

## 2016 Training Metrics

Republic Surety and Insurance Company, Inc., is committed to provide opportunity for training and skills development to all its employees. Trainings and skills development are provided to enhance their capability and enable them to be more confident, efficient and productive in their respective areas of responsibility.

The training metrics data shown below are formal trainings gained by employees from highly regarded training institutions covering the four quarters of Year 2016.

2016	Rank and File	Supervisory/AM	Managerial/Executive	Employee Population
<i>Training Hours</i>	86	8	64	158
<i>Employees</i>	5	2	6	13
<i>Average Training Hours</i>	<b>17.2</b>	<b>4.00</b>	<b>10.66</b>	<b>12.15</b>

Training and skills development programs are circulated to all employees through bulletin posts and electronic announcements to ensure equality of information and opportunity.

The company put forth efforts in nurturing a good relationship with its employees through various programs such as Teambuilding, Wellness Program, and other activities that promote the core value of Malasakit not just for doing business but as a responsible citizen of society.