



**Interim PES Form 3**

Performance Measures				Baseline Data (if available)			CY 2013 Targets	CY 2013 Accomplishment	Rating
Description	Formula	Weight	Data Provider <i>if applicable</i>	2010	2011	2012			
<b>MFO 1 – Financing and Leasing Services</b>									
<b>Quantity 1:</b> Total loan portfolio	Absolute amount	30%	N/A		P2.578 B	P2.883 B	P3.1 B	P 3.417 B	30%
<b>Quantity 2:</b> Number of enterprises or institutional clients under anchor-based programs to support agricultural development and mechanization, and food supply chain enhancement	Absolute number	30%	N/A		N/A	N/A	5	5 accounts	30%
<b>Quantity 3:</b> Number of individual clients under special financing/leasing programs to support government projects	Absolute number	10%	N/A		N/A	N/A	25	38 accounts	10%
<b>Quality 1:</b> Net Past Due Rate	Total past due less specific loan loss provision over total portfolio	10%	N/A		4%	2%	2%	1.20%	10%
<b>Timeliness 1:</b> Average no. of days to process applications from receipt of complete documentations to Board Approval.	Total actual no. of days for all applications from receipt of complete documents/ Total no. of applications processed	10%	N/A		50 days	45 days	45 days	37.59 days	10%
<b>Subtotal of Weights:</b>		<b>90%</b>							<b>90%</b>

*[Handwritten signatures]*



GAS: Enhanced Processes									
Automation of Financial Management System	% completion based on time-table of activities	5%	N/A		N/A	N/A	50%	85%	5%
Manualization of processes in preparation for ISO Compliance	Actual accomplishments	5%	N/A		N/A	N/A	2 (BCP; Compliance)	2	5%
<b>Subtotal of Weights:</b>		<b>10%</b>							<b>10%</b>
<b>TOTAL OF WEIGHTS:</b>		<b>100%</b>							<b>100%</b>

**Certified Correct:**

RIZA M. HERNANDEZ  
Head of Accounts Servicing

2-11-14

Date

MA. LOURDES G. GONZAGA  
Head of Corporate Services/Finance

2-11-14

Date

FIDELITO G. MAGNO  
Head of Accounts Management

2-11-14

Date

**Approved by:**

MANUEL H. LOPEZ  
President/Chief Executive Officer

2-11-14

Date

GILDA E. PICO  
Chairperson, Board of Directors

2-26-14

Date