

HOME DEVELOPMENT MUTUAL FUND

	Component				Baseline		Target		
	Objective / Measures	Weight	Formula	Rating System	2013	2014	2015	2016	
<b>CUSTOMER</b>	<b>SO 1</b>	<b>Increase and Sustain Membership</b>							
	SM 1	Increase in Membership Coverage	12.0%	Covered Local and OFW Employees	Actual / Target x Weight	13,486,851	14,760,890	16,428,873 (73%)	17,589,634 (12,689,971: 76% of Local & 4,899,663: 100% of OFW)
	<b>SO 2</b>	<b>Provide Affordable Housing</b>							
	SM 2	Percent of LTS from Socialized and Low-cost Housing	15.0%	LTS less of NHA and SHFC	Actual / Target x Weight	63.39%	60.91%	Actual: 62.83%	70.5% (88% for the vision year 2020)
		Number of Units	0.0%	Total Housing Units Taken-Out (excludes NHA and SHFC)		47,562	54,026	59,409 (Actual December)	63,676
	Loan Amount (in Php Billions)	0.0%	Total Amount of Loans Taken-Out (excludes NHA and SHFC)		33.963	40.581	43.932 (Actual December)	50.562	

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	SM 3	Co-financing program for Socialized and Low-cost Housing	5.0%					Board-Approved Program (2017: Pilot Project)	
	<b>SO 3</b>	<b>Improve Access and Delivery of Products and Services to Enhance Customer Satisfaction</b>							
	SM 4	Third Party Survey Rating	10%	Survey Rating	Actual / Target x Weight	N/A	N/A	85%	2015 result + 5 percentage points (but not below satisfactory) –
		<i>Sub-Total</i>	42%						
	<b>SO 4</b>	<b>Increase in Asset Size</b>							
<b>FINANCIAL</b>	SM 5	Net Financial Asset Level (in Php Billion)	7%	Total Net Financial Assets	Actual / Target x Weight	331.357 (Net)	363.120 (Net)	420.031 (Gross) 378.905 (Net)	424.321

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<b>SO 5</b>	<b>Improve Asset Quality</b>							
SM 6	Performing Loans Ratio	7%	Accounts Current to 3 Months / Total Outstanding Balance (exclusive of referred to foreclosure and petition for extra-judicial foreclosure)	Actual / Target x Weight	78.42%	80.86%	87.41% (November actual)	89%
<b>SO 6</b>	<b>Implement Enterprise Risk Management</b>							
SM 7	Capital Adequacy Ratio	5.0%	Actual Rate / Target Rate	Actual / Target x Weight	20.28% actual	22.25% actual	24.32% (Actual November); 17.5% (SIFI) target	28.05%
SM 8	Expected Loss Rate (Probability of Loss multiplied by Loss given default rate)	5.0%	Expected Loss Rate (ELR) = Probability of Default (PD) x Loss Given Default (LGD) where	Actual / Target x Weight	N/A	N/A	N/A	2.84%

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			PD=1-Collection Efficiency LGD=1-Recovery Rate					
<b>SO 7 Ensure Financial Sustainability</b>								
SM 9	Targeted Income Level (in Php Billions)	11%	Actual Net Income (Php) / Target Net Income (Php)	Actual / Target x Weight	14.446 (Restated)	16.227 (COA audited)	19.996 (Actual November: 18.812)	26.503
SM 10	Member Savings (in Php Billions)	12%	Actual Year-End MS + MS Upgrade + MS from New Members, to list: a. Local Members b. OFW-New Hires Deployment	Actual / Target x Weight	26.134	28.072	31.59	32.51
	<i>Sub-Total</i>	47%						

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<b>INTERNAL PROCESS</b>	<b>SO 8</b>	<b>Instill Principles of Good Governance and Attain Performance Excellence</b>							
	SM 11	ISO Certification	3.0%	Percentage of Completion of the Project	Actual / Target x Weight	Membership Registration of Ortigas	Membership Registration of Ortigas	Timeline (see attachment)  ISO certification of 7 new branches in NCR (Membership)	2016: All other core processes for provident fund (STL availment and provident claims)  2017: All core processes for housing fund (housing loan origination and management)
	SM 12	ARTA Survey Rating	3.0%	Average Survey Rating	Actual / Target x Weight	85.18%	88.47%	85%	86% (no failed branch)
		<i>Sub-Total</i>	6%						

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<b>LEARNING AND GROWTH</b>	<b>SO 9</b>	<b>Develop Competent and Engaged Employees</b>							
	SM 13	Competent Workforce	5.00%	Percentage of Completion of the Project	Percentage of Completion x Weight	N/A	N/A	Review of current functional roles and classify positions into job families  Timeline (see attachment)	IISP for Provident Fund and STL shall have been fully deployed.  <i>Attached as Annex D is the Work Breakdown Structure for the Rollout of Provident Fund and STL IISP</i>
		<i>Sub-Total</i>	5%						
		<b>TOTAL</b>	100%						