or project prosecution; and that if any commission is being paid to a private person, he shall disclose the name of said person and the amount being paid; and that any violation of this Warranty shall constitute a sufficient ground for the rescission or cancellation of this Contract or the reduction from the Contract Price of the consideration or commission paid without prejudice to the filing of civil or criminal action under the Anti-Graft Law and other applicable laws against the CONTRACTOR and/or his representative and concerned NPC official and/or employee.

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Chairman

JOHANET GARCIA
AVP SALES AND MARKETING

(CONTRACTOR)

ARTICLE VI COOPERATION CLAUSE

1. CONTRACTOR hereby agrees to require its personnel and employees, to extend their full cooperation, with NPC, AFP Unified Command, the PNP Regional Command, the PNP Provincial Command and the Department of Local Government's field personnel and local government officials in the maintenance of security of NPC offices, power installations and/or projects by reporting or causing to be reported any information affecting the security of NPC's offices, power installations, and/or projects; and/or by desisting from giving any form of assistance to terrorists, rebels and/or lawless elements.
2. This requirement is not intended to imply that the CONTRACTOR, or its personnel are in connivance with terrorists and/or rebels but to secure the fullest cooperation of NPC contractors in providing security to NPC offices, power installations and/or projects; by desisting from any form of assistance to terrorists and/or rebels. Deliberate refusal to give such cooperation shall constitute sufficient ground for the rescission or cancellation of this Contract without prejudice to the filing of civil or criminal action under applicable laws against such personnel committing acts causing damages to NPC offices, power installations, or projects or constituting penal offense, as the case may be.

ARTICLE VII LIQUIDATED DAMAGES

Should CONTRACTOR fail to satisfactorily deliver any or all of the Goods and/or to perform the services within the period(s) specified in this Contract inclusive of duly granted time extensions if any, NPC shall, without prejudice to its other remedies under this Contract and under the applicable law, deduct from the Contract Price, as liquidated damages, the applicable rate of one tenth (1/10) of one (1) percent of the cost of unperformed portion for every day of delay until actual delivery or performance. Once the amount of liquidated damages reaches ten percent (10%), NPC may rescind or terminate the Contract without prejudice to other courses of action and remedies open to it.

ARTICLE VIII NON-ASSIGNMENT AND NO SUB-CONTRACT

The CONTRACTOR shall not, without the written approval of NPC, assign, transfer, pledge, sub-contract, or make any other disposition of interest in this Contract. Any unapproved assignment, transfer, pledge, sub-contracting or any other disposition, shall be sufficient ground for NPC to terminate or cancel this Contract motu proprio without need of judicial action. Should NPC give its written approval, such consent shall not relieve the CONTRACTOR of its responsibilities under the Contract. The CONTRACTOR shall ensure that the terms and conditions of any sub-contract shall comply and conform with the terms and conditions of this Contract. The CONTRACTOR shall be responsible for the observance by the sub-CONTRACTOR of the terms and

Contract between NPC and Temps and Staffers, Inc.

One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)

Contract No. LOG MSSP 2023-06-044-ZCT

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

SIGNED IN THE PRESENCE OF:

NATIONAL POWER CORPORATION
(NPC)

BY:

FERNANDO MARTIN Y. ROXAS
President and CEO

JANET GARCIA
VP - SALES AND MARKETING
(CONTRACTOR)

ALEXANDER P. JAPON
VP - Admin & Finance
(NPC)

conditions of this Contract.

If any portion of the project sub-contracted is not performed faithfully in accordance with the contract, the sub-CONTRACTOR shall be removed or replaced immediately upon the written request of NPC, provided, however, that any failure of NPC to make such request shall not relieve the CONTRACTOR of its obligations under the contract. NPC shall not be responsible for the delays or costs incurred by the CONTRACTOR because of the disapproval or removal of the sub-CONTRACTOR, or because of the late submission of its approval.

ARTICLE IX CHANGE OF OWNERSHIP

CONTRACTOR agrees that if there is a change or transfer in ownership of CONTRACTOR'S business prior to completion of this Contract, the new owner shall be required under terms of sale or other transfer document to completely and fully assume CONTRACTORS' duties and obligations as contained in this Contract and complete them to the satisfaction of NPC.

ARTICLE X AGREEMENT MODIFICATION

No modification, alteration or waiver of any provision of this agreement shall be binding upon the Parties unless evidenced by a written amendment signed by the Parties.

ARTICLE XI SUSPENSION OF WORK

NPC may suspend the work wholly or partly by written order for a certain period of time, as it deems necessary due to force majeure or any fortuitous events as defined in the contract. The CONTRACTOR shall take all reasonable steps to minimize the costs allocable to the work covered by such order during work stoppage.

Before the suspension order expires, the procuring entity concerned shall either lift such order or terminate the work covered by the same. If the suspension order is lifted, or if the period of the order expires, the CONTRACTOR shall have the right to resume work. Appropriate adjustments shall be made in the delivery or contract schedule, or contract price, or both, and the contract shall be modified accordingly.

ARTICLE XII PRE-TERMINATION

Notwithstanding any provision to the contrary, NPC has the right to terminate, cancel and/or rescind this contract motu proprio, without need of judicial action, in case of breach thereof by the CONTRACTOR, by giving at least ten (10) day written notice, which shall be final and binding on all parties.

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

NATIONAL POWER CORPORATION
(NPC)

BY:

FERNANDO MARTIN Y. ROXAS
President and CEO

SIGNED IN THE

PRESENCE OF:

TEMPS AND STAFFERS, INC.

(CONTRACTOR)

BY:

ARTURO C. GUERRERO III
Chairman

(CONTRACTOR)

JANET GARCIA
APP. SALES AND MARKETING

Upon receipt of NPC's notice, the CONTRACTOR cannot remove, withdraw or pull-out any equipment, machinery, tool, material and supply brought to the project site without the written approval of NPC.

Any misrepresentation made by the CONTRACTOR in the submission of documents, or suppression of material facts, which if known could have disqualified the CONTRACTOR gives NPC the immediate right or recourse to motu proprio, without need of judicial action, rescind, abrogate or otherwise terminate the Contract.

Within thirty (30) days after termination, cancellation or rescission of this Contract, the Parties shall settle their respective accountabilities as of the date of termination, cancellation, or rescission, including the refund of any and all advances made, plus legal interest from the date of receipt of the amount or amount advanced.

ARTICLE XIII **JOINT AND SEVERAL LIABILITY**

The liability of the CONTRACTOR and/or any and all of the entities representing it on any manner under this Contract or relating to thereto is joint and several and for this reason NPC may proceed against any or all of them.

ARTICLE XIV **VALIDITY CLAUSE**

If any term or condition of this Contract is held invalid or contrary to law, the validity of the other terms and conditions hereof shall not be affected thereby.

ARTICLE XV **EFFECTIVITY**

This Contract shall become effective upon receipt of the Notice to Proceed.

ARTICLE XVI **DISPUTE RESOLUTION**

In case of disagreement or dispute between the parties regarding the enforcement or interpretation of any term and conditions of this Contract, the parties warrant that they shall enter into discussions in good faith to resolve such disagreement or dispute amicably before resorting to other legal remedies.

ARTICLE XVII **VENUE OF ACTION**

The parties hereto agree that the venue of action for any cause or causes of action which may arise in connection with this Contract, after failure to settle the same amicably, shall be exclusively in the proper court of Quezon City.

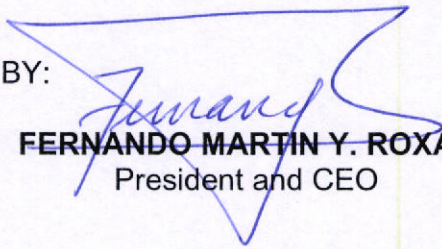
Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

IN WITNESS WHEREOF, the parties hereto have signed this Contract
this 27th day of July, 2023 at Quezon City, Philippines.

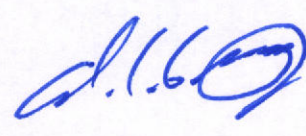
NATIONAL POWER CORPORATION
(NPC)

TEMPS AND STAFFERS, INC.
(CONTRACTOR)

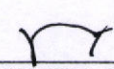
BY:

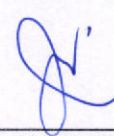

FERNANDO MARTIN Y. ROXAS
President and CEO

BY:

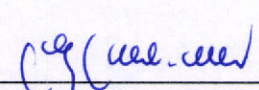

ARTURO C. GUERRERO III
Chairman

SIGNED IN THE PRESENCE OF:


ALEXANDER P. JAPON
Vice President – Admin and Finance


(CONTRACTOR)
JANET GARCIA
AVP - SALES AND MARKETING

FUNDS AVAILABLE


LORLINA E. BOMEDIANO
Sr. Department Manager, Finance

CERTIFIED FUNDS AVAILABLE	
PERIOD	2023
JOB ORDER	FinG 070
COST CENTER	Various Cost Centers
AMOUNT	₱ 12,249,177.79
OMA (I)-	3,013,381.75
Non-OMA (G)	9,235,796.04
	₱ 12,249,177.79

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices,
Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

REPUBLIC OF THE PHILIPPINES)
QUEZON CITY) S.S.

ACKNOWLEDGEMENT

BEFORE ME, a Notary Public for and in Quezon City, Philippines, this _____ day of JUL 26 2023, personally appeared **MR. FERNANDO MARTIN Y. ROXAS**, President and CEO, **NATIONAL POWER CORPORATION**, with Document Identification in the form of Company ID No. APW20017432, known to me and known to be the same person who executed the foregoing instrument consisting of twenty nine (29) pages, including the pages wherein the acknowledgements are written, all pages signed by both parties and their instrumental witnesses and he acknowledged before me that the same is his free and voluntary act and deed and that of the Company he represents.

WITNESS MY HAND AND NOTARIAL SEAL, at the place and on the date first above written.

Notary Public
Until December 31, 2023
IBP Lifetime No.: _____
PTR No.: _____

Doc. No. 404 ;
Page No. 82 ;
Book No. 1 ;
Series of 2023.

ATTY. RODOLFO M. DE GUZMAN, JR.
Notary Public for Quezon City
Commission No. NP-339(2023-2024)
Commission Expires on 31 December 2024
Roll No. 44291
IBP No. 307796; 01/31/2023; Tarlac
PTR No. 4028415; 01/03/2023; Quezon City
MCLE No. VII-0016459; 4/27/2022; Pasig City
4th Floor NPC Office Building
Quezon Ave. cor. BIR Road
Diliman, Quezon City

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

REPUBLIC OF THE PHILIPPINES)
QUEZON CITY) S.S

ACKNOWLEDGEMENT

BEFORE ME, a Notary Public for and in Quezon City, Philippines, this _____ day of JUL 7 2023, personally appeared **MR. ARTURO C. GUERRERO III**, Chairman, **TEMPS AND STAFFERS, INC.**, with Identification Document in the form of 33-1809238-3, issued by Social Security System at _____, on _____, known to me and known to be the same person who executed the foregoing instrument consisting of twenty nine (29) pages, including the pages wherein the acknowledgements are written, all pages signed by both parties and their instrumental witnesses and he acknowledged before me that the same is his free and voluntary act and deed and that of the Company he represents.

WITNESS MY HAND AND NOTARIAL SEAL, at the place and on the date first above written.

Notary Public
Until December 31, 2023
IBP Lifetime No.: _____
PTR No.: _____

Doc. No.: 972
Page No.: 63
Book No.: Xxx
Series of 2023.

John R. Seguit
ATTY. JOHN RYAN E. SEGUIT
NOTARY PUBLIC, Q.C. VALID UNTIL DEC 31, 2023
ROLL NO. 60421, TIN NO. 427-345-484-000
PTR No. 6041080 / JAN. 03, 2023
IBP NO. 280629 / Jan. 05, 2023 / QUEZON
NICL COMP VI-6621533 4147825
ADM MATTER NO. BP-045(2022-2023)
ADD. 89 WEST AVENUE BRGY. PILAR, QUEZON CITY

Contract between NPC and Temps and Staffers, Inc.
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)
Contract No. LOG MSSP 2023-06-044-ZCT

SECTION VII - SCHEDULE OF REQUIREMENTS
(BID PRICE SCHEDULE)

ONE (1) YEAR SUPPLY OF SKILLED/SEMI-SKILLED MANPOWER AND ALLIED SERVICES FOR VARIOUS NPC OFFICES, FACILITIES AND INSTALLATIONS IN THREE (3) PACKAGES

FORM 1 - SUMMARY OF PRICES

PACKAGE A - OP, OLC, ADMIN & FINANCE, PES AND RMS

INSTALLATION / PLANTS / OFFICE		LEVEL	QTY. - UNIT		UNIT PRICE PER MONTH FOR SERVICES TO BE SUPPLIED AND RENDERED				TOTAL PRICE FOR ONE (1) MONTH		TOTAL PRICE FOR ONE (1) YEAR CONTRACT
					Value Added Tax and other Taxes Imposed by Phil. Govt. (Phil. Peso) (E+F) X 12%	Overhead & Profit Margin (9.60% of (E) (Phil. Peso))		Local Currency (Phil. Peso) (E+F+G)	Local Currency (Phil. Peso) ((H) x 12mos.)		
						%	Amount				
(A)	(B)		(C)	(D)	(E)	(F)	(G)	(H)	(I)		
SCHEDULE 1											
Office of the President and CEO											
	Driver Mechanic	2	1	person	17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59	
Office of the Legal Counsel											
	Driver Mechanic	2	2	person	34,947.10	9.60%	3,354.92	4,596.24	42,898.26	514,779.17	
Office of the Senior Department Manager Finance											
	Driver Mechanic	2	1	person	17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59	
Office of the Senior Department Manager Administration											
	Driver Mechanic	2	1	person	17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59	
Central Records and Technical Documents Division											
	Driver Mechanic	2	1	person	17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59	
Telecoms & Security Services Division											
	OM Technician	3	1	person	21,985.63	9.60%	2,110.62	2,891.55	26,987.79	323,853.53	
	Communications Man	2	2	person	34,947.10	9.60%	3,354.92	4,596.24	42,898.26	514,779.17	
SUBTOTAL											
			3							2,382,970.21	
Transportation and Facilities Management Division (Head Office)											
	Foreman	4	1	person	27,617.88	9.60%	2,651.32	3,632.30	33,901.49	406,817.93	
	Mechanic	3	1	person	21,985.63	9.60%	2,110.62	2,891.55	26,987.79	323,853.53	
	OM Technician	3	8	person	175,885.00	9.60%	16,884.96	23,132.40	215,902.36	2,590,828.26	
	Plant Electrician	3	5	person	109,928.13	9.60%	10,553.10	14,457.75	134,938.97	1,619,267.66	
	Master Plumber	3	1	person	21,985.63	9.60%	2,110.62	2,891.55	26,987.79	323,853.53	
	Carpenter/Mason	2	2	person	34,947.10	9.60%	3,354.92	4,596.24	42,898.26	514,779.17	
	Driver Mechanic	2	4	person	68,894.20	9.60%	6,709.84	9,192.49	85,796.53	1,029,558.34	
	Lifeguard	2	1	person	17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59	

ONE (1) YEAR SUPPLY OF SKILLED/SEMI-SKILLED MANPOWER AND ALLIED SERVICES FOR VARIOUS NPC OFFICES, FACILITIES AND INSTALLATIONS IN THREE (3) PACKAGES

PACKAGE A - OP, OLC, ADMIN & FINANCE, PES AND RMS

Notes:

4. The Bid offer must be within the ABC and shall not exceed the ABC per Schedule and ABC per item

ARTURO C. GUERRERO III

CHAIRMAN

TEMPS AND STAFFERS, INC.

NAME OF BIDDER

AUTHORIZED REPRESENTATIVE

Signature over Printed Name

Designation



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**SECTION VII - SCHEDULE OF REQUIREMENTS
(BID PRICE SCHEDULE)**

ONE (1) YEAR SUPPLY OF SKILLED/SEMI-SKILLED MANPOWER AND ALLIED SERVICES FOR VARIOUS NPC OFFICES, FACILITIES AND INSTALLATIONS IN THREE (3) PACKAGES

FORM 1 - SUMMARY OF PRICES

PACKAGE A - OP, OLC, ADMIN & FINANCE, PES AND RMS

INSTALLATION / PLANTS / OFFICE	LEVEL	QTY. - UNIT		UNIT PRICE PER MONTH FOR SERVICES TO BE SUPPLIED AND RENDERED				TOTAL PRICE FOR ONE (1) MONTH	TOTAL PRICE FOR ONE (1) YEAR CONTRACT		
					Overhead & Profit Margin (9.60% of (E) (Phil. Peso))	Value Added Tax and other Taxes Imposed by Phil. Govt. (Phil. Peso) (E+F) X 12%				Local Currency (Phil. Peso) (E+F+G)	
						%	Amount				(G)
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)			

SCHEDULE 2

Old Design and Development Department									
		2	1	person	17,473.55	9.60%	1,677.46	2,298.12	21,449.13
Energy Services Department - TMSD									
		3	1	person	21,985.63	9.60%	2,110.82	2,891.55	26,987.79
Project Management Department									
Project Implementation Group Cluster A									
		2	6	person	104,841.30	9.60%	10,064.76	13,788.73	128,694.79
Project Implementation Group Cluster B									
		2	5	person	87,367.75	9.60%	8,387.30	11,490.61	107,245.66
Project Implementation Group Cluster C									
		2	4	person	69,894.20	9.60%	6,709.84	9,192.49	85,796.53
Operations Project Division									
		2	2	person	34,947.10	9.60%	3,354.92	4,596.24	42,898.26
Dams Management Department									
DRWD									
		2	1	person	17,473.55	9.60%	1,677.46	2,298.12	21,449.13
FFWSD									
		3	3	person	65,956.88	9.60%	6,331.86	8,674.85	80,963.38
		2	12	person	209,682.60	9.60%	20,129.53	27,577.46	257,389.59
Sub-Total Sch 2								Sub-Total (Schedule 2)	P
									9,274,491.27

Notes:

1. The Bid offer must be within the ABC and shall not exceed the ABC per Schedule and ABC per item

SECTION VII - SCHEDULE OF REQUIREMENTS
(BID PRICE SCHEDULE)

ONE (1) YEAR SUPPLY OF SKILLED/SEMI-SKILLED MANPOWER AND ALLIED SERVICES FOR VARIOUS NPC OFFICES, FACILITIES AND INSTALLATIONS IN THREE (3) PACKAGES

FORM 1 - SUMMARY OF PRICES

PACKAGE A - OP, OLC, ADMIN & FINANCE, PES AND RMS

(A)	(B)	LEVEL	QTY. - UNIT	UNIT PRICE PER MONTH FOR SERVICES TO BE SUPPLIED AND RENDERED			TOTAL PRICE FOR ONE (1) MONTH		TOTAL PRICE FOR ONE (1) YEAR CONTRACT	
				Overhead & Profit Margin (9.60% of (E) (Phil. Peso))	Value Added Tax and other Taxes Imposed by Phil. Govt. (Phil. Peso) (E+F) X 12%		Local Currency (Phil. Peso) (E+F+G)	Local Currency (Phil. Peso) ((H) x 12mos.)		
				%	Amount	(G)				
			(C)	(D)	(E)	(F)	(H)	(I)		

TEMPS AND STAFFERS, INC.
NAME OF BIDDER

CHAIRMAN
Designation

ARTURO C. GUERRERO III
AUTHORIZED REPRESENTATIVE
Signature over Printed Name

SCHEDULE 3

Resource Management Service										
INGRF										
		3	1		21,985.63	9.60%	2,110.62	2,891.55	26,987.79	323,853.53
		2	2		34,947.10	9.60%	3,354.92	4,596.24	42,898.26	514,779.17
		1	4		59,096.50	9.60%	5,673.26	7,772.37	72,542.14	870,505.63
BNPP										
		2	1		17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59
		2	1		17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59
		2	1		17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59
		2	3		52,420.65	9.60%	5,032.38	6,894.36	64,347.40	772,168.76
		1	1		14,774.13	9.60%	1,418.32	1,943.09	18,135.53	217,626.41
		2	1		17,473.55	9.60%	1,677.46	2,298.12	21,449.13	257,389.59
		Sub-Total Sch 3		15						
		TOTAL PACKAGE A		90						
		Sub-Total (Schedule 3)								3,728,491.83
		TOTAL BID : P								24,498,356.61

Notes:

1. The Bid offer must be within the ABC and shall not exceed the ABC per Schedule and ABC per item

TEMPS AND STAFFERS, INC.
NAME OF BIDDER

CHAIRMAN
Designation

ARTURO C. GUERRERO III
AUTHORIZED REPRESENTATIVE
Signature over Printed Name

SECTION VII - SCHEDULE OF REQUIREMENTS
(BID PRICE SCHEDULE)

ONE (1) YEAR SUPPLY OF SKILLED/SEMI-SKILLED MANPOWER AND ALLIED SERVICES FOR VARIOUS NPC OFFICES, FACILITIES AND INSTALLATIONS IN THREE (3) PACKAGES

FORM 2 - DETAILED COMPUTATION OF SALARIES OF PERSONNEL

PACKAGE A - OP, OLC, ADMIN & FINANCE, PES AND RMS

INSTALLATION / PLANTS / OFFICE	NO.	LEVEL	AMOUNT DUE TO EMPLOYEE					AMOUNT DUE TO GOVT					TOTAL FOR ONE (1) MONTH (m=a x (f + l))	TOTAL FOR ONE (1) YEAR (n= m x 12)
			Daily Wage Rate (b)	Basic Salary (c)	13th Month Pay (d=c/12)	Incentive Leave (5 days /12 mos) (e=b x 5/12)	Sub-Total (f= c+d+e)	SSS (g)	MPF (h)	PHIC (i)	ECC (j)	Pag Ibig (k)	Sub Total (l= g+h+i+j+k)	
SCHEDULE 1														
Office of the President and CEO														
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Office of the Legal Counsel														
Driver Mechanic	2	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	419,385.20
Office of the Senior Department Manager Finance														
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Office of the Senior Department Manager Administration														
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Central Records and Technical Documents Division														
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Telecoms & Security Services Division														
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Sub-TOTAL														
Transportation and Facilities Management Division (Head Office)														
Foreman	1	4	1,070.00	22,737.50	1,894.79	445.83	25,078.13	1,700.00	255.00	454.75	30.00	100.00	2,539.75	331,414.50
Mechanic	1	3	850.00	18,062.50	1,505.21	354.17	19,921.88	1,572.50	-	361.25	30.00	100.00	2,063.75	263,827.50
Oil Technician	8	3	850.00	18,062.50	1,505.21	354.17	19,921.88	1,572.50	-	361.25	30.00	100.00	2,063.75	2,110,620.00
Plant Electrician	5	3	850.00	18,062.50	1,505.21	354.17	19,921.88	1,572.50	-	361.25	30.00	100.00	2,063.75	1,319,137.50
Master Plumber	1	3	850.00	18,062.50	1,505.21	354.17	19,921.88	1,572.50	-	361.25	30.00	100.00	2,063.75	263,827.50
Carpenter/Mason	2	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	419,385.20
Driver Mechanic	4	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	834,730.40
Lifeguard	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Painter	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Plumber	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Bus Conductor	1	1	570.00	12,112.50	1,009.38	237.50	13,359.38	1,062.50	-	242.25	10.00	100.00	1,414.75	177,288.50
Sub-TOTAL	26													6,353,259.90
Transportation and Facilities Management Division (Camarillo/Calitaya/Japanese Memorial Garden - Laguna)														
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60
Building Electrician	1	3	850.00	18,062.50	1,505.21	354.17	19,921.88	1,572.50	-	361.25	30.00	100.00	2,063.75	263,827.50
Carpenter/Mason	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,882.60

SECTION VII - SCHEDULE OF REQUIREMENTS
(BID PRICE SCHEDULE)

ONE (1) YEAR SUPPLY OF SKILLED/SEMI-SKILLED MANPOWER AND ALLIED SERVICES FOR VARIOUS NPC OFFICES, FACILITIES AND INSTALLATIONS IN THREE (3) PACKAGES

FORM 2 - DETAILED COMPUTATION OF SALARIES OF PERSONNEL

PACKAGE A - OP, OLC, ADMIN & FINANCE, PES AND RMS

INSTALLATION / PLANTS / OFFICE	NO.	LEVEL	AMOUNT DUE TO EMPLOYEE					AMOUNT DUE TO GOVT					TOTAL FOR ONE (1) MONTH (m=a x (f + i))	TOTAL FOR ONE (1) YEAR (n= m x 12)
			Daily Wage Rate	Basic Salary	13th Month Pay	Incentive Leave (5 days / 12 mos)	Sub-Total (f= c+d+e)	SSS	MPF	PHIC	ECC	Pag ibig		
	(a)		(b)	(c)	(d=c/12)	(e=b x 5/12)	(f= c+d+e)	(g)	(h)	(i)	(j)	(k)	(l= g+h+i+j+k)	(m= a x (f + i))
Guesthouse Cook	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	17,473.55
Guesthouse Carpenter	1	1	570.00	12,112.50	1,009.38	237.50	13,359.38	1,062.50	-	242.25	10.00	100.00	1,414.75	14,774.13
Sub-Total	5													1,070,164.80
Sub-Total Sch 1	40													9,364,713.00

SCHEDULE 2														
OM Design and Development Department														
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	17,473.55
Energy Services Department - TMSD														209,682.50
OM Technician	1	3	850.00	18,062.50	1,505.21	354.17	19,821.88	1,572.50	-	361.25	30.00	100.00	2,063.75	21,885.63
Project Management Department														263,827.50
Project Implementation Group Cluster A														
Driver Mechanic	6	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	104,841.30
Project Implementation Group Cluster B														1,258,095.60
Driver Mechanic	5	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	87,367.75
Project Implementation Group Cluster C														
Driver Mechanic	4	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	69,894.20
Operations Project Division														
Driver Mechanic	2	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	34,947.10
Dams Management Department														419,365.20
DRWD														
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	17,473.55
FFWSD														209,682.50
OM Technician	3	3	850.00	18,062.50	1,505.21	354.17	19,821.88	1,572.50	-	361.25	30.00	100.00	2,063.75	65,956.88
Driver Mechanic	12	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	209,682.60
Sub-Total Sch 2	35													7,555,470.60
SCHEDULE 3														
Resource Management Service														
INGRF														
OM Technician	1	3	850.00	18,062.50	1,505.21	354.17	19,821.88	1,572.50	-	361.25	30.00	100.00	2,063.75	21,885.63
Driver Mechanic	2	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	1,629.80	34,947.10
GS Maintenance Worker	4	1	570.00	12,112.50	1,009.38	237.50	13,359.38	1,062.50	-	242.25	10.00	100.00	1,414.75	59,096.50
														709,158.00

SECTION VII - SCHEDULE OF REQUIREMENTS
(BID PRICE SCHEDULE)

ONE (1) YEAR SUPPLY OF SKILLED/SEMI-SKILLED MANPOWER AND ALLIED SERVICES FOR VARIOUS NPC OFFICES, FACILITIES AND INSTALLATIONS IN THREE (3) PACKAGES

FORM 2 - DETAILED COMPUTATION OF SALARIES OF PERSONNEL

PACKAGE A - OP, OLC, ADMIN & FINANCE, PES AND RIMS

INSTALLATION / PLANTS / OFFICE	NO.	LEVEL	AMOUNT DUE TO EMPLOYEE					AMOUNT DUE TO GOVT					TOTAL FOR ONE (1) MONTH (m=a x (f + l))	TOTAL FOR ONE (1) YEAR (n= m x 12)
			Daily Wage Rate (b)	Basic Salary (c)	13th Month Pay (d=e/12)	Incentive Leave (5 days /12 mos) (e=b x 5/12)	Sub-Total (f= c+d+e)	SSS (g)	MPF (h)	PHIC (i)	ECC (j)	Pag Ibig (k)		
BNPP														
Carpenter Mason	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	17,473.55	209,682.60
Driver Mechanic	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	17,473.55	209,682.60
Guesthouse Cook	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	17,473.55	209,682.60
Lifeguard	3	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	17,473.55	209,682.60
Beach Caretaker	1	1	570.00	12,112.50	1,009.38	237.50	13,359.38	1,082.50	-	242.25	10.00	100.00	14,774.13	177,285.50
Plumber	1	2	676.00	14,365.00	1,197.08	281.67	15,843.75	1,232.50	-	287.30	10.00	100.00	17,473.55	209,682.60
Sub-Total Sch 3	15													3,037,418.40
TOTAL PACKAGE A	90													19,957,602.00

TEMP AND STAFFERS, INC.

NAME OF BIDDER

MR. ARTURO C. GUERRERO III

CHAIRMAN

AUTHORIZED REPRESENTATIVE
Signature over Printed Name

DESIGNATION