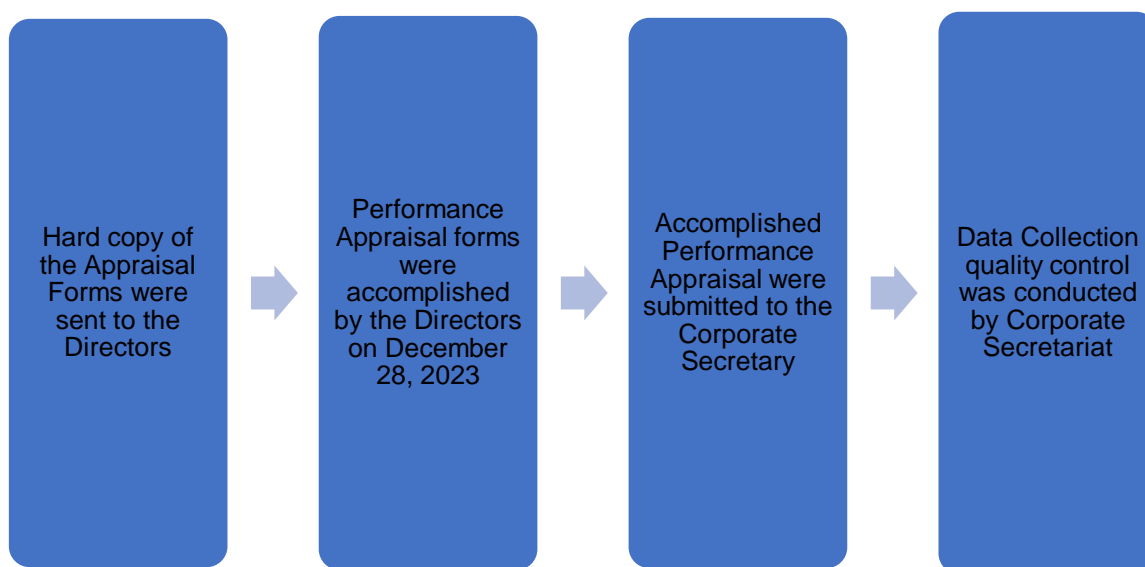


PNCC GOVERNING BOARD PERFORMANCE APPRAISAL FOR 2023

DATA GATHERING METHODOLOGY

The data collection activities were as follows:



Data Collection Instrument

- The Board Performance Appraisal made use of a structured questionnaire patterned from the GCG's Performance Evaluation for Directors.
- There are 4 types of appraisal questionnaire used to determine the performance of the incumbent directors, to wit:
 - Board Member Appraisal Form – to be accomplished by directors to appraise their co-members (peer to peer)
 - Chairperson Appraisal Form – to be accomplished by directors to appraise the Chairperson
 - President/CEO Appraisal Form – to be accomplished by directors to appraise the President/CEO
 - Committee Appraisal Form – to be accomplished by members of the committee

CRITERIA			
Board Member Appraisal	Chairperson Appraisal	President/CEO Appraisal	Committee Appraisal
1. Knowledge and Personal Development 2. Preparedness and Participation 3. Teamwork and Communication 4. Conduct/Behavior 5. Board Management	1. Leadership Competency 2. Managerial Competency 3. Board Relationship 4. Financial Management 5. Human Resource Management / Relations 6. Products Service Competency 7. External Relations 8. Conduct/Behavior	1. Leadership Competency 2. Managerial Competency 3. Board Relationship 4. Financial Management 5. Human Resource Management / Relations 6. Products Service Competency 7. External Relations 8. Conduct/Behavior	1. Composition 2. Committee Management 3. Committee Effectiveness 4. Chair Effectiveness 5. Overall Committee Performance 6.

Data Collection Instrument & Execution

<ul style="list-style-type: none"> A 5-point Likert scale was used for the overall performance rating questions that determine the level of performance of the directors, Chairperson, President/CEO and committee Explanation of the scale was included in the appraisal form and explained to the evaluator 		Explanation of Each Point of the Scale
	(5) Outstanding	Approaches the best possible performance
	(4) Above Average	Exceeds normal performance requirements
	(3) Average	Meets normal performance requirements
	(2) Below Average	Falls short of normal performance requirements
	(1) Poor	Inadequate to fulfill present position

REPORT FINDINGS

BOARD MEMBER APPRAISAL (Peer to Peer)		
Name of Director	Average Overall Rating	Interpretation of Overall Rating
Avancena, Jonathan S.	5	Outstanding
Averia, Mariano Jesus S.	5	Outstanding
Constantino, Danilo S.	5	Outstanding
Escudero, Evelina G.	5	Outstanding
Luga, Alan R.	5	Outstanding
Mercado, Lamberto Jr. B.	5	Outstanding
Sembrano, Alex L.	5	Outstanding
Torres, Ruben D.	5	Outstanding
Zaldivar, Oscar T.	5	Outstanding

CHAIRPERSON APPRAISAL		
Name of Director	Average Overall Rating	Interpretation of Overall Rating
Co, Herculano Jr. C.	5	Outstanding

PRESIDENT/CEO APPRAISAL		
Name of Director	Average Overall Rating	Interpretation of Overall Rating
Umali, Miguel E.	5	Outstanding

COMMITTEE APPRAISAL		
	Average Overall Rating	Interpretation of Overall Rating
Audit	5	Outstanding
Business Development	5	Outstanding
Corporate Governance	5	Outstanding
Finance	5	Outstanding
Legal and Compliance	5	Outstanding
Performance Agreement Negotiation (PAN)	5	Outstanding