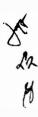
Perspective	Objective	Strategic Measure (SM)				2016		
			Description	Formula	Weight (%)	Full Year Target	Actual	Rating (%)
	Ensured that the Electric Cooperatives (ECs) provide accessible, quality and reliable service to the consumers	SM 1	Number of completed and energized sitio projects	Actual/Target 3,335 x 30 3,150	30	3,150	3,335	30.00
	Generated peak performance among ECs to ensure competitiveness	SM 2	Percentage of ECs adopting balanced scorecard system	Actual/Target48.33 x 7 51.67	7	51.67% (62 ECs)	48.33% (58 ECs)*	6.55
		SM 3	Programs and projects to improve EC operations	Actual/Target a. EC Board approved Operational Improvement Plan (OIP)	1.5	3 ECs	3 ECs	1.50
		SM 4	Percentage of milestones completed by NEA leading to the restructuring of identified ailing EC/s through PSP	b. Quarterly monitoring of OIP Actual/Target a. Discussion with stakeholders such as LGUs, business groups, civic organizations, and religious sector among others — 50% b. Secure concurrence to undertake PSP — 50% 100%	2	13 reports 100%	13 reports In Process	0.00

^{*} Out of the 62 ECs that have undergone training on the Balanced Scorecard (BSC) System, S8 ECs were able to submit EC Board Resolutions adopting the BSC



	Objective	Strategic Measure (SM)			Majaka	2016		
Perspective			Description	Formula	Weight (%)	Full Year Target	Actual	Rating (%)
kehold	Generated peak performance among ECs to ensure competitiveness	SM 5	Number of ailing EC/s restructured through PSP	Pass or fail (4% or nothing)	4	1	In Process	0.00
		SM 6	Sustainability of restructuring through PSP	Pass or fail Semestral monitoring of compliance to agreement 1. ALECO Payment of Concession Fee consisting of: (a) Quarterly payment of Php2.1M to residual ALECO (b) Monthly Payment of 50% of net cash flow for existing liabilities* 2. PELCO II (a) System loss should be lower than 13.10% (b) Collection efficiency should be	1.5	100%	100%	3.00
		SM 7	Number of EC officials and employees graduated from certification/	higher than 90.53% Actual/Target 3,578 X 3 2,050	3	2,050	3,578	3.00

^{*} Agreement complied except that concessionaire of ALECO is still incurring negative cash flow and thus remittance of 50% Net Cash Flow is not yet realized



^{1.} ALECO: PHP 2.1M quarterly payments was remitted by the concessionaire to residual ALECO

^{2.} PELCO II: Actual System Loss - 11.15%; Collection Efficiency - 95.43%

Perspective	Objective	Strategic Measure (SM)			Weight	2016		
			Description	Formula	(%)	Full Year Target	Actual	Rating (%)
Finance	Sustained the organization's viability and ensured accountability and transparency	SM 8	Amount of regular loans facilitated (Php Billion)	Below Php 1B is 0%. For the amount ≥ Php 1B, 10% is proportionally distributed, i.e. Actual amount of regular loans facilitated ≥ Php 1B x 100 (Target amount - Php 0.999B) ÷ 10% 1.831 - 0.999 x 100 (1.700 - 0.999) ÷ 0.10	10	1.700	1.831	10.00
		SM 9	Maintain high collection efficiency	Pass or fail (4% or nothing) Total repayments Total amortizations due	4	99%	100%	4.00
	Continued upgrading of organizational infrastructure and enhanced operational efficiency	SM 10	Percentage of sitio electrification projects funded that are fully compliant with NEA standards and specifications	Actual/Target <u>85%</u> X 10 75%	10	75% of projects done as of end Sept. 2016	85%	10.00
		SM 11	Percentage of sitios completed and energized within 150 calendar days from release of funds to ECs	Below 75% is zero. For ≥ 75%, 10% is proportionally distributed, i.e. Actual percentage of sitios completed and energized within 150 days from release of funds to ECs ≥ 74% x100 (Target rate - 74%) ÷ 10% 81% - 74% x 100 70 x 100	10	80%	81%	10.00

Perspective	Objective	Strategic Measure (SM))4(-:-b.	2016		
			Description	Formula	Weight (%)	Full Year Target	Actual	Rating (%)
Internal Process	Continued upgrading of organizational infrastructure and enhanced operational efficiency	SM 12	Average number of working days to release regular loans	Pass or fail (4% or nothing)	4	10	8.52	4.00
		SM 13	Average number of working days to release calamity loan (natural and armed conflict)	Pass or fail (2% or nothing)	2	6	5.38	2.00
Learning and Growth	Enhanced human resources, knowledge, skills and behavioural competencies	SM 14	Implementation of ISO 9001:2008	Pass or Fail (5% or nothing)	5	Surveillance Audit Passed	Surveillance Audit with Upgrade to 2015 Standard Passed	5.00
Learning		SM 15	Average percentage of required competencies met	Actual/Target	3	Submission of Board approved Competency Model	Board approved Competency Model submitted	3.00

Total of Weight:

100

93.55

Certified Correct:

Sel

RODERICK N. PADUA

Department Manager, Corporate Planning Office

ADELÍNA A. GABON

Department Manager, Finance Services Department

Approved by:

EDGARDO R. MASONGSONG

Administrator

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ALFONSO G. CUSI
Chair, Board of Administrators

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