

21 September 2018

MEMORANDUM ORDER NO. 78-4722
Series of 2018

SUBJECT: GUIDELINES IN THE RANKING OF DELIVERY UNITS OF THE CONSTRUCTION INDUSTRY AUTHORITY OF THE PHILIPPINES FOR THE 2018 PERFORMANCE-BASED BONUS (PBB)

Relative to the grant of the 2018 Performance-Based Bonus, the following guidelines in the ranking of the DU's:

1. The ranking of the DU's shall be based on the following criteria: (a) Financial Performance (FP); (b) Operational Performance (OP); (c) Client Satisfaction (CS); (d) Environmental, Social and Governance (ESG); and (e) Innovation and Research & Development (IR&D). The ranking shall be based on the weighted average of the scores of the DU's in the above criteria. The weights shall be as follows: FP (30%), OP (30%), CS (20%), ESG (10%), and IR&D (10%).

2. The ranking of the DU's shall be based on the weighted average of the scores of the DU's in the above criteria. The weights shall be as follows: FP (30%), OP (30%), CS (20%), ESG (10%), and IR&D (10%).

3. The ranking of the DU's shall be based on the weighted average of the scores of the DU's in the above criteria. The weights shall be as follows: FP (30%), OP (30%), CS (20%), ESG (10%), and IR&D (10%).

4. The ranking of the DU's shall be based on the weighted average of the scores of the DU's in the above criteria. The weights shall be as follows: FP (30%), OP (30%), CS (20%), ESG (10%), and IR&D (10%).

5. The ranking of the DU's shall be based on the weighted average of the scores of the DU's in the above criteria. The weights shall be as follows: FP (30%), OP (30%), CS (20%), ESG (10%), and IR&D (10%).

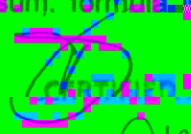
6. The ranking of the DU's shall be based on the weighted average of the scores of the DU's in the above criteria. The weights shall be as follows: FP (30%), OP (30%), CS (20%), ESG (10%), and IR&D (10%).

7. Organizational Performance Rating (OPR) Score in the Environmental Control or EOC, Forced Ranking and the Client Satisfaction Feedback shall be used in determining Organizational Performance Rating. In sum, formula is as follows:

8. Establish Business Enterprise Governance

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