

PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

Component					Baseline Data		Targets		
	Objective/Measure		Formula	Rating Scale ^{a/}	Weight	2018	2019	2020	2021
FINANCIAL	SO 1	Expand Revenue Generation to Support Corporate Growth							
	SM 1	Gross Revenues (<i>in millions</i>)	Absolute Amount	Actual / Target	30%	56.17	—	56.66	63.62
	SO 2	Exercise Sound Financial Management							
	SM 2	Earnings Before Interest, Taxes, Depreciation, and Amortization [EBITDA] (<i>in millions</i>)	Net Income + Interest + Taxes + Depreciation + Amortization	Actual / Target	10%	22.85	—	16.78	18.84
	SM 3	Percentage of Core Revenues Against Total Revenues	Core Revenues / Total Revenues	Actual / Target <i>0% = If less than 30%</i>	30%	22.65%	—	30%	51%
	SM 4	Payment of Dividends to NG	Dividends Paid / Amount Due	Actual / Target	10%	—	—	—	Payment in accordance with DOF Payment Plan
	Sub-total				80%				
CUSTOMERS / STAKEHOLDERS	SO 3	Provide Transport Services to Stakeholders							
	SM 4	Percentage of Satisfied Customers	Number of respondents which gave at least a Satisfactory rating / Total number of respondents	Actual / Target <i>0% = If less than 80%</i>	5%	—	—	Using the Enhanced Standard Guideline on the Conduct of Customer Satisfaction Survey by the GCG	
		a. Lessees						90%	90%
		b. MRO Clients						90%	90%
	Sub-total				10%				

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INTERNAL PROCESS	SO 4	Develop/ Modernize PADC Capability							
	SO 5	Compliance to International Standards							
	SM 7	ISO Certification	Actual Accomplishment	All or Nothing	5%	—	—	ISO 9001:2015 Certification	ISO 9001:2015 Certification
	Sub-total				5%				
LEARNING & GROWTH	SO 6	Maintain Professionalized Work Force							
	SM 8	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	All or Nothing	5%	—	—	Board-approved Competency Framework	Board-approved Competency Framework
	Sub-total				5%				
	TOTAL WEIGHT				100%				

a/ But not to exceed the weight assigned per indicator.