

Annex F

PERFORMANCE FACTORS AND PERCENTAGE WEIGHT ALLOCATION PER RATEE GROUP

RATEE GROUP	PERFORMANCE FACTORS AND PERCENTAGE WEIGHT ALLOCATION			
	Corporate Performance	FG Performance	Plant Performance	Individual Performance
President	100%			
Sr. Vice President/Vice President Sr. Department Mgr, RMS/IAD Department Manager, Office of the CorSec Chief of Staff, OP	35%	65%		
Head Office:				
1. Managerial	20%	40%		40%
2. Supervisory & Rank and File	20%	30%		50%
Mindanao Generation:				
<i>Support Group</i>				
1. Managerial	20%	40%		40%
2. Supervisory & Rank and File	20%	30%		50%
<i>Operations</i>				
1. Managerial	20%	20%	40%	20%
2. Supervisory & Rank and File	20%	20%	20%	40%
SPUG				
<i>Support Group</i>				
1. Managerial	20%	40%		40%
2. Supervisory & Rank and File	20%	30%		50%
<i>Operations</i>				
1. Managerial	20%	20%	40%	20%
2. Supervisory & Rank and File	20%	20%	20%	40%