

COMPONENT					BASELINE	1ST QUARTER		2ND QUARTER		3RD QUARTER		4TH QUARTER		2015 REVISED FULL YEAR TARGET	
Objective/Measure	Formula	Weight	Rating System ^{a/}	2014	Target	Actual	Target	Actual	Target	Actual	Target	Actual			
INTERNAL PROCESS	SO 3	To strengthen corporate effectiveness through:													
	[a]	Introduction of new Collection initiatives													
	SM 6	No. of accounts restructured/ remediated	Absolute Rate	2.5%	Actual / Target x weight	n/a	300	118	300	133	300	224	300	383	1,200
	[b]	Acceleration of Lease/Disposal of Acquired Assets													
	SM 7	Percentage of sold acquired assets disposed within 2 months	Absolute Rate	2.5%	Percentage of acquired assets disposed within 2 months over total no. of acquired assets disposed ^{2/}	n/a	n/a	75%	n/a	100%	n/a	100%	95%	100%	95%
	[c]	Intensive Marketing and Promotion of Guarantee Programs													
	SM 8	No. of Banks visited/ Market Promotion	Absolute Number	3%	Actual / Target x Weight	n/a	42	2	42	4	42	3	42	9	168
	SM 9	No. of technical briefings conducted	Absolute Number	3%	Actual / Target x Weight	n/a	10	3	10	2	11	2	11	1	42
SUB TOTAL WEIGHTS		11%													
LEARNING & GROWTH/ORGANIZATION	SO 4	To be able to reflect the accurate Financial Condition of the Corporation through reconciliation of Account Variances and Generation of timely Financial Reports													
	SM 10	Cleansing of Book Accounts :													
	[a]	Cash in Bank - P 13.425 Mn	Absolute Rate	3%	Amount Reconciled (Cash in Bank) + Amount for Reconciliation x Weight	n/a	7.5%	-	7.5%	317%	7.5%	330%	7.5%	321% ^{-3/}	30%

COMPONENT					BASELINE	1ST QUARTER		2ND QUARTER		3RD QUARTER		4TH QUARTER		2015 REVISED FULL YEAR TARGET
Objective/Measure	Formula	Weight	Rating System ^{4/}	2014	Target	Actual	Target	Actual	Target	Actual	Target	Actual		
[b] Trade Receivables - ₱119.838 Mn	Absolute Rate	3%	Amount Reconciled (Trade Receivable) + Amount for Reconciliation x Weight	n/a	8.49%	108%	8.49%	64%	9.1%	243%	9.1%	- ^{4/}	29%	
SO 5	To maximize existing Personnel potential, capabilities and professionalize services through retooling and strict enforcement of Corporate Core Values													
SM 11	No. of program related seminars/ trainings conducted and attended (BMCIs, Acct Mgt., Marketing)	Absolute Number	1%	Actual / Target x Weight	n/a	1	0	0	0	1	0	1	4	3
SM 12	No. of personnel sent to attend participate in the training/ seminar (Retooling)	Absolute Number	1%	Actual / Target x Weight	n/a	10	15	10	6	11	2	11	45	42
SM 13	Compliance of Central Office employees (initially) to office rules and regulations	Absolute Rate	1%	No. of Central Office employees complying to office rules and regulations / Total no. of Central Office employees	n/a	n/a	97%	n/a	97%	n/a	90%	97%	99%	97%
SUB TOTAL WEIGHTS		9.00%												
TOTAL OF WEIGHTS		100%												

LEARNING & GROWTH/ORGANIZATION

COMPONENT					BASELINE	1ST QUARTER		2ND QUARTER		3RD QUARTER		4TH QUARTER		2015 REVISED FULL YEAR TARGET
Objective/Measure	Formula	Weight	Rating System ^{a/}	2014	Target	Actual	Target	Actual	Target	Actual	Target	Actual		

^{a/} But not to exceed the weight assigned per indicator

^{-1/} Target based solely on existing fund, leveraged 4x

^{-2/} Disposed through public bidding - reckoning date of the 2 months period is the date of approval by the Governing Board
Disposal through negotiated sale - reckoning date is the date of approval by the authorized approving authorities

^{3/} As of November 30, 2015

^{4/} Schedule of Trade Receivables is prepared quarterly (60 days after end of quarter)