

COMPONENT					2020									
Objective/Measure	Formula	Weight	Rating/ Score	2020 Target (GCG-modified)	1 st Quarter		2 nd Quarter		Revised Full Year Target	3 rd Quarter		4 th Quarter		
					Target	Actual	Target	Actual		Target	Actual	Target	Actual	
SO 6	Enhance Employee Competency and Motivation													
LEARNING & GROWTH SM 7	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	Improvement in the Competency Baseline of the Organization	-	Ongoing Presentation of 2019 Competency Assessment Results in departments, branches and SOGs; Conduct of Learning Development Planning Sessions with departments, branches and SOGs; and Conduct of learning interventions amongst departments, branches and SOGs	-	-	-	-	-	-	-
	Sub-Total		5%											
	TOTAL		100%											

Certified Correct:

Juan Sanosa

JUANITO L. SANOSA, JR. *JS*
CORPORATE SECRETARY & COMPLIANCE OFFICER

Date: July 2020

Sharon S. Quintanilla

SHARON SJ. QUINTANILLA
AVP. ACCOUNTING DEPARTMENT

Date: July 2020

Approved by:

Andrea D. Domingo

ANDREA D. DOMINGO
CHAIRMAN AND CHIEF EXECUTIVE OFFICER

COPY FOR GCGG