

NATIONAL TRANSMISSION CORPORATION
SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS
FOR THE GRANT OF PERFORMANCE-BASED-BONUS

(Approved by Management Committee on October 29, 2015)

In compliance with GCG Memorandum Circular 2015-05 on the grant of Performance-Based Bonus, the National Transmission Corporation adopted the distribution system shown below.

- All employees who complied with the eligibility rules under Section 4 of GCG MC No. 2015-05 shall be ranked on a percentile basis within their respective job grade levels. This was approved by the TransCo Board in accordance with the following levels:

Employee Groupings	Job Grades
Senior Management	18
Middle Management	16 and 17
Professional and Supervisory	12-15
Clerical/General Staff	6 -11

The President and CEO has the prerogative to be included in either the PBB or PBI, but not both. If under PBB, the President and CEO shall be ranked separately on his/her own and shall NOT be included in the Forced Ranking of officers and employees.

- In each job grade level, the ratings of qualified employees under TransCo's SPMS shall be distributed as follows:

Percentile	PBB Entitlement
Top: Maximum of 10%	2.5 months basic salary
Next: Maximum of 25%	1.5 months basic salary
Remaining: Minimum of 65%	1.00 months basic salary

- Sample of employee groupings (based on number of employees entitled to 2014 PBB)

FUNCTIONAL GROUP	SR MANAGEMENT				MIDDLE MANAGEMENT				SUPERVISORY/PROFESSIONAL				CLERICAL/GENERAL STAFF				GRAND TOTAL				
	TOTAL	10%	25%	65%	TOTAL	10%	25%	65%	TOTAL	10%	25%	65%	TOTAL	10%	25%	65%	TOTAL	SM	10%	25%	65%
OP	1				5	1	1	3	27	3	7	17	36	3	9	24	69	1	7	17	44
CCMG	1				8	1	2	5	19	2	5	12	7	1	2	4	35	1	4	9	21
CSG	1				7	1	2	4	29	3	7	19	23	2	6	15	60	1	6	15	38
LLRSMG	1				14	1	4	9	11	1	3	7	6	1	1	4	32	1	3	8	20
TOTAL	4				34	4	9	21	86	9	22	55	72	7	18	47	196	4	20	49	123