



2015 GCG Performance Scorecard

(January 2015- December 2015)

2015 Targets	ACCOMPLISHMENT RATE	GCG WEIGHT	GCG SCORE
SOCIAL IMPACT			
100% Utilization	100.65%	10%	10.00%
Sub-Total		10%	10.00%
STAKEHOLDERS			
LOGs: 24,254 ISFs	109.50% (26,558 ISFs)	10%	10.00%
16 Partners Developed (85 Cumulative)	131.25% (21 partners)	6%	6.00%
Project Development: 24,000	121.24% (29,097 ISFs)	6%	6.00%
Satisfactory Rating <i>(All or Nothing)</i>	90.7% Satisfactory Rating	3%	3.00%
Sub-Total		25%	25.00%
FINANCE			
83% CER	92.42% (CER:76.71%)	10%	9.24%
28% EBITDA Margin	121.43% (EBITDA Margin: 34%)	10%	10.00%
Guidelines crafted/Incentives identified for the developers' participation on 20% balance housing	MC 05 amended adopting the SHFC proposed changes through HLURB Board Resolution No. 932, Series of 2016 (January 28, 2016)	5%	4.00%
Issuance of CMP ABS	Authority of the SHFC President to sign CMP- ABS related document approved by the SHFC Board on June 29, 2015. Proposed mandate letter with NHMFC in the final stage of review.	5%	3.00%
Sub-Total		30%	26.24%
INTERNAL PROCESS			
8 HDH projects with Usufruct	125% (10 HDH projects)	5%	5.00%
Wholesale lending conceptual framework developed and approved by the Board <i>(All or Nothing)</i>	Wholesale lending conceptual framework approved by the Board on Dec. 2, 2015	5%	5.00%
50% of each of the 2 out of 4 modules for ISSP developed	DRS being undertaken	5%	2.04%
120 days to process loan applications for CMP and HDH	98.50% (131 out of 133 projects were processed within 120 days)	5%	4.93%
Sub-Total		20%	16.97%
ORGANIZATION			
Documentation on the Quality Management System (QMS) completed <i>(All or Nothing)</i>	QMS Manual approved and being implemented	5%	5.00%
4 Regional Hubs established based on the Rationalization Plan <i>(All or Nothing)</i>	Four (4) Regional Hubs have been created	5%	5.00%
<ul style="list-style-type: none"> • PIP in the context of PMS developed ; and • Competency mapping and skills assessment project completed <i>(All or Nothing)</i>	PMS Policy 005 on PIP is in place; PIPs for 10 employees rated below satisfaction have been developed; CBS Manual was presented to the Senior Officers on December 16, 2015	5%	5.00%
Sub-Total		15%	15.00%
JANUARY – DECEMBER 2015 PERFORMANCE		100%	93.21%