



CIVIL SERVICE COMMISSION
Integrated Records Management Office
JUN 28 2019
Received by: *Shirley G. [Signature]*
Time: _____

**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 2018.

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 31 employees qualified for PBB under the 2018 PBIS Guidelines, 31 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 | 13 | 13 | 100% |
| Operations Division | 18 | 18 | 100% |
| | 31 | 31 | |



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 24th day of June, 2019 at Quezon City, Philippines.

A handwritten signature in cursive script, appearing to read 'Cynthia A. De Gala'.

CYNTHIA A. DE GALA
Administrative Officer/V
Administrative Unit

A handwritten signature in cursive script, appearing to read 'Bernadette B. Abejo'.

BERNADETTE B. ABEJO
Executive Director, ICAB