



NEA Board of Administrators' Meeting No. 14

On motion duly made and seconded, the Board of Administrators agreed to approve the request and pass the following resolution:

RESOLUTION NO. 153

WHEREAS, the Board Governance, Nomination and Remuneration Committee (BGNRC) in its Memorandum to the Board of Administrators dated 28 August 2018, is requesting for the approval of the Performance Evaluation System (PES) for 2019;

WHEREAS, the details are as follows:

GCG Memorandum Circular (MC) No. 2017-02 or the "Interim Performance Evaluation System (PES) for the GOCC Sector" requires submission of documents in accordance with the guidelines issued by GCG.

It aims to provide the framework for setting the organization targets, attainment of which targets shall serve as the basis for the following:

- a. Determining the grant of Performance-Based Bonus (PBB) and Performance-Based Incentives (PBI)
- b. Determining whether Appointive Directors are eligible for reappointment
- c. Ascertain whether a GOCC should be reorganized, merged, streamlined, abolished or privatized.

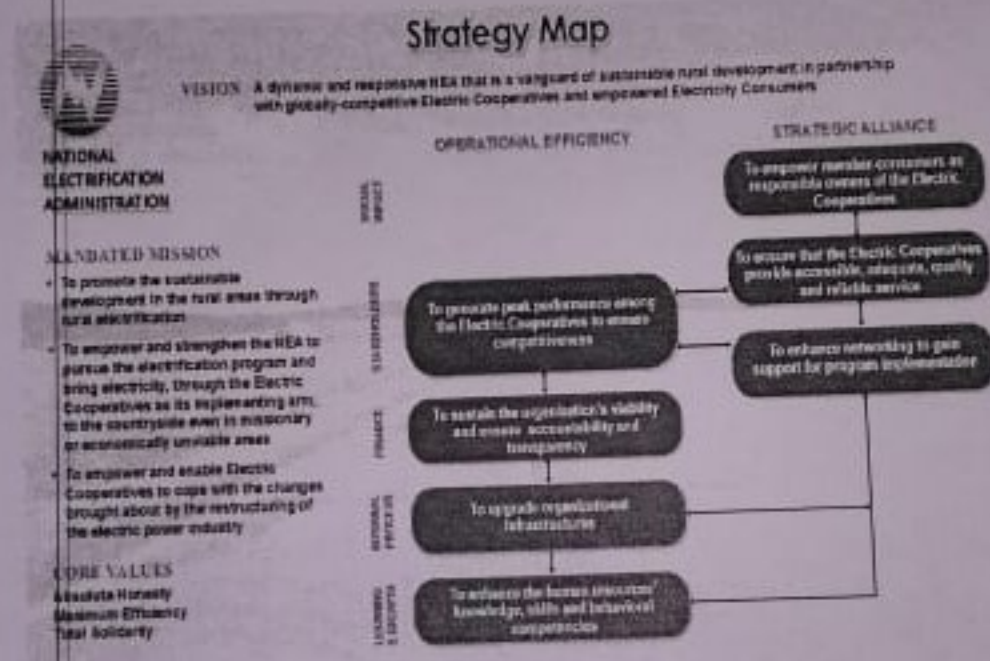
Requirement for the 2019 PES

1. Updated Charter Statement and Strategy Map (PES Form 1)



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2. Proposed Performance Scorecard (PES Forms 2 and 2a)
3. Measure Profile (PES Form 2b)
4. Briefer on the Rationale of the CY 2019 targets
5. Corporate Operating Budget (COB) for CY 2019 as submitted to the Department of Budget and Management (DBM)



Proposed 2019 NEA Performance Scorecard

| Strategic Measures | Weight (%) | 2018 | 2019 | Quarterly Targets | | | |
|--|------------|------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | | Year-end Outlook | Proposed Target | 1 st Qtr. | 2 nd Qtr. | 3 rd Qtr. | 4 th Qtr. |
| I. Social Impact Perspective | | | | | | | |
| 1. MCO Empowerment Index (Adjectival) | 5 | - | Established Baseline | - | - | - | Established Baseline |
| II. Stakeholders Perspective | | | | | | | |
| 2. Number of completed/energized sub projects | 30 | 1,876 | 775 | - | 40 | 451 | 274 |
| 3. Number of consumers connected | 15 | 460,000 | 460,000 | 115,000 | 115,000 | 115,000 | 115,000 |
| 4. Number of IC officials and employees graduated from certification/competency programs | 8 | 2,750 | 2,200 | 350 | 675 | 675 | 600 |
| 5. Satisfaction rating based on a survey conducted by a third party | 5 | VS | VS | - | - | - | VS |
| III. Financial Perspective | | | | | | | |
| 6. Amount of loans facilitated (PHP Billion) | 8 | 1,700 | 1,000 | 0.200 | 0.250 | 0.400 | 0.150 |
| 7. High collection efficiency maintained (%) | 7 | 100 | 100 | 100 | 100 | 100 | 100 |



NATIONAL ELECTRIFICATION ADMINISTRATION

"The 1st Performance Governance System-Institutionalized National Government Agency"
 57 NIA Road, Government Center, Diliman, Quezon City 1100



Management System
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| Strategic Measures | Weight (%) | 2018 | 2019 | Quarterly Targets | | | |
|---|------------|---|---|----------------------|----------------------|----------------------|---------------------------|
| | | Year-end Outlook | Proposed Target | 1 st Qtr. | 2 nd Qtr. | 3 rd Qtr. | 4 th Qtr. |
| IV. Stakeholders Perspective | | | | | | | |
| 8. Percentage of sitio electrification projects funded that are fully compliant with NEA standards and specifications | 5 | 90% of projects done as of end-1st 2018 | 80% of projects done as of end-1st 2019 | - | - | - | 80 |
| 9. Percentage of sitios completed and energized within 180 calendar days from release of funds to ECs | 5 | 80 | 80 | - | - | - | 80 |
| V. Learning and Growth Perspective | | | | | | | |
| 10. Percentage of regular loans released within prescribed processing periods | | | | | | | |
| a. Regular-Term Loans (within 14 days) | 4 | 100 | 100 | 100 | 100 | 100 | 100 |
| b. Short-Term Loans (within 13 days) | 4 | 100 | 100 | 100 | 100 | 100 | 100 |
| 11. Percentage of calamity loans released within 7 days | 4 | 85 | 81 | 85 | 85 | 85 | 85 |
| 12. QMS ISO Certification | 5 | Surveillance Audit Passed | Surveillance Audit Passed | - | - | - | Surveillance Audit Passed |
| 13. Percentage of employees with required competencies met | 5 | 55 | 60 | - | - | - | 60 |

Total Weight: 100

Measure Profile

- Depicts the formula, computation and sources of information for each strategic measure contained in the proposed Performance Scorecard.

Briefer on the rationale of the CY 2019 Targets

- Provides a brief description of the Strategic Measures, analysis of the 2018 performance and the linkage of targets to the CY 2019 COB.

CY 2019 COB submitted to DBM approved by the Board amounting to PHP25.50B

DBM recommended level

Rural Electrification Projects
 - Php 17,993,518
 In-house Expenditures
 - 1,521,321
Total 19,514,839

WHEREAS, after deliberation on the matter, the BGNRC agreed to endorse the same to the Board of Administrators for approval;



WHEREAS, Board of Administrators agreed to approve the request;

NOW, THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED, based on the foregoing and pursuant to authority of the Board under Presidential Decree No. 269, as amended; and, Republic Act No. 10531, to approve, as it is hereby approved, the PES for 2019, as follows:

- A. The following required documents for the 2019 PES and its submission to the GCG:
 1. Updated Charter Statement and Strategy Map (PES Form 1)
 2. Proposed Performance Scorecard (PES Forms 2a and 2b)
 3. Measure Profile (PES Form 2b)
 4. Briefer on the Rationale of the 2019 targets
 5. COB for 2019 as submitted to the DBM
- B. To grant full authority to the Administrator to negotiate with GCG in behalf of the Board on matters relating to the 2019 PES.