**BOARD RESOLUTION NO.** \_\_\_\_\_\_\_\_

**Adopting the CY 2014 Performance-Based Bonus System For (name of the GOCC) In Accordance With Executive Order No. 80, s. 2012 and GCG Memorandum Circular No. 2014-05**.

**WHEREAS**, on 20 July 2012, President BENIGNO S. AQUINO III issued Executive Order (E.O.) No. 80, s. 2012, which directed the Governance Commission for GOCCs (GCG) to issue the necessary guidelines for the Performance-Based Incentive(PBI)System of GOCCs under GCG’s jurisdiction;

**WHEREAS**, GCG Memorandum Circular (M.C.) No. 2014-05 established the rules and regulations for the Interim Performance-Based Bonus (PBB) System for Qualified Officers and Employees of GOCCs covered by GCG pursuant to the “*GOCC Governance Act of 2011*” (R.A. No. 10149);

**WHEREAS**, subject to further evaluation by GCG, [GOCC Acronym] has attained a weighted-average of \_% based on its Performance Scorecard for 2014, and has complied with all Good Governance Conditions, pursuant to GCG MC No. 2014-05;

**WHEREAS**, based on the guidelines in GCG MC No. 2014-05, [GOCC Acronym] is a Profitable GOCC;

**WHEREAS**, E.O. No. 80 requires that the funds for the grant of PBB in GOCCs shall be charged against their respective corporate funds, subject to the approval of their respective governing boards; and

**WHEREAS**, no other performance-based incentive or its equivalent has been granted to the Officers and Employees of [GOCC Acronym] for CY 2014.

**BE IT –**

**RESOLVED**, the Board hereby **APPROVES** the following:

1. Application for authorization from GCG to grant the 2014 PBB, which consists of:
2. Productivity Enhancement Incentive (PEI) amounting to P5,000, which shall be granted across-the-board; and
3. PBB for Qualified Officers and Employees based on their Percentile Ranking within their respective levels, and the applicable multiple.
4. Allocation of an amount not exceeding [**amount in words based on 2014 PBB Form 3**] (P\_), chargeable against corporate funds, for the grant of the CY 2014 PBB to qualified Officers and Employees; *Provided*, the grant of the CY 2014 PBB is subject to the approval and/or adjustment by the GCG.
5. Authorization of the Chairperson of the Governing Board, the Chief Executive Officer, Heads of Finance and Planning or their equivalent in authority and area of responsibility, Chairperson of the Bids and Awards Committee and other Officers concerned, to certify and attest under oath to the veracity of all information disclosed in the submitted documents required in GCG MC No. 2014-05 and such other documents that may be required by GCG.

**DONE,** this \_\_\_ day of [month] 2015, in [city], Philippines.

*To be signed by all Members of the Governing Board*

SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2015, Affiant exhibited to me his \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, a government-issued ID with number \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, bearing his photo and signature, expiring on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Doc. No. \_\_\_\_\_\_\_\_\_;

Page No. \_\_\_\_\_\_\_\_\_;

Book No. \_\_\_\_\_\_\_\_\_;

Series of 2015.

**OMNIBUS CERTIFICATION**

This is to certify to the following:

1. The [**full name of GOCC**] achieved a weighted-average score of \_% on its 2014 Performance Scorecard.
2. Complied with all Good Governance Conditions, to wit:
3. Transparency Seal;
4. PhilGEPS Posting;
5. Cash Advance Liquidation;
6. Citizen’s Charter or its equivalent;
7. [select one, delete the other] Submission of statement of compliance with the Government Quality Management System Standards (GQMSS) pursuant to E.O. No. 605, s. 2007 [OR] Submission of concrete and timebound plan and actions taken towards complying with the Government Quality Management System Standards (GQMSS) pursuant to E.O. No. 605, s. 2007;
8. Compliance with the submission and review requirements covering Statement of Assets, Liabilities and Networth (SALN);
9. Paid in full all statutory liabilities, namely:

i. All taxes due to the Government;

ii. Declaration and payment of all dividends to the State due for CY 2014;

iii. Payment of mandatory premiums due for CY 2014 to the Government Service Insurance System (GSIS), Social Security System (SSS), Home Development Mutual Fund (Pag-IBIG), Philippine Health Insurance Corporation (PhilHealth) and the Employees Compensation Commission (ECC);

1. Submission to GCG and COA of concrete and time bound action plans for addressing Notices of Disallowances and Audit Observation Memoranda from the Commission on Audit (COA), if any, and the timely execution of all such plans that were possible as of the time of the issuance of this Certification.
2. Uploading of the following on the official website of [GOCC Acronym] for unrestricted public access, to wit:

i. *Manual of Corporate Governance* and *No Gift Policy* approved by GCG pursuant to Sections 42 and 29, respectively, of the **Code of Corporate Governance for GOCCs (GCG MC No. 2012-07)**.

ii. Disclosure requirements enumerated under Section 43 of GCG MC No. 2012-07.

(j) Submission of reports using the web forms provided in the *“Integrated Corporate Reporting System”* (ICRS).

1. Pursuant to Section 5(b) of E.O. 80 and GCG MC No. 2014-05, the funding allocated for the 2014 Performance-Based Bonus (PBB) and approved by the Governing Board has been sourced from corporate funds, which have not been sourced from any of the following:

(a) Loans;

(b) Subsidy from the NG for the GOCC's operations, except for subsidy income or subsidy given by DBM precisely for the payment of the PBB; and

(c) Sale of the GOCC's asset(s) for the sole purpose of paying the PBB and is otherwise not in the ordinary course of business.

Furthermore, the allocation of the budget for the PBB is in accordance with all other applicable laws, rules and regulations.

1. That [**amount in words based on 2014 PBB Form 3**] (P\_) is available for the grant of the PBB for CY 2014, as approved under Board Resolution No. \_, s. \_ and confirmed by [**Head of Finance**].
2. That no Performance-Based Bonus or its equivalent have been granted to the Officers and Employees for their performance in CY 2014, nor are there any plans of granting such without the prior authorization of the Governance Commission.

This certification is being issued to attest the truth and accuracy of all the information contained herein based on our personal knowledge, available records and information that can be easily verified with [GOCC Acronym].

**DONE**, this \_\_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_ 2015 at [City/Municipality, Province], Philippines.

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| **Chairperson, Board of Directors**  |  | **Chief Executive Officer**  |
|  |  |  |
| **Compliance Officer / Corporate Secretary** |  | **Head of Finance** |
|  |  |  |
| **Head of Budget** |  | **Head of Planning** |
|  |  |  |
| **Chairman, Bids and Awards Committee** |  |  |

SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2015, Affiant exhibited to me his \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, a government-issued ID with number \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, bearing his photo and signature, expiring on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Doc. No. \_\_\_\_\_\_\_\_\_;

Page No. \_\_\_\_\_\_\_\_\_;

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