



10 March 2021

HON. ALICIA DELA ROSA-BALA

Chairman

Civil Service Commission

Constitution Hills, Batasang Pambansa Complex

Diliman, Quezon City



Thru : The Integrated Records Management Office (IRMO)

Dear **Chairman Dela Rosa-Bala**:

In compliance with Section 8, RA 6713 re: Code of Conduct and Ethical Standards for Public Officials and Employees, we are pleased to submit the original copies of the individual Statements of Assets, Liabilities and Net Worth (SALN) as of 31 December 2020 filed by the ICAB officers and employees.

1. Certification from the ICAB Admin. Officer V re: submission of SALN documents
2. Summary List of Filers
3. Certification from the ICAB Review and Compliance Committee

Please note that all ICAB incumbent officials and employees have sufficiently complied with subject requirements.

We hope that you will find said documents in order.

Very truly yours,

BERNADETTE B. ABEJO
Executive Director

3/24/2021
KATHERINE B. DELA CRUZ
Project Development Officer III

CERTIFICATION OF COMPLIANCE SALN Submission/Filing

This certifies that the **INTER-COUNTRY ADOPTION BOARD (ICAB)**, fully satisfies the Statement of Assets, Liabilities and Net Worth (SALN) requirement of the Performance-Based Incentive System for Fiscal Year 2020.

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

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

This further certifies that out of 30 employees qualified for PBB under the 2020 PBIS Guidelines, 30 employees have complete and filed their SALN as reflected below:

OFFICE	NO. OF EMPLOYEES	NO. OF EMPLOYEES WITH DULY ACCOMPLISHED AND SUBMITTED SALN	PERCENTAGE OF COMPLIANCE (%)
Office of the Director	14	14	100%
Operations Division	16	16	100%
	30	30	



The agency has forwarded/filed all SALNs with the appropriate receiving entity in accordance with RA 6713 and its implementing rules and regulations.

IN WITNESS WHEREOF, we have hereunto affixed our signatures on the 10th day of March, 2020 at Quezon City, Philippines.


CYNTHIA A. DE GALA
Administrative Officer V
Administrative Unit


BERNADETTE B. ABEJO
Executive Director, ICAB