

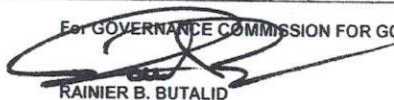
SUMMARY OF AGREEMENTS
PEOPLE'S TELEVISION NETWORK, INC.
2015

TWG AGREEMENT										PAN AGREEMENT										Remarks	
Component								Component													
Weight	Formula	Baseline			Target	Weight	Formula	Full Year 2015 Target	2015 Target												
		2012	2013	2014	2015				1st Q	2nd Q	3rd Q	4th Q									
SO 1 Informed Filipino Citizenry											SO 1 Informed Filipino Citizenry										
SM 1	Increased TV Audience Share	20%	PTV Viewers + Total PH Actual TV Viewers (Based on data from Kantar Media)	1.5% (Total PH Actual Viewers: 52M)	2% (Total PH Actual Viewers: 54M)	3% (Total PH Actual Viewers: 48.551M as of Aug. 30, 2014)	5%	SM 1	Increased TV Audience Share	18%	PTV Viewers + Total PH Actual TV Viewers (Based on data from Kantar Media)	6%									
	% change				33%	33%	40%														
SM 2	Increase in Number of Viewers	15%	Actual number of PTV viewers (Based on data from Kantar Media)	1,010,404	1,182,116	1,500,000	2,300,000	SM 2	Increase in Number of Viewers	15%	Actual number of PTV viewers (Based on data from Kantar Media)										
SM 3	Increased Transmission Coverage (% Signal Reach)	4%	Total population reached by PTV signal + Total PH population	22%	23%	35% (after installation of Transmitters in Baguio, Cebu, and Davao)	38% (after installation of Transmitters in Naga and Cotabato)	SM 3	Increased Transmission Coverage (% Signal Reach)	4%	Total population reached by PTV signal + Total PH population	38% (after installation of Transmitters in Naga and Cotabato)									
	% change				5%	52%	9%														
SM 4	Increased New Media Audience Reach (in Millions of Individuals)	5%	Total reach of various websites and social media sites of PTV (Based on data from New Media Analytics)	0.5	14.6	16	18	SM 4	Increased New Media Audience Reach (in Millions of Individuals)	7%	Total reach of various websites and social media sites of PTV (Based on data from New Media Analytics)	18									
	% change				2820%	9%	11%														
SO 2 To be a Reliable Source of Quality News and Information that Educates, Inspires and Empowers											SO 2 To be a Reliable Source of Quality News and Information that Educates, Inspires and Empowers										
SM 5	Awards or Citations received from External Bodies or Institutions for Quality TV Programs and Services	8%	Number of awards or citations received	N/A	N/A	Proof of awards and/or citations received	Proof of awards and/or citations received	SM 5	Awards or Citations received from External Bodies or Institutions for Quality TV Programs and Services	8%	Number of awards or citations received	Proof of awards and/or citations received				TWG to set baseline					
	% change				17%	27%	53%														
SO 3 To be a Relevant and Professional Media Partner											SO 3 To be a Relevant and Professional Media Partner										
SM 6	Increase in Number of Premium Partners and Clients (that contributed at least P10M to PTV's annual revenue)	3%	Number of premium partners and clients	N/A	N/A	Baseline to be determined by end of the year	Actual number of premium partners and clients is higher than previous year	SM 6	Increase in Number of Premium Partners and Clients (that contributed at least P10M to PTV's annual revenue)	3%	Number of premium partners and clients	Actual number of premium partners and clients is higher than previous year				TWG to set baseline					
SM 7	Other Partners and Clients (that contributed below P10M to PTV's annual revenue)	2%	Number of other partners and clients	N/A	N/A	Baseline to be determined by end of the year	10%	SM 7	Other Partners and Clients (that contributed below P10M to PTV's annual revenue)	2%	Number of other partners and clients	10%									

FINANCIAL	SO 4	Revenue Growth and Financial Viability are Attained							SO 4	Revenue Growth and Financial Viability are Attained						
	SM 8	Increase in Annual Revenue (in Million Pesos)	15%	Total annual revenues	124	137	150	240	SM 8	Increase in Annual Revenue (in Million Pesos)	15%	Total annual revenues	250			
		% change				10%	9%	60%								
	SM 9	Earnings Before Interests, Taxes, Depreciation and Amortization (EBITDA)	3%	From Negative to Positive EBITDA	-96,517,663	-148,491,970	-101,046,782	-96,326,114	SM 9	Earnings Before Interests, Taxes, Depreciation and Amortization (EBITDA)	3%	From Negative to Positive EBITDA	-96,326,114			
		% change				-54%	47%	5%								
	SO 5	Productivity/Efficiency of Resources is Maximized							SO 5	Productivity/Efficiency of Resources is Maximized						
	SM 10	Operating Expense Ratio	2%	Operating Expenses + Total Revenue (Decreasing ratio indicates increasing efficiency)	2.08	2.39	2.14	1.63	SM 10	Operating Expense Ratio	2%	Operating Expenses + Total Revenue (Decreasing ratio indicates increasing efficiency)	1.63			
		% change				-15%	12%	31%								
	SO 6	Modernize Broadcast Equipment and Facilities to Improve Production Quality and Nationwide Transmission Capability							SO 6	Modernize Broadcast Equipment and Facilities to Improve Production Quality and Nationwide Transmission Capability						
	SM 11	Modernization Projects for the Year are Awarded to Winning Bidders to Ensure Full Utilization of Budget	4%	Notice of Award for all projects on PTV modernization are issued to winning bidders	N/A	N/A	All projects shall have been awarded to winning bidders by year-end (Phase 1: P759M)	All projects shall have been awarded to winning bidders by year-end (Phase 2: P892M)	SM 11	Modernization Projects for the Year are Awarded to Winning Bidders to Ensure Full Utilization of Budget	4%	Notice of Award for all projects on PTV modernization are issued to winning bidders	All projects shall have been awarded to winning bidders by year-end (Phase 2: P892M)	100% utilization rate		
INTERNAL PROCESS	SO 7	Computerize Key Management and Operational Systems and Processes in Line with Best Practices							SO 7	Computerize Key Management and Operational Systems and Processes in Line with Best Practices						
	SM 12	Progress Towards the Establishment of an Enterprise Resource Planning (ERP) System for PTV	2%	Establishment of an Enterprise Resource Planning (ERP) System for PTV	N/A	N/A	ERP System Requirement for PTV Main is determined	ERP System for PTV Main is installed and operational	SM 12	Progress Towards the Establishment of an Enterprise Resource Planning (ERP) System for PTV	2%	Establishment of an Enterprise Resource Planning (ERP) System for PTV	ERP System for PTV Main is installed and operational	With validation from ICT		
	SO 8	Update Key Management and Operational Guidelines, Systems, and Processes Towards ISO Certification							SO 8	Update Key Management and Operational Guidelines, Systems, and Processes Towards ISO Certification						
	SM 13	ISO Certification	2%	Progress towards ISO Certification	N/A	N/A	Draft of PTV Manual of Operations is completed	PTV is ISO Certified on its core processes by end of 2015	SM 13	ISO Certification	2%	Progress towards ISO Certification	PTV is ISO Certified on its core processes by end of 2015			
LEARNING AND GROWTH	SO 9	Establish a Continuing Training and Development Program for Officers and Personnel of the Organization							SO 9	Establish a Continuing Training and Development Program for Officers and Personnel of the Organization						
	SM 14	Improvement in Knowledge of Participants who Completed In-House Training Programs	2%	Diagnostic tests are conducted before and after each course to determine improvement: % Improvement = (Average % Score after taking courses - Average % Score before taking courses)	N/A	N/A	TBD by end of the year (baseline)	% Improvement in score of knowledge of participants	SM 14	Improvement in Knowledge of Participants who Completed In-House Training Programs	2%	Diagnostic tests are conducted before and after each course to determine improvement: % Improvement = (Average % Score after taking courses - Average % Score before taking courses)	% Improvement in score of knowledge of participants			
	SM 15	Number of Personnel who Submitted Re-Entry Action Plans after Completing External Training Programs	1%	A Re-entry Action Plan defines how the participant will apply and cascade key information and knowledge gained	N/A	N/A	TBD by end of the year (baseline)	Actual Number of personnel	SM 15	Number of Personnel who Submitted Re-Entry Action Plans after Completing External Training Programs	1%	A Re-entry Action Plan defines how the participant will apply and cascade key information and knowledge gained	Actual Number of personnel			
	SO 10	Reorganize the Network as Mandated by the New PTV Law (R.A. No. 10390)							SO 10	Reorganize the Network as Mandated by the New PTV Law (R.A. No. 10390)						
	SM 16	Progress Towards the Reorganization of PTV	8%	Milestones on implementation of the Network's reorganization initiative	N/A	N/A	PTV Reorganization Plan is submitted to GCG for approval	Approved Reorganization Plan is implemented	SM 16	Progress Towards the Reorganization of PTV	8%	Milestones on implementation of the Network's reorganization initiative	Approved Reorganization Plan is implemented			

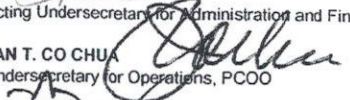
SO 11 Improve Internal Policies to Ensure Relevance to Current and Future Organizational Challenges																
SM 17	Key Office Policies are Formulated: -Employees' Manual -Manual of Corporate Governance -Other policies	2%	Formulation of key office policies	N/A	N/A	Draft of key office policies are completed	Key office policies are finalized and implemented	SM 17	Key Office Policies are Formulated: -Employees' Manual -Manual of Corporate Governance -Other policies	2%	Formulation of key office policies	Key office policies are finalized and implemented				
	Competency Framework	2%	Approval by the GCG of Competency Framework	N/A	N/A	N/A	Development of Competency Framework in accordance with policies prescribed by the GCG		SM 18	Competency Framework	2%	Approval by the GCG of Competency Framework	Development of Competency Framework in accordance with policies prescribed by the GCG			
Total Weight		100%								100%						

For GOVERNANCE COMMISSION FOR GOCCs:

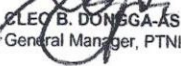

RAINIER B. BUTALID
Commissioner

For PEOPLE'S TELEVISION NETWORK, INC.:


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Undersecretary for Operations, PCOO


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