

**PNOC-RENEWABLES CORPORATION (PNOC-RC)**  
**Performance Scorecard**

	Component			Target	Submission		CGO-B Validation		Supporting Documents	Remarks	
	Objective/Measure	Formula	Weight	2015	Actual	Rating	Score	Rating			
	SO 1	Make Renewable Energy Accessible and Available									
SOCIAL IMPACT	SM 1	No. of beneficiaries of hydropower projects	Total No. of beneficiaries = $\Sigma$ (Number of beneficiaries / consumer of implemented projects)	17.50%	21,500	22,990	17.50%	22,990	17.50%	<ul style="list-style-type: none"><li>Memorandum on CSR Completion Report for CY 2015 dated 28 Dec 2015</li><li>Certificate from NEECO II-Area 2</li><li>Acknowledgement Receipt from LGU Nueva Ecija</li></ul>	PNOC-RC reported a total of 22,990 beneficiaries from the newly developed 1.0 MW Rizal Hydropower plant and various support CSR projects for the host communities, i.e., feeding program, joint tree planting, medical and dental mission, and donation of relief goods.
	SM 2	No. of Gov't or Non-Gov't Institutions with Solar Panels actually constructed	Actual Number	17.50%	2	2	17.50%	2	17.50%	<ul style="list-style-type: none"><li>Certificate from DOST- PCIEERD</li><li>Certificate of Acceptance from PHC</li></ul>	Completed installation of solar photovoltaic (PV) panels in 2015: 1. DOST- Phil Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD) 2. Phil. Heart Center (PHC)
	Sub-total			35.00%			35.00%		35.00%		
STAKEHOLDER	SO 2 Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders										
	SM 3	Stakeholder Satisfaction Survey	90 and above - 100 80 to 89 - 90 70 to 79 - 80 60 to 69 - 70 59 and below - 0	5.00%	$\geq 90$	98.90%	5.00%	100% (98.90%)	5.00%	<ul style="list-style-type: none"><li>Stakeholder Satisfaction Survey Report by Arc Docendi, Inc.</li></ul>	PNOC RC received an overall satisfaction rating of 98.90% from its stakeholders in the 1.0 MW Rizal Hydropower plant.  The survey was given to 140 respondents/households within the direct impact zone (DIZ), as well as to key barangay and municipal officials.

FINANCE

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SO 3	Forged Links with Stakeholders									
SM 4	No of signed Renewable Energy (RE)-related projects (MOU/MOA)	Total number of projects with signed agreements involving RE projects = $\sum(\text{agreement})$	18.00%	10	10	18.00%	11	18.00%	• Copies of MOU/MOA	PNOC RC submitted eleven (11) copies of MOU/MOA or an excess of 10% from its ten (10) MOU/MOA target. These memoranda have the common objective of exploring cooperative ways towards RE projects. These partners are the ff.: 1) Cocopower Energy Co., Inc. 2) Bell Pirie Power Corporation 3) Kurin Waste Collection and Mgt., Inc. 4) Phi. Heart Center (PHC) 5) DOST 6) LGU of Sta Rita 7) World Enertech 8) Climate Change Commission (CCC) 9) Sunsmart Solar 10) Kennedy Renewables + Tech. Grp. 11) Globalgreen Int'l Energy Phil., Inc.
	Sub-total		23.00%			23.00%		23.00%		
SO 4	Achieve Sustainable Fiscal Growth									
SM 5	Amount of revenue in pesos from RE projects	Total revenue = $\sum(\text{Amount of Revenue in Pesos from RE projects})$	2.00%	₱2 Million	None	0.00%	None	0.00%	• None	Target was not achieved due to the delay in the 1.0 MW Rizal Hydropower Plant operation.

LEARNING AND GROWTH																								
Component				Target	Submission		CGO-B Validation		Supporting Documents	Remarks														
Objective/Measure	Formula	Weight	2015	Actual	Rating	Score	Rating																	
SM 6	Collect signature bonus from joint venture projects	Total collection = $\sum$ (Amount of collection in Pesos from JV projects)	10.00%	₱15 Million	₱15 Million	10.00%	₱15 Million	10.00%	• Copy of PNOC RC's Official Receipt No. 1459 issued to Aboitiz Power Corporation dated 12 Mar 2015	PNOC-RC collected a non-refundable signature bonus from the Aboitiz Power Corp. in the amount of ₱15 Million. This is in accordance to the JVA signed on 18 Feb 2015 which covers the 45 MW Nalatang B Hydropower project in Kabayan, Benguet.														
SM 7	Amount of Investment by PNOC-RC and/or partners	Total financial commitment = $\sum$ (financial commitments of all projects)	10.00%	₱22 Million	₱22 Million	10.00%	₱325.80 Million	10.00%	• Memorandum on 2015 Investment Outlay	Breakdown is as follows: <table><tr><th>Project</th><th>In Million</th></tr><tr><td>Rizal HPP</td><td>40.61</td></tr><tr><td>Muñoz HPP</td><td>57.50</td></tr><tr><td>Solar Rooftop Project</td><td>104.02</td></tr><tr><td>Maibarara Geothermal Project</td><td>43.27</td></tr><tr><td>ESCO</td><td>80.40</td></tr><tr><td>Total</td><td>325.81</td></tr></table>	Project	In Million	Rizal HPP	40.61	Muñoz HPP	57.50	Solar Rooftop Project	104.02	Maibarara Geothermal Project	43.27	ESCO	80.40	Total	325.81
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SO 5 Ensure Effective Project Development Process																								
SM8a	Number of Pre-Feasibility Studies (Pre-FS) conducted/completed	Total number of pre-FS involving RE project = $\sum$ (pre-FS)	3.00%	4	11	3.00%	11	3.00%	• Copies of Pre-FS	PNOC RC met its target of eleven (11) Pre-FS. These are initial studies for proposed projects with the ff. partners:  For Solar PV Project – 1) Malacañang Mabini Hall 2) BSP SPC 3) BSP EDPC 4) NKTi 5) PGH 6) PNRI 7) DOJ  For Hydropower –														

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										8) Agno River Irrigation System (ARIS) 1 (Sta. 2+439) 9) ARIS 2 (Sta. 3+611) 10) ARIS 3 (Sta. 4+283) 11) Muñoz Hydropower
SM 8b	Number of Feasibility Studies (FS) conducted/completed	Total number of FS involving RE project = $\sum(\text{FS})$	7.00%	2	7	7.00%	7	7.00%	• Copies of FS	PNOC RC exceeded its target of two (2) FS by 250% by completing seven (7) FS with the ff. partners:  <i>For Solar PV Project –</i> 1) UP-Diliman 2) DOST 3) PHC 4) DOJ 5) COA-PIDS 6) DENR-EMB  <i>For Hydropower –</i> 7) ARIS
SM 9	Number of Monthly Project Monitoring Report (PMR) submitted to GCG	Total number of Project Monitoring Report submitted to GCG within 30 days from end of every month = $\sum(\text{PMRs})$	5.00%	12	12	5.00%	7	2.92%	• Monthly PMRs	PNOC RC submitted to GCG copies of monthly PMRs for Jan to Dec 2015. However, only PMRs for Jan to June and Dec were submitted within prescribed time period.
SO 6 Develop a Highly Competent Workforce										
SM 10	ISO Certification 9001:2015	Pass/fail	N/A	Procure Consultant for ISO Certification	None	N/A	None	N/A	• N/A	No weight for 2015. Contract for Services of a Technical Consultant for ISO was signed on 21 Mar 2016.

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SM 11	Competency Framework	$\% = E*(0.10) + M*(0.25) + PT*(0.40) + RF*(0.25)$ <p>Where: E = number of executives who met minimum relevant hours divided by total number of executives M = number of managers who met minimum relevant hours divided by total number of managers PT = number of Pnt who met minimum relevant hours divided by Total number of pnt RF = number OF Rnf who met minimum relevant hours divided by total number of Rnf</p>	5.00%	85%	100.00%	5.00%	100.00%	5.00%	<ul style="list-style-type: none"><li>Memorandum on 2015 Training Report dated 11 Jan 2016 signed by Ms. Joy Anne N. Garcia, HR Manager</li></ul>	Trainings for twenty-eight (28) PNOC-RC employees exceeded target number of hours per its training program for 2015.
Sub-total			20.00%			20.00%		17.92%		
TOTAL			100.00%			98.00%		95.92%		