

TEMPS AND STAFFERS, INC.  
(CONTRACTOR)

BY:

  
**ARTURO C. GUERRERO III**  
Chairman

### 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

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;

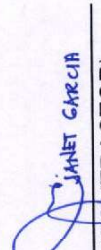
WHEREAS, CONTRACTOR's bid offer was considered as the lowest calculated and responsive bid for Package A;

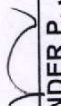
WHEREAS, NPC accepted the said bid of the CONTRACTOR;

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:

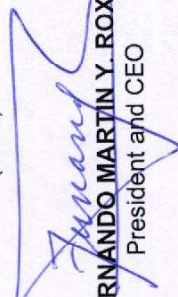
Contract between NPC and Temps and Staffers, Inc.  
One (1) Year Supply of Skilled/Semi-Skilled Manpower and Allied Services for Various NPC Offices, Facilities and Installations (Package A)  
Contract No. LOG MSSP 2023-06-044-ZCT

SIGNED IN THE PRESENCE OF:

  
**JANET GARCIA**  
(CONTRACTOR)  
CONTRACTOR'S OFFICE AND PROJECTING

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

NATIONAL POWER CORPORATION  
(NPC)

BY:   
**FERNANDO MARTIN Y. ROXAS**  
President and CEO

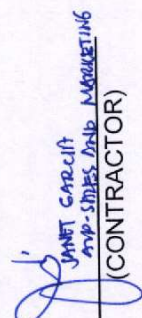
22

TEMPS AND STAFFERS, INC.  
(CONTRACTOR)

BY: 

ARTURO C. GUERRERO III  
Chairman

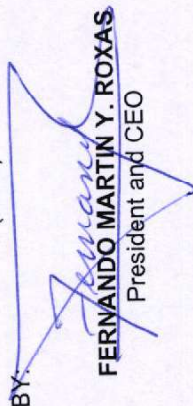
PRESENCE OF:

BY:   
JANET GARCIA  
MKTG-SALES DATA MARKETING  
(CONTRACTOR)

SIGNED IN THE

BY:   
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

76

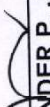
TEMPS AND STAFFERS, INC.  
(CONTRACTOR)

BY: 

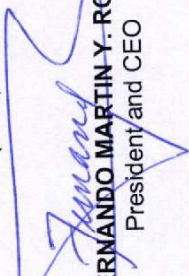
ARTURO C. GUERRERO III  
Chairman

SIGNED IN THE PRESENCE OF:

  
JUANET GARCIA  
AVP- SALES 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

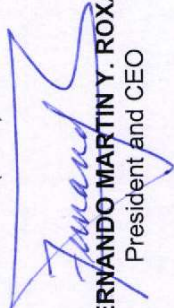
2.2.5. Neuro Psychiatric test (for driver, forest guard and operations/maintenance personnel)

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


24

NATIONAL POWER CORPORATION  
(NPC)

BY:   
**FERNANDO MARTIN Y. ROXAS**  
President and CEO

SIGNED IN THE PRESENCE OF:

  
JANET GARCIA  
VP-SALES AND MARKETING  
(CONTRACTOR)

  
**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 (3<sup>rd</sup>) 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 DESCRIPTION	
LEVEL	TITLE		
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

*Handwritten mark*

TEMPS AND STAFFERS, INC.  
(CONTRACTOR)

BY:   
ARTURO C. GUERRERO III  
Chairman

SIGNED IN THE PRESENCE OF:

  
JAMES GOMEZ  
APP. SERVICES AND MAINTENANCE  
(CONTRACTOR)

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

NATIONAL POWER CORPORATION  
(NPC)

BY:   
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.
		Certificate	Possession of applicable skills/trade certification from TESDA relevant to the positions
2	Driver-Mechanic (Van/ Bus/Truck);	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
		Certificate	Professional Driver's License
	Carpenter, Mason; Communications Man; Draftsman; Operator (Pump Boat Operator, Equipment Operator); Guesthouse Cook; Life Guard; Painter; Plumber	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.  
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

72