



Home Guaranty Corporation

HGC Board Appraisal System

Consistent with the directives of the National government to public officials and employees to uphold public interest over personal interest and for this purpose, to use government resources and the powers of their offices efficiently, effectively, honestly and economically to avoid wastage of government resources by adopting policies transparency, accountability and prudence in government spending, the Home Guaranty Corporation adopts the GCG Memorandum Circular 2015-06 “2015 Interim Performance-Based Incentive System (PBI) for GOCC Appointive Directors”

Specifically, the performance of the Directors of HGC shall be appraised based on Section 3 of the said Memorandum Circular, as follows:

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Sec. 3. **Entitlement.** – The grant of the PBI to eligible Appointive Directors shall be based on the following factors:

- (a) **Attendance** or the Total Annual Authorized Per Diems Received by the appointive Director concerned, which shall determine the maximum amount, or total base to be multiplied to the applicable Incentive Factor;
- (b) **GOCC Performance Scorecard**, which shall determine the maximum Incentive factor (100%, / 95%/ 90%/ 85%/ 80%/ 75%/ 70%/ 65%/ 50%) that can be applied to all Appointive Directors of a Governing Board; and
- (c) Director Performance Review (DPR) Rating, which shall determine the applicable Incentive Factor for a particular Appointive Director.

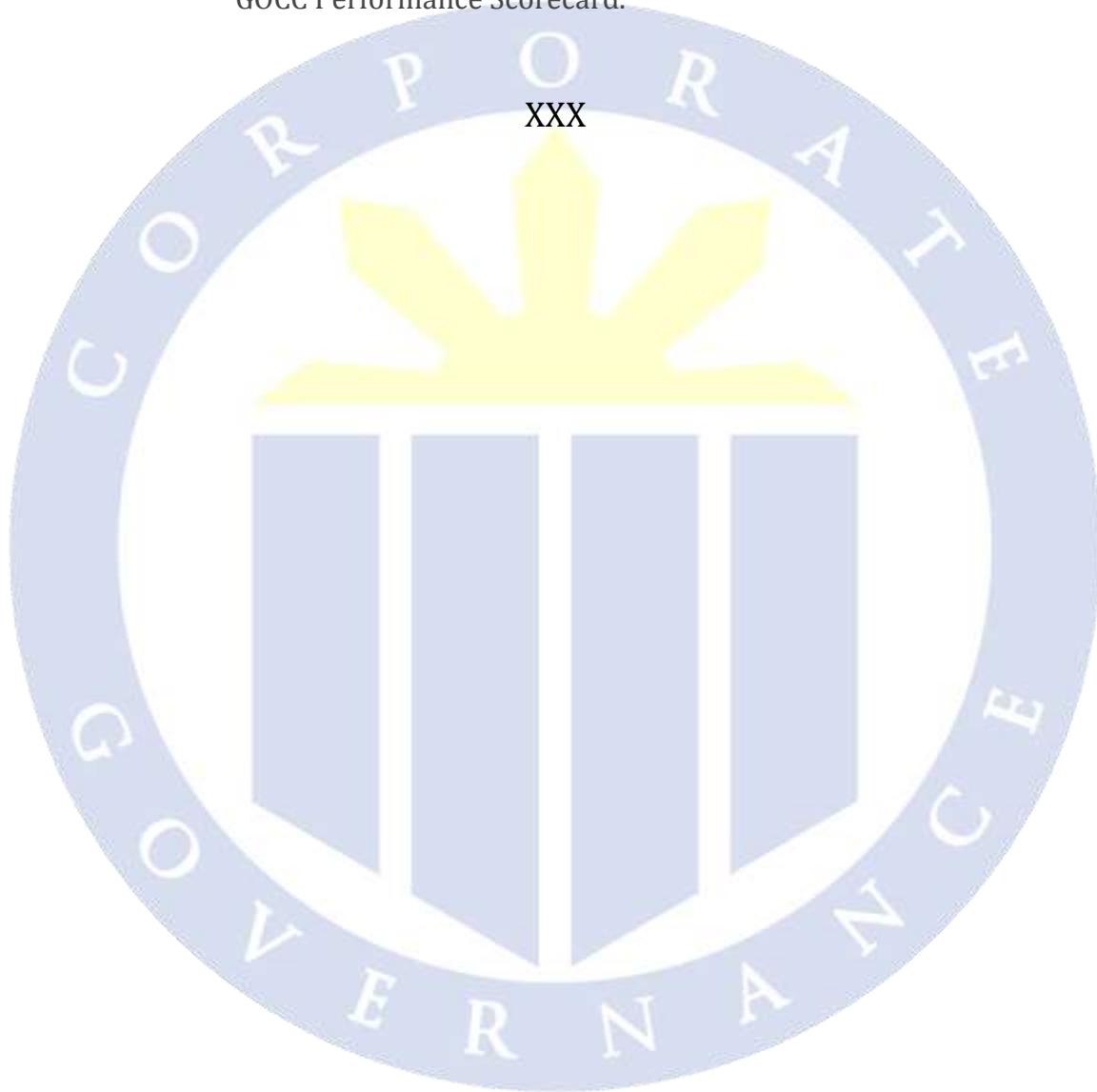
3.1 The **Incentive Factor** shall be determined as follows:

PES Rating	Director Performance Review (DPR) Rating					
	98%-100%	95%-97.99%	85%-97.99%	80%-84.99%	75%-79.99%	Below 75%
At least 98%	100%	95%	90%	85%	50%	None
At least 95% but below 98%	90%	85%	80%	75%	50%	None
Below 95% but at least 90%	80%	75%	70%	65%	50%	None



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- (a) An Appointive Director must meet both criteria on the GOCC Performance Scorecard and DPR to be entitled to the corresponding Incentive Factor.
- (b) In no case shall the DPR result in an Appointive Director availing of an Incentive Factor that is higher than the one corresponding to the GOCC Performance Scorecard.



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