

NATIONAL POWER CORPORATION

CERTIFICATION
NPB-OCS – 20- 089

THIS IS TO CERTIFY that for CY 2019, the Members of the Board Nomination and Remunerations Committee (BNRC) convened on the dates hereunder indicated and the gist of the said committee's action(s) are hereunder provided:

Date	BNRC Action									
17 January 2019	<p>▪ Appointment of Personnel under the Office of the Chairman, NP Board</p> <p>The BNRC/NPB approved and confirmed the appointment of the following effective 01 February 2019:</p> <ol style="list-style-type: none"> Atty. Jamie Liz F. Yu Corporate Staff Officer A (JG 17) Item No. NPB001-01 Atty. Joseph Thomas R. Ricalde Executive Assistant A (JG 15) Item No. NPB002-01 									
	<p>▪ Designation of Representatives to the National Renewable Energy Board (NREB)</p> <p>The BNRC/NPB approved and confirmed the designation of the following:</p> <table border="1" data-bbox="603 1397 1321 1612"> <tr> <td>P.J. Benavidez</td> <td>President and CEO</td> <td>Principal Representative</td> </tr> <tr> <td>R.B. Barruela</td> <td>OIC, OVP-CAG</td> <td>First Alternate</td> </tr> <tr> <td>M.L.B. Plofino</td> <td>SDM, RMS</td> <td>Second Alternate</td> </tr> </table>	P.J. Benavidez	President and CEO	Principal Representative	R.B. Barruela	OIC, OVP-CAG	First Alternate	M.L.B. Plofino	SDM, RMS	Second Alternate
	P.J. Benavidez	President and CEO	Principal Representative							
R.B. Barruela	OIC, OVP-CAG	First Alternate								
M.L.B. Plofino	SDM, RMS	Second Alternate								
<p>▪ Fourth Tranche of Salary Increase for Government Workers</p> <p>Since NPC's Corporate Operating Budget is included in the General Appropriations Act, the BNRC/NPB agreed to wait for the passage of the GAA in February 2019.</p>										



31 January 2019	<p>▪ Filling-up of the VP – CAG position Having declared the position of the VP-CAG vacant in view of the compulsory retirement of VP U.C. Mendiola, Jr., the Board authorized the immediate filling-up of the said position.</p> <p>Accordingly, the HR Department was directed to publish/post the vacancy and to submit the list of applicants with their credentials etc. to the Board Nomination and Remunerations Committee (BNRC) for its consideration (for the formal selection process, i.e. interview etc.)</p> <p>▪ Authority of the PCEO to Issue Office Orders re: VP Mindanao Generation and VP SPUG Positions</p> <p>The Board directed the OCS to first secure a clearance from the Commission on Election (Comelec). Moreover, upon the instruction of the Board Chairman, the CS was asked to also consult the Civil Service Commission (CSC) just so that the office orders will not be subject to attack.</p> <p>▪ Designation of Mr. R.M. Manansala to the GCG-ICRS-MIS</p> <p>Approved</p>
19 February 2019	<p>▪ Filling-up of the Administrative Officer A Position</p> <p>The BNRC elevated the shortlist of candidates to the Administrative Officer A position including recommended applicant for the consideration and approval of the National Power Board</p> <p>Asec. DMS Rieza-Culangen (DOF) and Dir. R.P. Quilala (DENR) requested the Management to present the gist of the succession plan of NPC.</p> <p>▪ Filling-up of the Vacancies in the Internal Audit Department (IAD)</p> <p>[The BNRC, upon the request of Asec. DMS Rieza-Culangen (DOF) and Dir. R.S. Lita (DBM) referred the list of IAD applicants to the Board Audit Committee for consideration/evaluation.]</p> <p>▪ Update on the Proposed Movement of Vice Presidents</p> <p>(The Corporate Secretary was asked to send a letter to/meet with the Director of the COMELEC Law Department.)</p>



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	<p>▪ Proposed Rating System for the Evaluation of Applicants for Executive Level Positions</p> <p>The BNRC decided to accord its members more time to study and comment on the proposed rubric using the experiences/matrices/forms from their respective agencies.</p> <p>The OCS and HRD were requested to also submit a new proposal (i.e. different relative weight assignments, 'more' calibrated numerical point system for performance, inclusion of eligibility criterion [eg. CES eligibility etc.]</p>
<p>28 February 2019</p>	<p>▪ Filling-up of the Vacant Positions under the Office of the Corporate Secretary (OCS) and the Internal Audit Department (IAD)</p> <p>The Board approved and confirmed the appointment of the following (effective 01 March 2019):</p> <p>LEONORA D. VILLALOBOS Administrative Officer A (JG14/SG18) Item No. OCS003-01 Office of the Corporate Secretary</p> <p>MARC O. OCAMPO Internal Auditor A (JG15/SG22) Item No. IAD004-01 Management Audit Division</p> <p>The Board also approved and confirmed the appointment of the following (effective upon their assumption to duty):</p> <p>MERIAM A. MOLINA Internal Auditor C (JG13/SG18) Item No. IAD006-02 Management Audit Division</p> <p>JASPER ARVIN R. MATEO Internal Auditor C (JG13/SG18) Item No. IAD010-02 Operations Audit Division</p> <p>The Internal Audit Department (IAD) was asked to require candidates who decided to withdraw/not pursue their application, to submit a letter (or e-mail).</p> <p>[Note: As agreed during the Board Review Committee (BRC) Meeting, the Succession Plan and</p>



	<p>Career Pathing of the National Power Corporation shall be presented to the Board for information.</p> <ul style="list-style-type: none"> ▪ Proposed Rating System for the Evaluation of Applicants for Executive Level Positions <p>The BNRC agreed to reconvene to deliberate on the results of the interview and assessment conducted in relation to the filling-up of the VP-Corporate Affairs Group (CAG) position.</p> <p>The BNRC also agreed to discuss the evaluation rubric/rating system that will prospectively be applied to all applicants for executive-level positions in the corporation.</p>
20 June 2019	<ul style="list-style-type: none"> ▪ Proposed Appointment under the Office of the Chairman, National Power Board <p>The Board approved and confirmed the appointment of Ms. GELENE PATRICIA S. GUEVARRA Executive Assistant A (Item No. NPB002-01/JG15/22) effective 01 July 2019</p>
22 August 2019	<ul style="list-style-type: none"> ▪ Filling-up of the Vacant Position under the Office of the Corporate Secretary <p>The Board Nomination and Remunerations Committee (BNRC) endorsed the proposed appointment of Ms. Nelly N. Relucio to the Minutes and Agenda Officer position for the confirmation and approval of the Board.</p>
17 September 2019	<ul style="list-style-type: none"> ▪ Filling-up of the Vacant Positions in the Internal Audit Department (IAD) <p>The Committee agreed that select members of the Board Nomination and Remunerations Committee (BNRC) will meet with the representatives from the Management (HR Group) on 30 September 2019 (1PM, NP Board Room) to discuss the guidelines/circular used in the filling-up of the vacant positions in the corporation (e.g. ranking system; performance ratings et.al.)</p>
3 October 2019	<ul style="list-style-type: none"> ▪ Filling-up of VP-Mindanao Generation Position <p>The Management was requested to submit necessary compliances*, citing as reference the CSC [Commission Proper] Resolution on the matter*.</p>



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▪ **Filling-up of the Vacant Positions in the Internal Audit Department (IAD)**

To level the playing field (i.e. allow external/JO/COS applicants to have 'fighting' chance when pitted against internal applicants), the Committee agreed to revise the weight of the following factors to have a more objective means of ranking the applicants/candidates:

Factor	SG 22 and above	SG 21 and below
Knowledge of the Job	25%	20%
Education	10%	15%
Experience	20%	20%
Training	15%	15%
Psychosocial Attributes and Personality Traits	10%	15%
Potential	20%	15%

Note: Consistent with the ORA-OHRA (revised), an internal applicant may only be promoted if he/she obtained a Very Satisfactory remark in the last rating period.

The HR Department was also asked to prepare/submit a Memorandum to the BNRC as to how the candidates will be objectively assessed/rated in each of the factors (i.e. difference between 'Potential' and 'Knowledge of the Job'; what is the methodology [e.g. interview (possible parameters/guides in the crafting of questions) etc.]

The HR Department was accordingly asked to revise the existing circular and meet the field HR offices to ensure uniformity in the application of the new rules/criteria/guidelines.

16 October 2019

▪ **Revised Guidelines for the Hiring and Selection of Candidates**

The Committee adopted the guidelines presented by the Management.

▪ **Transfer of NPC Executives**

The Committee directed the Management to meet with CSC official(s) [even from the Field Office per Asec. DMSRC] and inquire whether publication is



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	<p>still necessary in light of the CSC-Proposer's Resolution.</p>
24 October 2019	<ul style="list-style-type: none"> ▪ Revised Guidelines for the Hiring and Selection of Candidates <p>The Board adopted the guidelines presented by the Management.</p> <ul style="list-style-type: none"> ▪ Transfer of NPC Executives <p>The Office of the Corporate Secretary/Human Resource Department shall update the Board on the result of the CSC Meeting.</p>
28 November 2019	<ul style="list-style-type: none"> ▪ Filling-up of the Secretary C Position under the National Power Board <p>The Board approved and confirmed the appointment of Ms. ANNA KATRINA Q. ONTOG Secretary C (Item No. NPB003-01/ JG10/SG12) effective 06 January 2020</p> <ul style="list-style-type: none"> ▪ Filling-up of Vacant positions under the Internal Audit Department <p>The Board approved and confirmed the appointments of the following (effective upon their assumption to duty):</p> <p>LOUVEL B. ARAGONA Internal Auditor A (JG15/SG22) Item No. IAD008-02 Operations Audit Division</p> <p>ABIGAIL V. MAÑALAC Internal Auditor B (JG14/SG20) Item No. IAD005-01 Management Audit Division</p> <p>JONATHAN A. JOVERO Internal Auditor C (JG13/SG18) Operations Audit Division</p>
17 December 2019	<ul style="list-style-type: none"> ▪ Interview of Applicants for the Position of Vice President Mindanao Generation <p>The Board Nomination and Remunerations Committee interviewed the applicants for the Vice President for Mindanao Generation position.</p>



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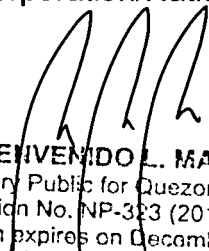
This certification is issued to attest to the truth and accuracy of all the information contained herein based on available records and information that can be verified with the Corporation.

IN WITNESS WHEREOF, I have hereunto set my hand this 9th day of March 2020 in Quezon City, Metro Manila, Philippines.


ATTY. PATRICK MABBAGU
Corporate Secretary

SUBSCRIBED AND SWORN TO BEFORE ME this 13 day of March 2020 in Quezon City, Philippines, affiant exhibiting his proof of identity issued by the Land Transportation Office/Philippine Postal Corporation/National Power Corporation.

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Commission No. NP-323 (2019 – 2020)
Commission expires on December 31, 2020
Roll of Attorneys No. 64522
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IBP OR No. 102275; 01/02/2020; CALMANA Chapter
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