CERTIFICATION

To Whom It May Concern:

This is to certify that based on records, the average salaries/wages of personnel of the Tarlac Agricultural University as of December 31, 2023, are as follows:

Gender	Average Amount of Salaries/Wages
Male	83,242,333.75
Female	93,123,369.64
TOTAL	176,365,703.39

Issued this 8th day of November 2024 for whatever legal purpose it may serve.

MARICEL D. FELIPE

Officer-In-Charge,

Human Resource Management Office