

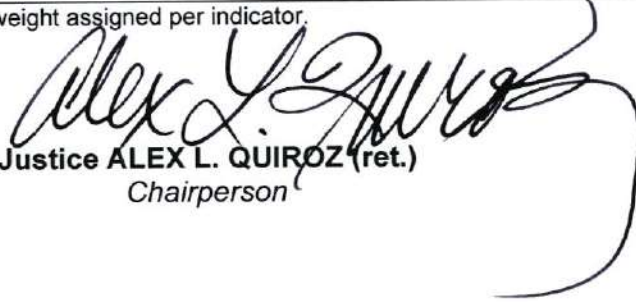
## PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

Components					Baseline Data		Targets		
	Objective/Measure	Formula	Rating Scale <sup>a/</sup>	Weight	2020	2021	2022	2023	
FINANCIAL	SO 1	Expand Revenue Generation to Support Corporate Growth							
	SM 1	Gross Revenues <i>(in millions)</i>	Absolute Amount	Actual / Target	20%	60.54	54.20	57.41	155.44
	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%	19.47	17.50	18.49	2.36
	SM 3	Percentage of Core Revenues Against Total Revenues	Core Revenues / Total Revenues	Actual / Target 0% = If less than 30%	20%	5.41%	0.89%	51%	51.46%
	SM 4	Payment of Dividends	Dividends Paid / Amount Due	Actual / Target	5%	—	6.359 M	Payment in accordance with DOF Payment Plan	Payment in accordance with DOF Payment Plan
	SM 5	Budget Utilization Rate (BUR)	Actual Disbursement / Total Budget for CO and MOOE	Actual / Target	10%	N/A	N/A	90%	90%
	Sub-total				65%				
CUSTOMERS / STAKEHOLDERS	SO 3	Provide Maintenance, Repair, and Overhaul (MRO) Services to Stakeholders							
	SM 6	Percentage of Satisfied Customers	Number of respondents which gave <i>at least</i> a Satisfactory rating / Total number of respondents	Actual / Target 0% = If less than 80%	5%	Not Accomplished	Using the Enhanced Standard Guideline on the Conduct of CSS by the GCG		90%
		a. Lessees					Not Accomplished	90%	
		b. MRO Clients					Not Accomplished	90%	
	Sub-total				10%				

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	Objective/Measure	Formula	Rating Scale <sup>a/</sup>	Weight	2020	2021	2022	2023	
INTERNAL PROCESS	SO 4	Technology Advancement							
	SM 7	MOU/MOA with Other Government/Private MRO Provider	Actual Accomplishment	All or Nothing	5%	N/A	N/A	N/A	Signed MOU/MOA
	SM 8	Modernize Existing Equipment	Actual Accomplishment	All or Nothing	10%	N/A	N/A	N/A	Modernized Existing Equipment
	SO 5	Compliance to International Standards							
	SM 9	ISO Certification	Actual Accomplishment	All or Nothing	5%	Not Accomplished	Non-Compliant	ISO 9001:2015 Certification	ISO 9001:2015 Certification
	Sub-total				20%				
	SO 6	Maintain Professionalized Work Force							
LEARNING & GROWTH	SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	All or Nothing	5%	None	None	Board-approved Competency Framework	Board-approved Competency Framework
	Sub-total				5%				
	TOTAL WEIGHT				100%				

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

For GCG:

  
Justice ALEX L. QUIROZ (ret.)  
Chairperson

For PADC:

  
RAYMOND L. MITRA  
Acting President & CEO