

**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING
EX-CONVICTS**



A Thesis Presented to the Faculty of
College of Criminal Justice Education
University of Mindanao
Davao City

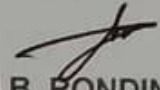
In Partial Fulfillment of the Requirements for the
Degree of Bachelor of Science
In Criminology

Allyn Claire Tan
Cheska Via Camporedondo

October 2018


APPROVAL SHEET

This thesis entitled "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**" prepared and submitted by **ALLYN CLAIRE D. TAN** and **CHESKA VIA C. CAMPOREDONDO.**, in partial fulfillment of the requirements of the degree of Bachelor of Science in Criminology has been examined and is recommended for an oral examination.

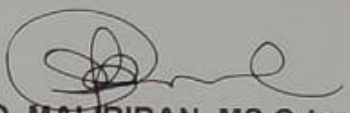

LEO CARLO B. RONDINA, Ph.D
Adviser

PANEL OF EXAMINERS

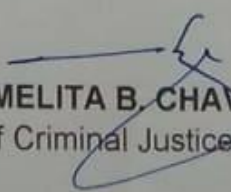
APPROVED by the panel of examiners with a grade of _____.


CARMELITA B. CHAVEZ, Ph.D
Chairperson


NESTOR C. NABE, Ph.D
Member


IVY Q. MALIBIRAN, MS.Crim
Member

ACCEPTED in partial fulfillment of the requirements for the degree of Bachelor of Science in Criminology


CARMELITA B. CHAVEZ, Ph.D.
Dean, College of Criminal Justice Education

ABSTRACT

The main purpose of the study was to determine the level of readiness of business establishment in employing ex-convicts. The 310 respondents of the study were determined using random sampling. It was done by randomly selecting respondents in the following business establishment: Bank or financial institution, restaurant or fast food chain, store, pharmacy and hardware., school, hospital, and hotel. The researchers used the descriptive survey method, the data gathered were analyzed through the use of the arithmetic mean, t-test and ANOVA. The result showed that the level of readiness of business was not in favor of employing ex-convicts. Moreover, the result also showed that there was a significant difference in the readiness of business establishment in employing ex-convicts when grouped by gender and type of sector.

Keywords: *Business Establishment, Ex-Convicts, Davao City*

ACKNOWLEDGMENT

We, the researchers would like to give our earnest appreciation and thankfulness towards to the following persons who made this research possible:

To our parents who have supported us financially and emotionally not just in our basic needs but also in our studies, to all the encouragement and all their sacrifices towards us.

To our research adviser, Prof. Leo Carlo B. Rondina for always guiding us and giving us advises in every step of the way in making this research.

To the Dean of College of Criminal Justice Education, Dr. Carmelita B. Chavez, for the approval of our thesis title.

To our validators, Prof. Agnes R. Capili, Prof. Edwardo C. Berco, Jr., and Dr. Nestor C. Nabe for their comments, suggestions, and ideas for the improvement of our research instrument.

To our statistician, Prof. Ronnie O. Alejan for the statistical analysis and computation of our gathered data.

And to our Heavenly Father, for all the knowledge, guidance and wisdom that he has given to finish this endeavor.

ACDT

CVCC

DEDICATION

This research was deeply dedicated to our beloved parents who supported us since day one in the making of this research, to our friends in helping us in the conduct of our survey, you our professors who have corrected us in our mistakes and to our ALMIGHTY GOD for giving us the opportunity and guidance in making this research possible.

TABLE OF CONTENTS

	PAGES
TITLE PAGE	i
APPROVAL SHEET	ii
ABSTRACT	iii
ACKNOWLEDGMENT	iv
DEDICATION	v
TABLE OF CONTENTS	vi
LIST OF TABLES	vii
LIST OF FIGURES	viii
Chapter	
1	PROBLEM AND ITS SETTINGS
	Background of the Study 1
	Statement of the Problem 2
	Hypothesis 3
	Review of Related Literature 3
	Theoretical and Conceptual Framework 9
	Significance of the Study 11
	Definition of Terms 11
2	METHOD
	Research Design 12
	Research Subjects 12
	Research Instrument 13
	Data Gathering Procedure 14
	Statistical Treatment of Data 15

3	PRESENTATION AND ANALYSIS OF FINDINGS	
	Level of Readiness of Business Establishment in Employing Ex- convicts	16
	Significance Difference on the Readiness of Business establishment in Employing Ex-Convicts when analyzed by Gender	17
	Significance Difference on the level of Employing of ex-convicts when grouped by type of sector	19
4	SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS	
	Summary of Findings	21
	Conclusions	22
	Recommendations	22

REFERENCES

APPENDICES

- A.** Tables-per indicator
- B.** Turn-it-in result/Plagiarism check result
- C.** Title Approval signed by the Dean and Research Coordinator
- D.** Title Approval forms
- E.** Undergraduate Research Agreement
- F.** Letter of Acceptance – Adviser
- G.** Assignment of Research Personnel
- H.** Endorsement for Final Defense
- I.** Consultation Form
- J.** Permission to conduct the study from the head of the agency/company
- K.** Certificate of Appearance
- L.** Validation Results
- M.** Sample Questionnaire/Original copy of data
- N.** Certification-Statistician

CURRICULUM VITAE

LIST OF TABLES

TABLE	PAGE
1. Profile of the Respondents	13
2. Level of Readiness of Business Establishment in Employing Ex-convicts.	17
3. Significant difference in the level of readiness of business establishment in employing ex-convicts when grouped by gender	18
4. Summary of ANOVA on the level of readiness of business establishment in employing ex-convicts when grouped by type of sector	19
5. Multiple comparison (Bonferroni) on the level of readiness of business establishment in employing ex-convicts when grouped by type of sector	20

LIST OF FIGURES

FIGURE	PAGE
1. The Conceptual Framework of the Study	10

Chapter 1

PROBLEM AND ITS SETTING

Background of the Study

Employing ex-convicts for jobs in delicate areas can lead to problems. As long as they deserve a second probability, contractors need to secure their employees and client. Authorizing ex-convicts to work in less delicate areas can produce great chances for them. Some of the consultants said they would not employ an ex-convict with regards to any circumstances because of the nature of their jobs. Larry Taylor of Air Rite Air Conditioning Co said that the implementation of the law in Texas makes it open that employing an ex-convict is an unsafe business. The law in Texas demands a background check on each employee who does work in costumers' base. Texas submitted a law about four years ago. This law talks about preventing ex-convicts from executing air conditioning services in residential properties. Everyone deserves a second chance, but he or she must have to earn it (Hall, 2005).

One of the effects of the huge growth in the number of persons under the administration of the criminal justice system, whether imprison, on parole, or on probation, is the result of his criminal history on searching and remains a job. Ex-convicts who are recently released from prison will face big obstacles to many types of legal employment; even so, stable employment is one of the best predictors of post-release success. Thus, the one who made policies were concerned about high recidivism rates to face an obvious needs to enhance the employment perspectives of ex-offenders. Over the last twenty-five years, many programs were designed to expand

employment(and, by so doing, reduce recidivism)among ex-offenders have been applied and examined. (Coggeshall, et.al, 2005)

In the year 2013, about eight-hundred inmates received a skillful training and an average payment of P7,664 per month in each inmate. Tadeco also re-employed many inmates who had been released. Inmate-worker participants in the JVA who have graduated from the Inmate Farm Workers Training and Exposure Program (IFTEP) had been trained in worldly-wise Cavendish banana farming technology. Tadeco spent P142.7 million to pay the cost of inmates' farm training support, salary and training allowance. At the same time, the government received P295 million in tax revenues and fees from the JVA. It is said that since 1969 when the JVA started, this program helped to rehabilitate more than 15,000 inmates, the majority are now employed by banana plantations surrounding the penal colony. This banana operations covered by the JVA also created 30,000 jobs directly and indirectly, and protect the future of at least 181,000 Filipinos. (Reyes, 2017)

None of the above studies dealt with the readiness of business establishment in employing ex-convicts. The stated scenario persuaded the researchers to look on how far the readiness of business establishment in hiring ex-convicts which can be beneficial to the supposed beneficiaries of this study and probably develop an action plan to enhance the readiness of business establishment. Hence, there is a need to conduct this study.

Statement of the Problem

This study seeks to develop the readiness of business establishments in employing ex-convicts. Specifically, it will attempt to answer the problems:

1. What is the level of readiness of business establishment in employing ex-convicts regarding:

1.1 Crime Conviction

1.2 Undergo Rehabilitation

2. Is there a significant difference in the level of business establishment in employing ex-convicts when analyzed according to gender and type of sector.

Hypothesis

The null hypothesis was tested at 0.05 level of significance, that there is no significant difference in Readiness of business establishment in employing ex-convicts when respondents are grouped according to gender and type of sector.

Review Related Literature

This part presents the review of the literature from different significant sources which are taken from books, published journals, internet sources and other written materials which were related to the study.

A job is a critical step in starting a new life upon release from prison. There is one study found that eight months after getting out of jail, more than half of ex-offenders did not have on-going jobs. Being unemployed is strongly connected to a higher risk of committing another crime. Otherwise speaking, many of these refused applicants are likely to end up back in prison (Kellog, 2017).

Ex-convicts' recidivism risks are high. Some theories reveal that employment can decrease these risks but highlights the protective role of

employment is conditional on job qualities. In long-term research on the role of employment in ex-convicts' recidivism patterns is insufficient, and most existing work used a simple employment measure (i.e., employed vs. unemployed), leaving the topic of job quality underexplored. This study analyzes the collaboration between employment characteristics and recidivism among Dutch ex-convicts. Using longitudinal data of the prison project (n=714), they found that it is not just any job, but specifically, fixed employment and jobs with higher occupational level could help decrease crime rates among these high-risk offenders. A lot of ex-convicts face a human capital shortage that confused the guidance to high-quality jobs. This could help to place ex-convicts in steady employment (Ramakers et al., 2016).

Searching for a legal job upon release from prison is important, yet challenging, the aspect of offender reentry. Some researchers argued that negative employer attitudes toward hiring ex-offenders could be an obstruction during the job search process. This study will measure the existing attitudes of some employers in their willingness to hire ex-offenders in the present labor market and discover whether these attitudes were dependent on the concentration of ex-offenders in the surrounding. Mail surveys and follow-up telephone contacts with a random sample of businesses that usually employs ex-offenders within 12 Texas zip-codes (six high parolee concentrations, six low parolee concentrations) were supervised. Respondents specify a general willingness to hire ex-offenders, which did not differ by a concentration of parolees in the surrounding but was found to differ by the conviction offense. Other important predictors included the respondent's age and arrest history, whether their business was currently

hiring, and whether the business had previously hired an ex-offender (Cassandra and Gaylene, 2011).

The quick increase in the nation's imprisonment rate over the past decade has raised questions about how to reunite a growing number of ex-convicts successfully. Employment reveals an important factor in reintegration, especially for men whose age is 27 years old, who distinguished most individuals released from prison. On average, they reproduce the now-common finding that employer-initiated criminal background checks are negatively related to the employing of ex-convicts. This negative effect is less than complete. The effect is hardly unfavorable for those employers that were legal demands to perform background checks, which is not surprising because these legal requirements to perform checks are paired with legal prohibitions against employing ex-convicts. In spite of the fact that there are some employers seems to conduct background checks to get additional information about ex-convicts, and checking seems to have no effect on hiring ex-convicts for those employers not legally required to perform checks (Michael and Shawn, 2008).

In the United States when a prisoner was released, they faced a surrounding that is difficult and discourage them from becoming valuable members of the society. Within three years of release, 67.8 percent of ex-offenders have imprisoned within five years, 76.6 are also apprehended. With more than 2 million people are imprisoned in the United States, recidivism abuse both of the families of inmates and society as a whole. Also, taxpayers persistently support a broken system that sets ex-convicts into struggle once they are released. This is due to the systemic legal and societal obstacle when

ex-convicts are released; it is harder for them unlike to the common people to find gainful work, secure a consistent source of housing, and generally serve in the society. Continually viewed as sub-citizens, ex-convicts are perpetually punished for crimes. The reasons for these conditions are systemic and affect ex-convicts at all levels of society (Staff, 2016).

Employers would just as soon not hire ex-convicts. They see the potential for workplace, violent or theft, negligent hiring liability, and public coitus nightmare. Because current law places the encumber on employers to assess the risk that a particular ex-convict possesses on the job, but gives them rare tools with which to make that evaluation, employers would rather blunder on the side of caution and turn ex-convicts away. This commentary shows that the on-going system of employer evaluations is based on exaggerated care and leads to e-convict unemployment, which is likely to make our community less safe, rather than more. However, though tort reform and body of workplace anti-discrimination legislative act are part of this scuttlebutt proposal, the result of this problem cannot be found in the employment setting alone. Instead, making ex-convicts employment safe and rehabilitative needs to require collaboration between employer and department of corrections (Williams, 2008).

Furthermore, the continued indisposition to hire ex-convicts may reflect troubles in both supplies of labor and the demand for it. The incarcerated do not generally accumulate work experience, and the skills they have may corrode while they are serving time. Their ties a legitimate employer and to labor market meshing, in general, are likely to be broken by taking into custody and imprisonment. That employers' unwillingness to hire them persisted, even

in a tight labor market, perhaps reflects steady shoplifting of the pool of manufacturing and blue-collar jobs, such as machine operators and unskilled manual laborers, for which less educated ex-convicts were more likely to be suitable. For employers, a felon history may become an untrustworthy who may violate rules, steal, or deal poorly with costumers. Employers' reluctance to hire such mortals may be prompted by law or by veneration of litigation. Some moving in, such as those involving contact with children, are legally closed to people with law-breaking convictions. The leader also may be legally liable for the criminal offense committed by employees and so be wary of hiring those who already have a record (Holzer et al., 2003).

There is a growing trend towards the activity of prison convict in a variety of businesses. Some states area unit was creating correctional institution industries in which prisoners work at less than borderline earnings, area unit needful to their victims, and often occupational grooming as well. The condition for man-inmates as workers may greater in the coming, as accelerate information points to an extreme labor shortage in the US in the 1990s. Some of the most public myths about employing demode-inmates are 1. All convicts are alike. 2. Ex-convicts have no helpful work skills. 3. Ex-convicts cannot keep a job 4. Laws usually prohibit in employing of ex-offenders. 5. Usual employees will not accept "man-cons" as workers. 6. Once employed, ex-offenders condition unusual monitoring. Good employment practices, abrupt record confirmation, and capable supervision will conquer most of the problems that might get up from introducing ex-convicts into the workforce (Henry and Odiorne, 2011).

China has moved to make a database to help ex-convicts accession to employment and social group, part of the country's drive is steadiness by preventing ex-convicts from committing crimes for the second time. The database, which gathers employment information on ex-convicts, will assist to message regime, employers, and enterprises if ex-convicts have yet to be settled or are looking for a job. The system is already under construction, according to the functionary from the Ministry of Justice, who requested unidentified. He also said date to complete the construction of the database had not been fixed. The database will ensure mutual communication and the cost-efficient message flow among prisons, re-teaching through-labor camps, hold centers, communities and ex-convicts' families, he added. Ex-convicts face more hardships than other people in both work and belongingness since they had been isolated from society during their correctional institution terms (Xinhua, 2010).

Ex-offenders are not given serious consideration in society as a viable resource for employment in meaningful and long-term occupations. This research compared and contrasted self-reported practices and preferences of Alaska's top 100 employers' willingness to hiring ex-offenders versus welfare recipients. The research used a non-random sampling of Alaska's top 100 employers through a computer-assisted self-administered survey distributed via email. On a small scale, the research results demonstrated an employer pattern of willingness to hire welfare recipients versus ex-offenders. The pattern was highly correlated to the type of business and job characteristics. A clear pattern emerged. The businesses most likely to hire ex-offenders were those in the construction and hospitality and leisure sectors. The tendencies

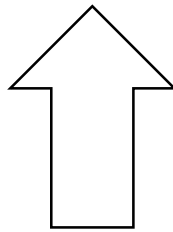
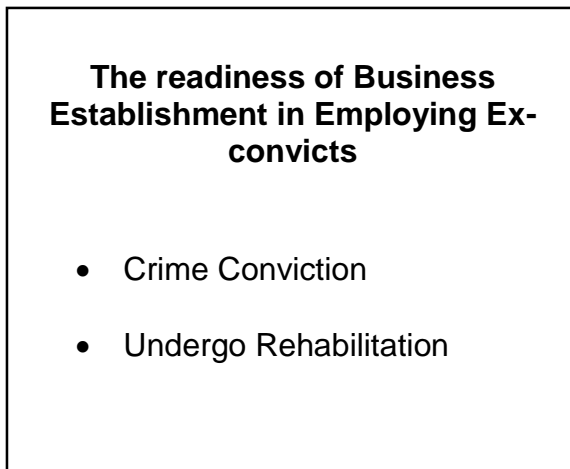
to check criminal backgrounds also varied greatly based on the characteristics of the establishment. Respondents were strongly averse to hiring ex-offenders charged with violent offenses but less apprehensive regarding property and drug offenses (Stallworth, 2005).

The literature and studies presented above provided present overviews on the global, national and local level of readiness of business establishment in employing ex-convicts.

Theoretical and Conceptual Framework

According to the theory of Dunn (2017) which is The Grounded Theory. This theory explores a gap in understanding regarding how employers decide whether an ex-convict job applicant passes or fails a variety and hiring process based on their subjective rating of the applicant. A grounded theory design is chosen to answer the research with doubt so that a concept, model, and theory can be developed. The larger population for this dissertation research enclosed hiring decision maker within organizations residing in the land of Oregon. The sampling is recruited from publicly offered Chamber of Commerce directories and consisted of eight voluntary participants from five businesses stall who had varied experiences with considering ex-offender candidates for employment. These experiences were analyzed using systematic grounded theory data analysis techniques to develop a theory.

Main Variable



Moderator Variable

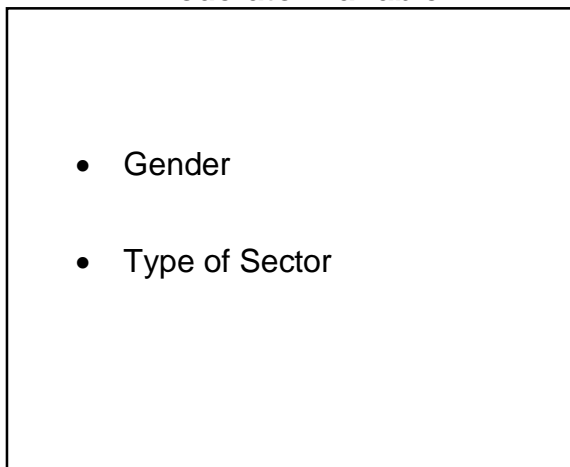


Figure 1 shows the Conceptual Paradigm of the Study.

Significance of the Study

The findings of this study are going to be useful to the following:

Business Establishments. The result of this study will support the business establishments in employing ex-convicts.

Ex-convicts. This study will give an opportunity for ex-offenders to have a job.

Community. This study will be an eye-opener for the community to accept that ex-convicts can also be given an opportunity to have a job.

Criminology Students. This study will be beneficial for them to be aware that ex-convicts can be given a chance to have a job after release.

Future Researchers. This study will help them enhance further their knowledge about employing ex-convicts.

Definition of Terms

For clarity and understanding of the terms utilized in the study, the subsequent terms were outlined conceptually and operationally.

Readiness of Business Establishment. This refers to the business establishment which not in favor of employing ex-convicts in terms of crime conviction and undergo rehabilitation.

Chapter 2

METHOD

This chapter presents the research design, research subjects, research instruments, data gathering procedure and statistical treatment of data.

Research Design

This research used a descriptive survey method. This method is devoted to the collecting of information about usual conditions or situations for description and interpretation. This type of research method is not just about simply gathering and tabulating facts but also includes proper analysis, interpretation, comparison, identification of trends and relationships.

Descriptive method is concerns itself with a present event in terms and conditions, practices beliefs, processes relationship or trends invariably in termed as descriptive survey study. (Salaria, 2012)

Research Subjects

This study was conducted to 310 employees of different business establishment in Davao City. The business establishment was classified into following: bank or financial institution, restaurant or fast food chain, store or pharmacy and hardware, hotel, school, hospital, and shopping mall.

The 310 employees has been selected as the respondent of the study. These chosen respondents have direct knowledge and observation concerning the readiness of the business establishment in employing ex-convicts using random sampling technique.

Random sampling is a variety of selection techniques in which sample members are selected by chance, but with a known probability of selection. Most social science, business, and agricultural surveys rely on random sampling techniques for the selection of survey participants or sample units, where the sample units may be persons, establishments, land points, or other units for analysis. (Lavrakas,2008)

Table 1. Profile of the Respondents

	Frequency	Percent
<i>Gender</i>		
Male	124	40.0
Female	186	60.0
<i>Sector</i>		
Bank/ Other Financial institution	51	16.5
Restaurant/Fast food chain	43	13.9
Store/Pharmacy/Hardware	49	15.8
Shopping Mall	38	12.3
School	44	14.2
Hospital	42	13.5
Hotel	43	13.9

Research Instruments

The researchers have constructed a questionnaire to regulate the readiness of business establishment in employing ex-convicts. The questionnaire was composed of 2 parts. Part I determined the level of readiness of business establishment in employing ex-convicts while part II established the significant difference in the level of the business establishment when analyzed by their crime conviction, and type of sector.

Respondents were asked to rate their readiness in employing ex-convicts using the levels of measurement.

The range of Means Verbal Description Interpretation

4.20 - 5.00	Strongly Agree	This indicates that the readiness of business establishment to employ ex-convicts is highly manifested
3.40 - 4.19	Agree	This indicates that the readiness of business establishment to employ ex-convicts is slightly manifested.
2.60 - 3.39	Neutral	This indicates that the readiness of business establishment to employ ex-convicts is neutrally manifested.
1.80 - 2.59	Disagree	This indicates that the readiness of business establishment to employ ex-convicts is slightly not manifested.
1.00 - 1.79	Strongly Disagree	This indicates that the readiness of business establishment to employ ex-convicts is highly not manifested.

Data Gathering Procedure

The succeeding steps were observed in conducting this research study:

1. **Asking permission to conduct the study.** Researchers were gathered letter to the selected business establishments in Davao City for their approval.

2. **Selection of Respondent.** From the chosen business establishments, the researchers selected 310 respondents based on the criteria: that respondent employers belong in Davao City

3. **Collation and Validation of data.** The survey questionnaire was then collected, gathered and tabulated manually. It was ensured that all recovered questionnaires were inspected seeing all the questions were answered. The data were then forwarded to statistician treatment.

Statistical Treatment of Data

The statistical tools used for accuracy and precise explanation of the findings were the following:

Frequency. This was used to determine the actual numbers of the respondents.

Percentage. This was used to determine the respondent's frequency counts on their profiles.

Mean. This will be used to determine the readiness of the business establishment in employing ex-convicts.

ANOVA. This shall be used to determine the significant difference in the level of business establishments in employing ex-convicts when analyzed by gender and type of sector.

Chapter 3

PRESENTATION AND ANALYSIS OF FINDINGS

This chapter reveals the data, analysis, and interpretation of the findings. The discussions of topics are arranged in the following subheadings: Level of Readiness of Business Establishment in Employing Ex-Convicts; Significant difference on the Level of Readiness of Business Establishment in Employing Ex-convicts when analyzed by Gender; Significance Difference of Readiness of Business Establishment in Employing Ex-convicts when analyzed by Types of Sector.

Level of Readiness of Business Establishment in Employing Ex-convicts

Table 2 indicates the level of Readiness of Business Establishment in Employing Ex-convicts with an overall mean rating of 2.40 described as disagreeing. This means that business establishments are not in favor of employing ex-convicts.

Remarkably, the level of readiness of business establishment in employing ex-convicts on the following indicators are as follows: Undergo Rehabilitation had a mean score of 2.95, this means that the respondent moderately disagrees; Crime Conviction had a mean score of 1.86, this means that the respondent disagrees.

The low level of Crime Conviction and Undergo Rehabilitation indicates that the Readiness of Business Establishment in Employing of Ex-convicts is not appreciated by the business establishment.

Employers would just as soon not hire ex-convicts. They see the potential for workspace, violent or theft, negligent hiring liability, and public relation nightmares. This is due to the current law places stressed employers to assess the risk that a particular ex-convict possesses on the job, but it gives them rare tools with which to make that evaluation, employers would rather be mistaken on the side of caution and turn ex-convicts away. (Williams, 2008)

Table 2. Level of Readiness of Business Establishment in Employing Ex-convicts

Indicator	Mean Score	SD
Crime Conviction	1.86	0.84
Undergo Rehabilitation	2.95	0.96
Overall	2.40	0.78

Significance Difference on the Readiness of Business Establishment in Employing Ex-convicts when analyzed by Gender.

Reveals in *Table 3* is the Significance Difference on the Readiness of Business Establishment in Employing Ex-convicts when analyzed by gender. In connection with Crime Conviction, male and female reveals a low level of readiness of business establishment in employing ex-convicts with the mean score of 1.83 and 1.88 respectively. The computed t-value is 0.47 with the p-value of 0.63, which is higher than the level of significance of 0.05 which means that we reject the null hypothesis, showing that there is no significant difference in the level of readiness of business establishment in employing ex-convicts when analyzed by gender.

With regards to Undergo Rehabilitation, male and female disclosed a moderate level of business establishment in employing ex-convicts with the mean score of 2.98 and 2.92 respectively. The computed t-value is 0.56 with the p-value of 0.57, which is higher than the level of significance of 0.05 which means that the null hypothesis was rejected, indicating that there is no significant difference in the level of readiness of business establishment in employing ex-convicts when analyzed by gender.

Negative employer attitudes toward hiring ex-offenders could be an obstruction during the job search process. This study will measure existing attitudes of some employers in their willingness to hire ex-offenders in the present labor market and discover whether these attitudes were dependent on the concentration of ex-offenders in the surrounding. (Cassandra and Gaylene, 2011)

Table 3. The significant difference in the level of readiness of business establishment in employing ex-convicts when grouped by gender

Variable	Group	<i>n</i>	<i>Mean</i>	<i>SD</i>	<i>t</i>	<i>p</i>
Crime Conviction	Male	124	1.8355	.77703	0.477	0.633
	Female	186	1.8823	.88767		
Undergo Rehabilitation	Male	124	2.9839	1.02095	0.569	0.570
	Female	186	2.9204	.91953		
Overall	Male	124	2.4097	.77325	0.092	0.927
	Female	186	2.4013	.78212		

* $p < 0.05$ – Reject Ho

Significant Difference on the level of Business of Employing of Ex-convicts when grouped by type of sector

Table 4 depicts the significant difference in the level of business establishment in employing ex-convicts when analyzed by type of sector. As revealed the overall *f-value* is 1.408 and the *p-value* of .211 which is greater than the level of significance which means that we accept the null hypothesis and that there is no significant difference on the level of readiness of business establishment in employing ex-convicts when grouped by type of sector.

The pattern was highly correlated to the type of business and job characteristics. A clear pattern emerged. The businesses most likely to hire ex-offenders were those in the construction and hospitality and leisure sectors. The tendencies to check criminal backgrounds also varied greatly based on the characteristics of the establishment. (Stallworth, 2005)

Table 4. Summary of ANOVA on the level of readiness of business establishment in employing ex-convicts when grouped by type of sector

		Sum of Squares	df	Mean Square	F	p
Crime Conviction	Between Groups	13.714	6	2.286	3.354*	.003
	Within Groups	206.485	303	.681		
	Total	220.198	309			
Undergone Rehabilitation	Between Groups	3.127	6	.521	0.560	.762
	Within Groups	281.803	303	.930		
	Total	284.930	309			
Overall	Between Groups	5.063	6	.844	1.408	.211
	Within Groups	181.662	303	.600		
	Total	186.716	309			

* $p < 0.05$

Table 5. Multiple comparisons (Bonferroni) on the level of readiness of business establishment in employing ex-convicts when grouped by type of sector

Comparisons	Mean Difference	Std Error	p-value	95% CI	
				Lower Bound	Upper Bound
Conviction					
2 vs 7	0.56977	0.17803	0.032	0.0279	0.9938
3 vs 7	0.53109	0.17250	0.048	0.0845	1.0463
5 vs 7	0.63494	0.17702	0.008	0.1443	1.1281

Chapter 4

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

This chapter presents the summary of the findings, the conclusion drawn and recommendations made by the researcher. This is a quantitative study which is employed 310 respondents which were the business establishment in Davao City. The respondents participated in a survey which aims to determine the readiness of business establishment in employing ex-convicts. This also determines if there is a significant difference between the readiness of business establishment when they are grouped by gender and type of sector.

Summary of Findings

The findings of the study are summarized as follows:

1. The study found out that the overall level of readiness of the respondents in employing ex-convicts is low, with an overall means score of 2.40; In particular, the satisfaction of the respondents is low in terms of crime conviction with a mean score of 1.86 which means moderate, in terms of undergoing rehabilitation with a mean score of 2.94 or moderate.

2. Moreover, it was found out that an overall mean t-value of 0.092 and p-value of 0.927 indicates that there is a significant difference in the level of readiness of business establishment when they are grouped by gender. Therefore, the hypothesis was not accepted. An overall mean p-value of 0.211 also indicates that there is a significant difference in the level of readiness of business establishment when they are grouped by type of sector.

Conclusion

The following conclusions are drawn based on the above findings:

1. The level of readiness of business establishment in employing ex-convicts was low which implies that the readiness of business establishment to employ ex-convicts was slightly not manifested.

2. There is a significant difference in the level of readiness of business establishment in employing ex-convicts when grouped by gender and type of sector.

Recommendations

The basis of the preceding findings and conclusions, the following recommendations are given:

1. The business establishment should give an opportunity to the ex-convicts to have a job.

2. The ex-convicts should be given an opportunity to be employed for them not to commit another crime because they have their job.

3. The government should have a program regarding employing people after conviction.

4. That the community will not degrade the capabilities and skills of the ex-convicts.

5. The researchers recommend that the future researchers may conduct related studies covering new indicators on the same topic.

References

- Cassandra, A., and Gaylene, A. (2011). *Does the Concentration of Parolees in Community Impact Employer Attitudes Toward the Hiring of Ex-Offenders?*. Retrieved on December 12, 2017 from <http://journals.sagepub.com/doi/abs/10.1177/0887403411428005>
- Coggeshall, et.al, (2005). *Ex-offender employment programs and recidivism: A meta-analysis*. Retrieved on December 12, 2017 from <https://link.springer.com/article/10.1007%2Fs11292-005-8127-x?LI=true>.
- Dunn, L. (2017). *Hiring manager's consideration process for ex-offender job applicants: A grounded theory study*. Retrieved on January 15, 2018 from <https://search.proquest.com/opemview/7b04743db625d43e6d432830777f7701/1?pqorigsite=gscholar&cbl=18750&diss=y>
- Hall, J. (2005). *Contractor Consultants Discuss Hiring Ex-Convicts*. Retrieved on December 10, 2017 from <https://search.proquest.com/docview/196465993/FF468E41DD6342E8PQ/20?accountid=31259>
- Henry, P. and Odiorne, G., (2011). *Eleven Myths About Hiring Ex-Offenders*. Retrieved on December 11, 2017 from <https://search.proquest.com/docview/295373705/F182C6A84D3C4CCAPQ/9?accountid=31259>.
- Holzer, H., et.al. (2003). *Employer Demand for Ex-Offenders*. Retrieved on December 13, 2017 from <https://www.urban.org/research/publication/employer-demand-ex-offenders>
- Lavrakas, P. (2008). *Random Sampling*. Retrieved on September 3, 2018 from <http://methods.sagepub.com/reference/encyclopedia-of-survey-research-methods/n440.xml>
- Kellogg. (2017). *Should you hire someone with a Criminal Record?* Retrieved on December 10, 2017 from <https://insight.kellogg.northwestern.edu/article/should-you-hire-someone-with-a-criminal-record>
- Michael, S., Shawn, B. (2008). *The Effect of Criminal Background Checks on Hiring Ex-Offenders*. Retrieved on December 13, 2017 from <http://onlinelibrary.wiley.com/doi/10.1111/j.1745-9133.2008.00516.x/full>

- Ramakers, A., et.al. (2016) *Not Just Any Job Will Do: A Study on Employment Characteristics and Recidivism Risks After Release*. Retrieved on December 9, 2017 from <http://journals.sagepub.com/doi/abs/10.1177/306624X16636141>
- Reyes, M. (2017) *Hidden Agenda*. The Philippine Star. Retrieved on December 9, 2017 from <http://www.philstar.com/business/2017/05/28/1704152/working-ppp>
- Salaria, N. (2012). *Meaning of the Term-Descriptive Survey*. Retrieved on August 28, 2018 from http://www.ijtbm.com/images/short_pdf/Apr_2012_NEERU%20SALARIA%202.pdf
- Staff, S. (2016). *The Challenges of Prisoner Re-entry Into Society*. Retrieved on December 12, 2017 from <https://socialwork.simmons.edu/blog/Prisoner-Reentry>
- Stallworth, J. (2005). *Employment of Welfare recipients versus ex-offenders in Alaska*. Retrieved on December 13, 2017 from <https://search.proquest.com/docview/305359935/49EF0898E5554216PQ/2?accountid=31259>
- Williams, K. (2008). *Employing Ex-Offenders: Shifting the Evaluation of Workplace Risks and Opportunities from Employers to Corrections*. Retrieved on December 11, 2017 from <http://heinonline.org/HOL/LandingPage?handle=hein.journals/uclalr55&div=17&id=&page=>
- Xinhua. (2010). *China builds database to assist in ex-convicts' employment*. Retrieved on December 10, 2017 from <https://search.proquest.com/docview/750565678/FF468E41DD6E42E8PQ/2accountid=31259>

APPENDIX A
(Tables-per Indicator)

Level of Readiness of Business Establishment in Employing Ex-convicts in terms of Crime Conviction

Indicator	Mean Score	Description
1. I am inclined to hire an ex-convict convicted of a drug crime.	2.19	Low
2. I am inclined to hire an ex-convict convicted of theft.	1.72	Very Low
3. I am inclined to hire an ex-convict convicted of robbery.	1.66	Very Low
4. I am inclined to hire an ex-convict convicted of sexual offense.	1.93	Low
5. I am inclined to hire an ex-convict convicted of assault.	1.94	Low
6. I am inclined to hire an ex-convict convicted of arson.	1.87	Low
7. I am inclined to hire an ex-convict convicted of murder.	1.66	Very Low
8. I am inclined to hire an ex-convict convicted of forgery.	1.93	Low
9. I am inclined to hire an ex-convict convicted of rape.	1.75	Very Low
10. I am inclined to hire an ex-convict convicted of carnapping.	1.99	Low
Overall	1.86	Low

Level of Readiness of Business Establishment in Employing Ex-convicts in terms of Undergo Rehabilitation

Indicator	Mean Score	Description
1. I am inclined to hire an ex-convict that has completed college, a vocational trade, or on-the-job training while incarcerated.	2.89	Average
2. I am inclined to hire an ex-convict that has completed college, a vocational trade, or on-the-job training prior to incarceration.	2.87	Average
3. I am inclined to hire an ex-convict enrolled in a reentry program.	2.96	Average
4. I am inclined to hire an ex-convict of a crime not related to the job.	2.74	Average
5. I am inclined to hire an ex-convict with adequate job skills.	3.27	Average
Overall	2.95	Average

APPENDIX B

(Turn-it-in result/Plagiarism check result)

2nd

ORIGINALITY REPORT

14%	%	14%	%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

MATCH ALL SOURCES (ONLY SELECTED SOURCE PRINTED)

4%
★ Atkin, C. A., and G. S. Armstrong. "Does the Concentration of Parolees in a Community Impact Employer Attitudes Toward the Hiring of Ex-Offenders?", *Criminal Justice Policy Review*, 2011.
Publication

Exclude quotes	Off	Exclude matches	Off
Exclude bibliography	On		

APPENDIX C

**(Title Approval signed by the
Dean and Research Coordinator)**

December 4, 2017

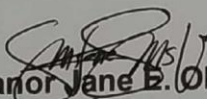
CARMELITA B. CHAVEZ, Ph.D.
Dean, College of Criminal Justice Education
University of Mindanao
Matina, Davao City


Dear Ma'am:

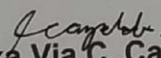
The undersigned Criminology students wish to ask your approval on our thesis entitled: "**Readiness of Business Establishment in Employing Ex-Convicts**". The purpose of the study is to determine the readiness of business establishment in employing ex-convicts in Davao City.

Your approval to this request is highly appreciated. Thank you so much.

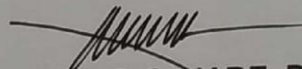
Respectfully yours,


Eleanor Jane E. Obre

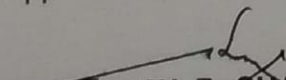

Allyn Claire D. Tan


Cheska Via C. Camporedondo

Noted by:


NESTOR C. NABE, Ph.D.
Research Coordinator

Approved by:


CARMELITA B. CHAVEZ, Ph.D.
Dean, College of Criminal Justice Education

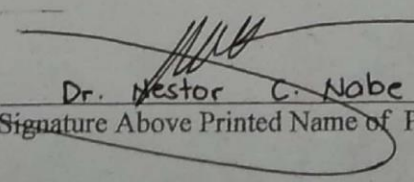
APPENDIX D
(Title Approval Forms)

Title: Readiness of Business Establishment in Employing
ex-convicts

 Proponents: Eleanor Jane E. Obre
Allyn Claire D. Tan
Cheska Via C. Camporedondo

For a research title to be approved for endorsement, it has to satisfy the following criteria:

Criteria	YES	NO
1. The research problem conforms to the agenda of the University Research Program.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. The research problem is within the specialization/competence of the researcher.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. The research problem is significant, important, and relevant to the present time and situation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. The objectives of the research project are specific and achievable.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Proposed design and procedures are logical.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6. Data needed are attainable and verifiable.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7. The research problem is manageable and can be finished within the prescribed time.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
8. Expected output is practical and can be utilized by its stakeholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
9. The research is ethical and does not undermine/violate any moral, legal, and spiritual values/standards of people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10. The research presents an important contribution to the generation of knowledge; to the realization of institutional/national development goals all for the improvement of the quality of human life.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

 Comments: w/ implicans

 Dr. Nestor C. Nabe
 Signature Above Printed Name of Panel Member

December 01, 2017
 Date


Title: Readiness of Business Establishment in Employing
Ex-convicts.

 Proponents: Eleanor Jane E. Obre
Allyn Claire D. Tan
Cheska Via C. Camparedondo

For a research title to be approved for endorsement, it has to satisfy the following criteria:

Criteria	YES	NO
1. The research problem conforms to the agenda of the University Research Program.	/	
2. The research problem is within the specialization/competence of the researcher.	/	
3. The research problem is significant, important, and relevant to the present time and situation.	/	
4. The objectives of the research project are specific and achievable.	/	
5. Proposed design and procedures are logical.	/	
6. Data needed are attainable and verifiable.	/	
7. The research problem is manageable and can be finished within the prescribed time.	/	
8. Expected output is practical and can be utilized by its stakeholders.	/	
9. The research is ethical and does not undermine/violate any moral, legal, and spiritual values/standards of people.	/	
10. The research presents an important contribution to the generation of knowledge; to the realization of institutional/national development goals all for the improvement of the quality of human life.	/	

Comments:


Prof. Leo Carlo Rondina
 Signature Above Printed Name of Panel Member

December 01, 2017
 Date

APPENDIX E
(Undergraduate Research Agreement)

As a research student, I hereby declare my acceptance and adherence to the policies, rules, and guidelines in the conduct of my thesis/capstone/FS/creative work as follows:

1. The researcher/s shall be required to attend the research orientation and shall submit this signed agreement to the subject teacher. Failure to do so shall render the researcher/s ineligible for title defense.
2. The researcher/s shall group themselves by three, of their own choice and at their own risk. They shall work as a team from the initiation to completion of the project. They shall choose a research topic/theme/subject that is aligned with the agenda of the College and the University.
3. With advisement from the Research Coordinator(RC) and approval of the Dean of College, the researcher/s shall choose qualified research personnel (adviser, statistician, editor) to help them out in the conduct of the project.
4. The researcher/s shall exercise due diligence and adhere to established standards/rules of data gathering, experimentation, field work that ensure safety, security and ethical practice. Research activities in remote and secluded areas are highly prohibited.
5. The researcher/s shall seek guidance, assistance and approval from their adviser in all research-related activities, documented in a journal/record book which is to be inspected by the subject teacher from time to time for purposes of monitoring.
6. The researcher/s shall always secure the endorsement of the adviser before submitting the outline/final manuscripts for defense to the subject teacher who shall coordinate with the RC re schedule of defense.
7. The researcher/s shall be responsible to get updates about schedules for outline/final defense (one month before finals) and thesis booking as announced/posted. Three (3) copies of the outlines/manuscripts shall be submitted to the subject teacher one week before the scheduled defense.
8. The researcher/s shall pay P2700 per group as defense fee. Lone-research or two-member group are allowed only when there is no other possible way to divide the class. Anything beyond it needs to obtain RPC consent through writing. **No additional payment shall be made to editors/panel members. Researcher/s are strongly enjoined to report to the Dean/RPC any extra fee solicited by any party.**
9. The researcher/s shall deliver oral defense as scheduled by the RC a month before the final exam. Failure to submit themselves for oral examination forfeits their right to obtain a passing grade. Likewise, failure to submit bounded duly approved final manuscript on time shall cause a grade of 7.2 which should be completed within the standard completion days as prescribed by the UM registrar. No extension shall be entertained.
10. The researcher/s shall bring all the raw data and evidences of data gathering procedures during the oral defense as indicator of data trustworthiness and reliability.

11. All transactions with research personnel during the processing/critiquing of the final manuscript shall require the use of the standard routing form. This routing form is to be submitted to the RC who shall in turn submit to the RPC.
12. The researcher/s shall maintain the right of three(3) plagiarism checks: one during Methods of Research or its equivalent, and two during Research Proper after final oral presentation. Five hundred pesos shall be charged for the fourth and succeeding checks. Threshold of similarity is 20% and lower.
13. Manuscripts shall follow the institutional format and referencing style; the study must be a product of exercise of intellect, free of dishonesty and fraud.
14. The researcher/s shall acknowledge the right of the College to disallow or reject researches found to be deficient, unsatisfactory or plagiarized in form or substance.
15. The researcher/s shall take precautionary measures to ensure that their paper will not be copied, replicated or duplicated by others.
16. The researcher/s shall transfer the ownership of the study to the College once the paper has been successfully defended and booked. After which no paper shall be published or presented without consent/approval from the College.
17. The schedule of oral defense is on _____

I affix my signature to signify that I read, understand, and conform to the items enumerated above.

Cecilia
CHECKA VIA C. CAMPOREDONDO
Signature over printed name

September 11, 2018
Date



RESEARCH AND PUBLICATION CENTER

[] Main [] Branch _____

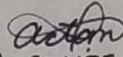
UNDERGRADUATE RESEARCH AGREEMENT

As a research student, I hereby declare my acceptance and adherence to the policies, rules, and guidelines in the conduct of my thesis/capstone/FS/creative work as follows:

1. The researcher/s shall be required to attend the research orientation and shall submit this signed agreement to the subject teacher. Failure to do so shall render the researcher/s ineligible for title defense.
2. The researcher/s shall group themselves by three, of their own choice and at their own risk. They shall work as a team from the initiation to completion of the project. They shall choose a research topic/theme/subject that is aligned with the agenda of the College and the University.
3. With advisement from the Research Coordinator(RC) and approval of the Dean of College, the researcher/s shall choose qualified research personnel (adviser, statistician, editor) to help them out in the conduct of the project.
4. The researcher/s shall exercise due diligence and adhere to established standards/rules of data gathering, experimentation, field work that ensure safety, security and ethical practice. Research activities in remote and secluded areas are highly prohibited.
5. The researcher/s shall seek guidance, assistance and approval from their adviser in all research-related activities, documented in a journal/record book which is to be inspected by the subject teacher from time to time for purposes of monitoring.
6. The researcher/s shall always secure the endorsement of the adviser before submitting the outline/final manuscripts for defense to the subject teacher who shall coordinate with the RC re schedule of defense.
7. The researcher/s shall be responsible to get updates about schedules for outline/final defense (one month before finals) and thesis booking as announced/posted. Three (3) copies of the outlines/manuscripts shall be submitted to the subject teacher one week before the scheduled defense.
8. The researcher/s shall pay P2700 per group as defense fee. Lone-research or two-member group are allowed only when there is no other possible way to divide the class. Anything beyond it needs to obtain RPC consent through writing. **No additional payment shall be made to editors/panel members. Researcher/s are strongly enjoined to report to the Dean/RPC any extra fee solicited by any party.**
9. The researcher/s shall deliver oral defense as scheduled by the RC a month before the final exam. Failure to submit themselves for oral examination forfeits their right to obtain a passing grade. Likewise, failure to submit bounded duly approved final manuscript on time shall cause a grade of 7.2 which should be completed within the standard completion days as prescribed by the UM registrar. No extension shall be entertained.
10. The researcher/s shall bring all the raw data and evidences of data gathering procedures during the oral defense as indicator of data trustworthiness and reliability.

11. All transactions with research personnel during the processing/critiquing of the final manuscript shall require the use of the standard routing form. This routing form is to be submitted to the RC who shall in turn submit to the RPC.
12. The researcher/s shall maintain the right of three(3) plagiarism checks: one during Methods of Research or its equivalent, and two during Research Proper after final oral presentation. Five hundred pesos shall be charged for the fourth and succeeding checks. Threshold of similarity is 20% and lower.
13. Manuscripts shall follow the institutional format and referencing style; the study must be a product of exercise of intellect, free of dishonesty and fraud.
14. The researcher/s shall acknowledge the right of the College to disallow or reject researches found to be deficient, unsatisfactory or plagiarized in form or substance.
15. The researcher/s shall take precautionary measures to ensure that their paper will not be copied, replicated or duplicated by others.
16. The researcher/s shall transfer the ownership of the study to the College once the paper has been successfully defended and booked. After which no paper shall be published or presented without consent/approval from the College.
17. The schedule of oral defense is on _____

I affix my signature to signify that I read, understand, and conform to the items enumerated above.



ALLYN CLAIRE D. TAN

Signature over printed name

September 11, 2019

Date

APPENDIX F

(Letter of Acceptance – Adviser)



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

December 4, 2017

PROF. LEO CARLO RONDINA, MsCrim.
Faculty, College of Criminal Justice Education
University of Mindanao
Matina, Davao City

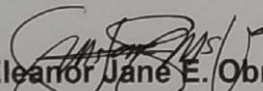
Sir:

The undersigned Criminology students wish to ask your assistance and expertise on our approved thesis entitled: "**Readiness of Business Establishment in Employing Ex-Convicts**". The purpose of the study is to determine the readiness of business establishment in employing ex-convicts in Davao City.

In this regard, we may humbly request you to be our adviser. We believe that you could help us a lot in this endeavor.

Thank you so much for your favorable consideration and approval.


Respectfully yours,


Eleanor Jane E. Obre


Allyn Claire D. Tan


Cheska Via C. Camporedondo

Approved by:


LEO CARLO B. RONDINA, Ms.Crim
Thesis Adviser

APPENDIX G
(Assignment of Research Personnel)



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

ASSIGNMENT OF RESEARCH PERSONNEL


This is acknowledging acceptance of assignment as research personnel for the thesis entitled: **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”**.

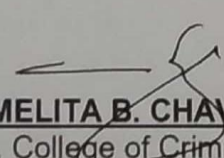
Name of Faculty

Signature

Adviser : LEO CARLO RONDINA

Statistician : RONNIE ALEJAN

Endorse by:  LEO CARLO RONDINA, MS.Crim
Research Coordinator

Approved:  CARMELITA B. CHAVEZ, PH. D.
Dean, College of Criminal Justice Education





APPENDIX H
(Endorsement for Final Defense)



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

ENDORSEMENT FOR FINAL DEFENSE

This is to endorse the thesis manuscript entitled: **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”** prepared and submitted by **ALLYN CLAIRE D. TAN** and **CHESKA VIA C. CAMPOREDONDO** for final defense. The paper has been evaluated by the research personnel listed below and was found to be compliant to the quality standards as provided in the University of Mindanao Research Manual.

	Name of Faculty	Signature
Adviser	: <u>LEO CARLO RONDINA</u>	 _____
Statistician	: <u>RONNIE ALEJAN</u>	 _____
Approved by	:  <u>CARMELITA B. CHAVEZ, Ph.D.</u> Dean, College of Criminal Justice Education	
Noted by	:  <u>LEO CARLO RONDINA, MS. Crim</u> Research Coordinator	

APPENDIX I
(Consultation Form)

READINESS OF BUSINESS ESTABLISHMENT

Research Title: IN EMPLOYING EX-CONVICTS Course Code: _____
 Proponents: ALYN CLARE D TAN Program: _____
CHEER VIA C. LAMPREDO Date Enrolled: _____

	Name	Date Received	Signature	Date Released	Signature	Remarks
Adviser (5 days)		Aug. 31, 2018		Aug. 31, 2018		
		Sept. 3, 2018		Sept. 3, 2018		
		Sept. 4, 2018		Sept. 4, 2018		
		Sept. 7, 2018		Sept. 7, 2018		
		Sept. 10, 2018		Sept. 10, 2018		
Statistician (3 days)	RONNIE O. ALEJAN	Aug. 4, 2018		Aug. 4, 2018		
		Aug. 30, 2018		Aug. 30, 2018		
Panel 1 (2 days)						
Panel 2 (2 days)						
Panel 3 (2 days)						
Dean/ Director (2 days)						
Editor/ Grammarians (5 days)						

APPENDIX J

**(Permission to conduct the study from the head of the
agency/company)**

July 5, 2018

CARMELITA B. CHAVEZ, Ph. D
Dean, College of Criminal Justice Education
University of Mindanao
Matina Campus, Davao City

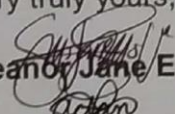
Dear Ma'am,


The undersigned criminology students are currently conducting a research study entitled: "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**". The purpose of the study is to determine the readiness of business establishment in employing ex-convicts in Davao City.

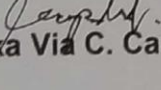
In this regard, we would like to ask permission from your good office to allow us to conduct a survey among the selected business establishment by answering the questionnaires provided by the researchers. Their answers as the primary data of the study.

Your approval to thus request is highly appreciated. Thank you very much.


Very truly yours,


Eleanora Jane E. Obre

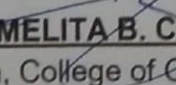

Allyn Caire D. Tan


Cheska Via C. Camporedondo

Noted by:


LEO CARLO B. RONDINA, MS. Crim
Adviser

Approved by:


CARMELITA B. CHAVEZ, Ph.D
Dean, College of Criminal Justice Education



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

July 12, 2018

MARIA LOU M. TALANDRON
Branch Manager
McDonald's Bolton Branch
Bolton street, Davao City

Dear Ma'am,

The undersigned criminology students are currently conducting a research study entitled: "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**" as part of our school requirements.

In view of this, may we request from your good office permission to conduct survey and gather pertinent data and information relevant to research paper/thesis. Rest assured that all data and information that will be gathered will only solely be used for the purpose of our study.

We are hoping for your favorable response on this request.

Thank you so much.

Respectfully Yours,

Eleanor Jane E. Obre
Eleanor Jane E. Obre
Allyn Claire D. Tan
Allyn Claire D. Tan
Cheska Via C. Camporedondo
Cheska Via C. Camporedondo

Noted by:

Carmelita B. Chavez
CARMELITA B. CHAVEZ, Ph.D
Dean, College of Criminal Justice Education

Approved by:

Maria Lou M. Talandron
MARIA LOU M. TALANDRON
McDonald's Bolton Branch Manager

Received By: Maria Lou M. Talandron 07/12/18



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

July 12, 2018

ROSALIE L. ENCIO
Supervisor
NOVO
V. Ilustre Street, Davao City

Dear Ma'am,

The undersigned criminology students are currently conducting a research study entitled: "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**" as part of our school requirements.

In view of this, may we request from your good office permission to conduct survey and gather pertinent data and information relevant to research paper/thesis. Rest assured that all data and information that will be gathered will only solely be used for the purpose of our study.

We are hoping for your favorable response on this request.

Thank you so much.

Respectfully Yours,

Eleanor Jane E. Obre

acton
Allyn Claire D. Tan

campore
Cheska Via C. Camporedondo

Noted by:

[Signature]
CARMELITA B. CHAVEZ, Ph.D
Dean, College of Criminal Justice Education

Approved by:

[Signature]
ROSALIE L. ENCIO
Supervisor

[Signature]
RECEIVED BY: ROSALIE ENCIO
07/12/18



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

July 9, 2018

DORISH DEE DUOT
Branch Manager
Palawan Express
Matina, Davao City

Dear Ma'am,

The undersigned criminology students are currently conducting a research study entitled: "**READINESS OF BUSINESS ESTABLISHMENT IN HIRING EX-CONVICTS**" as part of our school requirements.

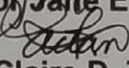
In view of this, may we request from your good office permission to conduct survey and gather pertinent data and information relevant to research paper/thesis. Rest assured that all data and information that will be gathered will only solely be used for the purpose of our study.

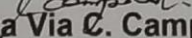
We are hoping for your favorable response on this request.

Thank you so much.

Respectfully Yours,


Eleanor Jane E. Obre

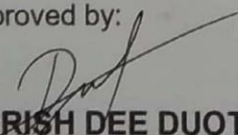

Allyn Claire D. Tan


Cheska Via C. Camporedondo

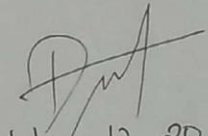
Noted by:


CARMELITA B. CHAVEZ, Ph.D
Dean, College of Criminal Justice Education

Approved by:


DORISH DEE DUOT

Palawan Express Branch Manager


Received : July 12, 2018



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

July 11, 2018

RUBEN G. ROBILLO, M.D.
Medical Director
ISAAC T. ROBILLO HOSPITAL CORP.
Km.26, Calinan, Davao City

Dear Sir,

The undersigned criminology students are currently conducting a research study entitled: "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**" as part of our school requirements.

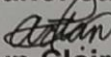
In view of this, may we request from your good office permission to conduct survey and gather pertinent data and information relevant to research paper/thesis. Rest assured that all data and information that will be gathered will only solely be used for the purpose of our study.

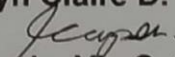
We are hoping for your favorable response on this request.

Thank you so much.

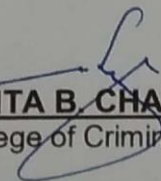
Respectfully Yours,

Eleanor Jane E. Obre

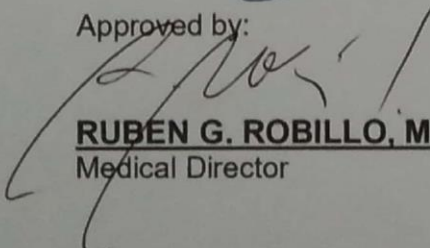

Allyn Claire D. Tan



Cheska Via C. Camporedondo

Noted by:


CARMELITA B. CHAVEZ, Ph.D
Dean, College of Criminal Justice Education

Approved by:


RUBEN G. ROBILLO, M.D.
Medical Director

RECEIVED

DR. CATHY MAMANAN
7/19/18



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

July 16, 2018

RIZALITO H. PAGA, Ph.D
Dean of College
Holy Cross College of Calinan
Datu Abeng St., Calinan, Davao City

Dear Sir,


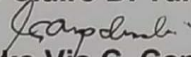
The undersigned criminology students are currently conducting a research study entitled: **"READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS"** as part of our school requirements.

In view of this, may we request from your good office permission to conduct survey and gather pertinent data and information relevant to research paper/thesis. Rest assured that all data and information that will be gathered will only solely be used for the purpose of our study.

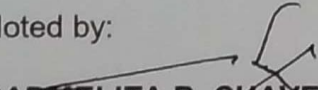
We are hoping for your favorable response on this request.

Thank you so much.


Respectfully Yours,



Allyn Claire D. Tan

Cheska Via C. Camporedondo
Eleanor Jane E. Obre

Noted by:


CARMELITA B. CHAVEZ, Ph.D
Dean, College of Criminal Justice Education

Approved by:


RIZALITO H. PAGA, Ph.D
Dean of College

RECEIVED BY :  RIZALITO H. PAGA, PhD
JULY 18, 2018

July 20, 2018

GERALYN REBOSQUILLO

Hotel Owner
Schatz Hotel
San Roque St., Calinan, Davao City

Dear Ma'am,

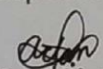
The undersigned criminology students are currently conducting a research study entitled: "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**" as part of our school requirements.

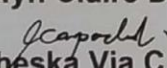
In view of this, may we request from your good office permission to conduct survey and gather pertinent data and information relevant to research paper/thesis. Rest assured that all data and information that will be gathered will only solely be used for the purpose of our study.

We are hoping for your favorable response on this request.

Thank you so much.

Respectfully Yours,


Allyn Claire D. Tan

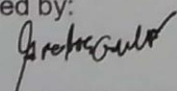

Cheska Via C. Camporedondo

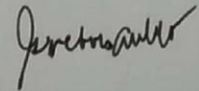
Eleanor Jane E. Obre

Noted by:


CARMELITA B. CHAVEZ, Ph.D
Dean, College of Criminal Justice Education

Approved by:


GERALYN REBOSQUILLO
Hotel Owner


Received by: GERALYN REBOSQUILLO
July 20, 2018



COLLEGE OF CRIMINAL JUSTICE EDUCATION
GET Building, Matina, Davao City
Telefax: (082)227-5456 Local 142

July 17, 2018

MARILIS ABASOLO
HR Manager
Gaisano Grand Calinan
Calinan, Davao City

Dear Ma'am,


The undersigned criminology students are currently conducting a research study entitled: **"READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS"** as part of our school requirements.


In view of this, may we request from your good office permission to conduct survey and gather pertinent data and information relevant to research paper/thesis. Rest assured that all data and information that will be gathered will only solely be used for the purpose of our study.

We are hoping for your favorable response on this request.

Thank you so much.

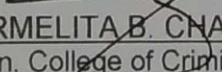
Respectfully Yours,


Allyn Claire D. Tan

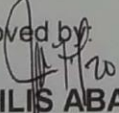

Cheska Via C. Camporedondo

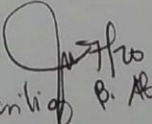
Eleanor Jane E. Obre

Noted by:


CARMELITA B. CHAVEZ, Ph.D
Dean, College of Criminal Justice Education

Approved by:


MARILIS ABASOLO
HR Manager

Received by: 
Marilia B. Abasolo

APPENDIX K
(Certificate of Appearance)



ISAAC T. ROBILLO HOSPITAL CORPORATION

Km. 26, Davao-Bukidnon Road, Calinan, Davao City

Telephone No. (082) 295-0200

CERTIFICATE OF APPEARANCE

This is to certify that the following students of University of Mindanao had personally appeared at this office and distributed survey questionnaires of their thesis entitled "READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS."

NAME:

- * ALLYN CLAIRE D. TAN
- * CHESKA VIA C. CAMPOREDONDO

Given this 11th day of July 2018 at Isaac T Robillo Hospital Corporation, Km. 26 Davao-Bukidnon Road, Calinan, Davao City.


Anthony D. Maranon M.D.
HR Manager

NOVO JEANS & SHIRT V. ILUSTRE ST. DAVAO CITY

CERTIFICATE OF APPEARANCE

This is to certify that the following students of University of Mindanao personally appeared at this office and distribute survey questionnaire of their thesis entitled **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”**

NAME :

1. ALLYN CLAIRE D. TAN
2. CHESKA VIA C. CAMPOREDONDO

Given this 12th day of July 2018 at NOVO JEANS & SHIRTS, V. ILUSTRE ST.
DAVAO CITY


ROSALIE L. ENCIO
SUPERVISOR

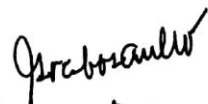
SCHATZ HOTEL

SAN ROQUE ST., CALINAN, DAVAO CITY

CERTIFICATION

This is to certify that **ALLYN CLAIRE D. TAN** had appeared in this office and distribute survey questionnaires for their thesis entitled **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”**.

Issued this ____ day of JULY 2018 at the office of Schatz Hotel, San Roque St., Calinan, Davao City, Philippines


Geraldyn Rebosanillo

Name & Signature of Authorized Personnel

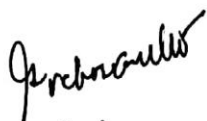
SCHATZ HOTEL

SAN ROQUE ST., CALINAN, DAVAO CITY

CERTIFICATION

This is to certify that **CHESKA VIA C. CAMPOREDONDO** had appeared in this office and distribute survey questionnaires for their thesis entitled "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**".

Issued this 22 day of JULY 2018 at the office of Schatz Hotel, San Roque St., Calinan, Davao City, Philippines


Gera Lynn Reboqui Ilo

Name & Signature of Authorized Personnel



**HOLY CROSS COLLEGE OF CALINAN,
INC.**

8018 McArthur Highway, Calinan, Davao City

CERTIFICATE OF APPEARANCE

THIS IS TO CERTIFY that the following students of the University of Mindanao personally appeared in my office and distributed survey questionnaires of their thesis entitled **READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**. They are the following:

- **ALLYN CLAIRE D. TAN**
- **CHESKA VIA C. CAMPOREDONDO**

Given this 6th day of September 2018 at Holy Cross College of Calinan,
McArthur Highway, Calinan, Davao City.

Certified by:


Rizalito M. Paga, PhD
Dean of College

McDONALD BOLTON BRANCH
93 DERBY ST., BOLTON, DAVAO CITY

CERTIFICATE OF APPEARANCE

THIS IS TO CERTIFY that the following students of University of Mindanao personally appeared at this office and distribute survey questionnaires of their thesis entitled **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”**.

Name:

- **ALLYN CLAIRE D. TAN**
- **CHESKA VIA C. CAMPOREDONDO**

Given this 16th day of JULY 2018 at Mcdonald Bolton Branch, 93 Derby St., Bolton, Davao City

TALANDRON, MARIA LOI M.
Name & Signature of Authorized Personnel

Republic of the Philippines
Palawan Pawnshop Palawan Express Pera Padala

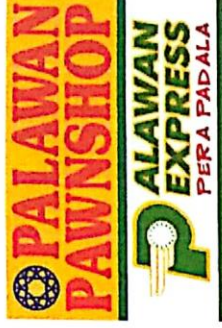


TO WHOM IT MAY CONCERN:

This is to certify that Ms. Cheska Via C. Camporedondo of University of Mindanao conducted their research in Palawan pawnshop Palawan Express Pera Padala Um – Matina Branch last July 9, 2018.


Dorish Dee C. Duot
Branch Manager

Republic of the Philippines
Palawan Pawnshop Palawan Express Pera Padala



TO WHOM IT MAY CONCERN:

This is to certify that Ms. Allyn Claire D. Tan of University of Mindanao conducted their research in Palawan pawnshop Palawan Express Pera Padala Um – Matina Branch last July 9, 2018.



Derish Dee C. Duot
Branch Manager

**GAISANO GRAND CALINAN
BUDA NATIONAL HIGHWAY, CALINAN DISTRICT, DAVAO
CITY**

CERTIFICATE OF APPEARANCE

THIS IS TO CERTIFY that the Criminology students of University of Mindanao personally appeared at this office and distribute survey questionnaires of their thesis entitled **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”**.

Names:

CHESKA VIA C. CAMPOREDONDO

ALLYN CLAIRE D. TAN

Given this 17 day of JULY 2018 at Gaisano Grand Calinan Buda National Highway, Calinan District, Davao City, Philippines.


MARILIZ B. ABRASO

Name & Signature of Authorized Personnel

APPENDIX L
(Validation Results)

June 29, 2018

NESTOR C. NABE, Ph.D.
Faculty, College of Criminal Justice Education
University of Mindanao
Matina, Davao City


Dear Sir,

The undergraduate are currently enrolled in Bachelor of Science in Criminology. As an essential part of the undertaking in Research is the validation of the instrument for gathering necessary information and data. The research title **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”**

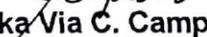
In this regard the undersigned would like to submit this constructed research questionnaire for your comments and suggestions.

The undersigned acknowledge your expertise in the particular endeavor. Thank you for any favorable action regarding this request.

Respectfully Yours,


Eleanor Jane E. Obre



Allyn Claire D. Tan


Cheska Via C. Camporedondo

Noted by:


LEO CARLO B. RONDINA, MS. Crim
Adviser

Approved by:


NESTOR C. NABE, Ph.D.
Validator



RESEARCH AND PUBLICATION CENTER

[] Main [] Branch _____

QUESTIONNAIRE VALIDATION SHEET

Title of Research: Readiness of Business Establishment in Employing Ex-convicts
 Proponents : Eleanor Jane E. Obre; Allyn Claire D. Tan; Cheska Via Camporedondo

To the Evaluator: Please check the appropriate box for your ratings.

Point Equivalent: 5 – Excellent 2 – Fair
 4 – Very Good 1 – Poor
 3 – Good

	5	4	3	2	1
1. CLARITY OF DIRECTION AND ITEMS The vocabulary level, language structure and conceptual level of the questions suit the level of respondents. The test directions and items are written in clear and understandable manner.			/		
2. PRESENTATION/ORGANIZATION OF ITEMS The items are presented and organized in logical manner.			/		
3. SUITABILITY OF ITEMS The items appropriately represent the substance of the research. The questions are designed to determine the conditions, knowledge, perceptions and attitude that are supposed to be measured.			/		
4. ADEQUATENESS OF ITEMS PER CATEGORY The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the questions needed for the research.			/		
5. ATTAINMENT OF PURPOSE The instrument as a whole fulfills the objectives for which it was constructed.			/		
6. OBJECTIVITY Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.		/			
7. SCALE AND EVALUATION RATINGS SYSTEM The scale adapted is appropriate for the items.	/				

Dr. Nestor C. Nabe
 Signature Above Printed Name

June 29, 2018

EDUARDO C. BERCO Jr., Ms. Crim
Faculty, College of Criminal Justice Education
University of Mindanao
Matina, Davao City

Dear Sir,

The undergraduate are currently enrolled in Bachelor of Science in Criminology. As an essential part of the undertaking in Research is the validation of the instrument for gathering necessary information and data. The research title **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”**

In this regard the undersigned would like to submit this constructed research questionnaire for your comments and suggestions.

The undersigned acknowledge your expertise in the particular endeavor. Thank you for any favorable action regarding this request.


Respectfully Yours,



Eleanor Jane E. Obre



Allyn Claire D. Tan



Cheska Via C. Camporedondo

Noted by:



LEO CARLO B. RONDINA, MS. Crim
Adviser

Approved by:



EDUARDO Jr. C. BERCO Ms. Crim
Validator



RESEARCH AND PUBLICATION CENTER

[] Main [] Branch _____

QUESTIONNAIRE VALIDATION SHEET


Title of Research: Readiness of Business Establishment in Employing Ex-convicts

Proponents : Eleanor Jane Obre ; Allyn Claire Tan ; Cheska Via Camporedondo

To the Evaluator: Please check the appropriate box for your ratings.

Point Equivalent: 5 – Excellent 2 – Fair
 4 – Very Good 1 – Poor
 3 – Good

	5	4	3	2	1
1. CLARITY OF DIRECTION AND ITEMS The vocabulary level, language structure and conceptual level of the questions suit the level of respondents. The test directions and items are written in clear and understandable manner.					
2. PRESENTATION/ORGANIZATION OF ITEMS The items are presented and organized in logical manner.					
3. SUITABILITY OF ITEMS The items appropriately represent the substance of the research. The questions are designed to determine the conditions, knowledge, perceptions and attitude that are supposed to be measured.					
4. ADEQUATENESS OF ITEMS PER CATEGORY The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the questions needed for the research.					
5. ATTAINMENT OF PURPOSE The instrument as a whole fulfills the objectives for which it was constructed.					
6. OBJECTIVITY Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.					
7. SCALE AND EVALUATION RATINGS SYSTEM The scale adapted is appropriate for the items.					


 Prof. Edwardo C. Berco Jr.
 Signature Above Printed Name

July 3, 2018

AGNES R. CAPILI, MS. Crim
Faculty, College of Criminal Justice Education
University of Mindanao
Matina, Davao City

Dear Ma'am,

The undergraduate are currently enrolled in Bachelor of Science in Criminology. As an essential part of the undertaking in Research is the validation of the instrument for gathering necessary information and data. The research title "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**"

In this regard the undersigned would submit to your good office the attached instrument i.e. the research constructed questionnaire for your comments and suggestions.

The undersigned acknowledge your expertise in the particular endeavor. Thank you for any favorable action regarding this request.


Respectfully Yours,



Eleanor Jane E. Obre



Allyn Claire D. Tan



Cheska Via C. Camporedondo

Noted by:

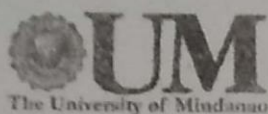


LEO CARLO B. RONDINA, MS. Crim
Adviser

Approved by:



AGNES R. CAPILI, MS. Crim
Validator



RESEARCH AND PUBLICATION CENTER

[] Main [] Branch _____

QUESTIONNAIRE VALIDATION SHEET

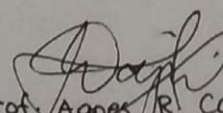
Title of Research: Readiness of Business Establishment in Employing Ex-Convicts.

Proponents : Eleanor Jane Obre, Allyn Claire Tan, Cheska Via Camporedondo

To the Evaluator: Please check the appropriate box for your ratings.

Point Equivalent: 5 – Excellent 2 – Fair
 4 – Very Good 1 – Poor
 3 – Good

	5	4	3	2	1
1. CLARITY OF DIRECTION AND ITEMS The vocabulary level, language structure and conceptual level of the questions suit the level of respondents. The test directions and items are written in clear and understandable manner.		✓			
2. PRESENTATION/ORGANIZATION OF ITEMS The items are presented and organized in logical manner.		✓			
3. SUITABILITY OF ITEMS The items appropriately represent the substance of the research. The questions are designed to determine the conditions, knowledge, perceptions and attitude that are supposed to be measured.		✓			
4. ADEQUATENESS OF ITEMS PER CATEGORY The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the questions needed for the research.		✓			
5. ATTAINMENT OF PURPOSE The instrument as a whole fulfills the objectives for which it was constructed.		✓			
6. OBJECTIVITY Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.		✓			
7. SCALE AND EVALUATION RATINGS SYSTEM The scale adapted is appropriate for the items.		✓			


Prof. Agnes R. Capili
Signature Above Printed Name

APPENDIX M

(Sample Questionnaire/Original copy of data)

19

Survey Questionnaire

"READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS"

Dear Respondents:

We are the students of University of Mindanao and presently making a research paper about readiness of business establishment in hiring ex-convicts. In relation to this questionnaire in order to gather data for our research paper.

Please answer the following questions honestly, the success of this endeavor depends on your cooperation. Thank you very much.

The Researchers

Personal Data

Name (optional) Hyshai

Gender : Male Female

Type of Sector:

- Bank/Other financial institution
- Restaurant/Fast food chain
- Store/Pharmacy/Hardware
- Shopping mall
- School
- Hospital
- Hotel

Numerical Scale

- 5
- 4
- 3
- 2
- 1

Description

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Readiness of Business Establishment					
A. Crime Conviction	5	4	3	2	1
1. I am inclined to hire an ex-convict convicted of a drug crime					/

2.I am inclined to hire an ex-convict convicted of theft					✓
3.I am inclined to hire an ex-convict convicted of robbery					✓
4.I am inclined to hire an ex-convict convicted of sexual offense					✓
5.I am inclined to hire an ex-convict convicted of assault					✓
6.I am inclined to hire an ex-convict convicted of arson					✓
7.I am inclined to hire an ex-convict convicted of murder					✓
8.I am inclined to hire an ex-convict convicted of forgery					✓
9.I am inclined to hire an ex-convict convicted of rape					✓
10.I am inclined to hire an ex-convict convicted of carjacking					✓
B. Undergo Rehabilitation					
1.I am inclined to hire an ex-convict that has completed college, a vocational trade, or on-the-job training while incarcerated.			✓		
2.I am inclined to hire an ex-convict that has completed college, a vocational trade, or on-the-job training prior to incarceration.			✓		
3.I am inclined to hire an ex-convict enrolled in a reentry program.			✓		
4.I am inclined to hire an ex-convict of a crime not related to the job.			✓		
5.I am inclined to hire an ex-convict with adequate job skills.			✓		

APPENDIX N
(Certification-Statistician)

July 9, 2018

RONNIE ALEJAN

Statistician, Research and Publication Center
University of Mindanao
Matina, Davao City

Dear Sir,

The undersigned criminology students wish to ask your assistance and expertise on our approved thesis entitled: "**READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS**". The purpose of the study is to determine the readiness of business establishment in employing ex-convicts in Davao City.

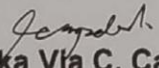
In this regard, we may humbly request you to be our Statistician. We believe that you could help us a lot in this endeavor.

Thank you very much.


Respectfully Yours,


Eleanor Jane E. Obre


Allyn Claire D. Tan


Cheska Vfa C. Camporedondo

Approved by:


PROF. RONNIE ALEJAN
Statistician



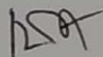
COLLEGE OF CRIMINAL JUSTICE EDUCATION

GET Building, Matina, Davao City

Telefax: (082)227-5456 Local 142

Certification

This is to certify that the thesis entitled **“READINESS OF BUSINESS ESTABLISHMENT IN EMPLOYING EX-CONVICTS”** Prepared and submitted by **ALLYN CLAIRE D. TAN** and **CHESKA VIA C. CAMPOREDONDO**, has been reviewed and edited by the undersigned according to the format and standards prescribed by the University Research and Publication Center.


PROF. RONNIE ALEJAN
Statistician

CURRICULUM VITAE



ALLYN CLAIRE D. TAN

Purok 7-A Poblacion, Santa Josefa Agusan del Sur

PERSONAL DATA

Age : 19 years old
Date of Birth : December 28, 1998
Place of Birth : Davao City
Civil Status : Single
Gender : Female
Height : 5'1"
Weight : 40 kls.
Father : Alexander L. Tan
Mother : Leizel D. Tan
Religion : Born Again
Nationality : Filipino

EDUCATIONAL ATTAINMENT

- College : Bachelor of Science in Criminology
(2015-Present) **University of Mindanao**
Matina, Davao City
- High School : **Father Saturnino Urios College of Trento Inc.**
(2015) Trento, Agusan Del Sur
- Elementary : **Aurora Elementary School**
(2011) Aurora, Santa Josefa, Agusan Del Sur



CHESKA VIA C. CAMPOREDONDO

Purok 21 San Roque St., Brgy. Calinan, Davao City

PERSONAL DATA

Age : 20 years old
Date of Birth : September 23, 1997
Place of Birth : Calinan, Davao City
Civil Status : Single
Gender : Female
Height : 5'0"
Weight : 49 kls.
Father : Romar S. Camporedondo
Mother : Liezl Capuyan
Religion : Roman Catholic
Nationality : Filipino

EDUCATIONAL ATTAINMENT

- College : Bachelor of Science in Criminology
(2015-Present) **University of Mindanao**
Matina, Davao City
- High School : **Tugbok National High School**
(2014) Tugbok District, Davao City
- Elementary : **Tugbok Central Elementary School**
(2010) Tugbok District, Davao City