



**NEA BOARD OF ADMINISTRATORS'
SPECIAL BOARD MEETING NO. 4**

10 September 2020, 9:00 a.m.
Via ZOOM Conference

**Resolution No. 2020-02
APPROVAL OF CY 2021 PERFORMANCE EVALUATION SYSTEM (PES)
REQUIREMENTS**

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Pursuant to Section 4(s) of the Presidential Decree (P.D.) No. 269, as amended; and, Section 5 of Republic Act (R.A.) No. 10531 or the *Powers, Functions and Privileges of the National Electrification Administration*, the NEA is authorized and empowered to exercise such powers and do such things as may be necessary to carry out the business and purposes for which the NEA was established, or which from time to time may be declared by the Board of Administrators as necessary, useful, incidental or auxiliary to accomplish such purposes; and Section 5 of P.D. No. 269, all of the powers of the NEA shall be vested in and exercised by a Board of Administrators;

WHEREAS, the Governance Commission for GOCCs (GCG) issued a Performance Evaluation System (PES) for the GOCC Sector that provided the framework for setting the organizational targets. The achievements of such targets shall serve as 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; and
- c) Ascertain whether a GOCC should be reorganized, merged, streamlined, abolished or privatized.

WHEREAS, accordingly, the following are the required PES documents for submission to GCG not later than the last working day of August:

1. Strategy Map (PES Form 1)
2. Proposed Performance Scorecard (PES Forms 2 and 2a)
3. Measure Profile (PES Form 2b)
4. Briefer on the rationale of the CY 2021 targets
5. Corporate Operating Budget (COB) for CY 2021 as submitted to DBM



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WHEREAS, as one of the globally accepted corporate governance practices and in accordance with the requirements of the Corporate Governance Scorecard (CGS), the Board undertakes the annual review of the Strategy Map including the Vision and Mission as well as the corresponding strategies for its attainment. In the past, the Board approved the adoption of NEA's Strategy Map and as presented in various fora, most recently in the 2021 and Beyond Strategic Thinking cum Conference held from July 21-23, 2020 and the NEA-EC Consultative Conference on August 6, 2020, it has been determined that the Strategy Map is still relevant at this time;

WHEREAS, the Performance Scorecard and Measure Profile translates the Strategic Objectives in the Strategy Map into critical success indicators while the Briefer discusses in detail the committed performance targets for the year;

WHEREAS, the Management, in its Memorandum to the NEA Board of Administrators dated 27 August 2020, has requested for the review and approval of CY 2021 PES requirements including the Strategy Map and Proposed Performance Scorecard and its submission to the GCG;

WHEREAS, the Management, in the same Memorandum, has also requested for approval to grant full authority to the Administrator to negotiate with GCG in behalf of the Board on matters relating to the CY 2021 PES;

WHEREAS, after deliberation, the NEA Board of Administrators agreed to approve the requests;

NOW, THEREFORE, BE IT RESOLVED, the NEA Board of Administrators in its meeting today, 10 September 2020 hereby approves the request for review and approval of CY 2021 PES requirements including the Strategy Map and Proposed Performance Scorecard and its submission to the GCG;



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BE IT RESOLVED FURTHER, the NEA Board of Administrators, in its meeting today, 10 September 2020, is hereby approving the grant of full authority to the Administrator to negotiate with GCG in behalf of the Board on matters relating to the CY 2021 PES.

Approved this 10th day of September 2020

MR. ALFONSO G. CUSI
Secretary of Energy and Chairman

MR. EMMANUEL P. JUANEZA
Alternate of the Chairman

MR. AGUSTIN L. MADDATU
Member

MR. RENE M. GONZALES
Member

ATTY. ALIPIO CIRILO V. BADELLES
Member

MR. EDGARDO R. MASONGSONG
Member and Administrator