



Simbag sa Emerhensya asin Dagdag Paseguro
Mutual Benefit Association, Inc. (SEDP MBA)
 3/F The Chancery, Cathedral Compound, Albay District, Legazpi City, Philippines
 Telefax: (052) 481-4449
 Email: sedp_mba@yahoo.com.ph

BOARD OF TRUSTEES PERFORMANCE EVALUATION TOOL

Name : Amy B. Bombuhay
 Position : BOT TRES.

Duration: JAN. 2010 - DEC. 2010
 P.E. Result : 126-0

The purpose of this form is to rate the performance of the Board, as a group, on a scale of 1-5 for each of the following characteristics.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
BOARD COMPOSITION	
1. Directors bring a good mix of talents, skills and philosophical perspectives	4
2. Board represents the diversity of the membership.	5
3. Nominating committee is used effectively.	5
LEADERSHIP AND PLANNING	
4. Board develops a clear vision of the company that guides actions and decisions.	5
5. Plans are revised annually.	4
6. Progress is assessed regularly on goals for the company, board and CEO. Necessary changes are made on a timely basis.	5
7. Subsidiary plans support overall plan.	5
8. Goals are achieved.	5
9. Board provides direction rather than management.	5
CHIEF EXECUTIVE OFFICER OR SENIOR MANAGER	
10. CEO is given annual performance goals based upon overall plan.	5
11. Board gives CEO an effective appraisal	5
12. Board manages CEO compensation effectively.	5
POLICIES	
13. Policies control risks without being unnecessarily restrictive.	5
14. Policies are written to cover all necessary areas and support goals	5
15. Policies are reviewed and updated regularly.	5
GENERAL	
16. Efficiency (conducting meetings, using committees, allocating resources)	5
17. Constructive communication style	5
18. Member focus (considered in decisions, current information on members and their satisfaction, specific service goals)	5
19. Commitment to board education	4
20. Consider / protect confidentiality	5
21. Board understands and regularly considers the trade-offs between risk and return.	5
22. Commitment to duties	5
23. Board can effectively support the CEO while exercising independent judgment.	5
Total Score	<u>117</u>

DIRECTOR CHARACTERISTICS RATING FORM

The purpose of this form is for each director to rate themselves on the following scale, for each of the following characteristics. The intent of this evaluation process is to identify areas for improvement so all directors can make the maximum contribution to the company.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

PREPARATION/PARTICIPATION

INDICATORS	RATE
PREPARATION/PARTICIPATION	
1. Reads board packet before meetings. Comes prepared with questions, concerns and ideas.	5
2. Attends board meetings, committee meetings, and annual planning session. Arrives on time.	5
3. Participates in discussions.	5
4. Individual's knowledge or perspective makes a valuable contribution to discussions and decisions. Helps board stay focused on strategic objectives.	4
5. Exercises sound judgment. Independent, willing to accept calculated risks, has sound business sense, insists on adequate information, and considers effects on members.	4
6. Commits the time needed.	5
KNOWLEDGE AND DEVELOPMENT	
7. Willingly participates in director development activities.	5
8. Understands insurance company ideals/principles.	4
9. Understands director's responsibilities, including the distinction between board and management roles.	5
10. Knows membership, services, financial, legal, operating and marketing issues.	4
11. Understands financial industry, insurance industry role and effects of general economic and social trends.	4
TEAMWORK AND COMMUNICATIONS	
12. Facilitates open discussion. Is open to new ideas.	5
13. Communicates effectively.	5
14. Handles conflict in a positive manner.	4
15. Meets commitments.	5
16. Supports board decisions, once made.	5
17. Contributes to good board/CEO relations.	5
INDIVIDUAL BEHAVIOR	
18. Treats others with courtesy and respect.	5
19. Puts members' interest ahead of own.	5
20. Protects confidentiality	5
Total Score	94

SELF-ASSESSMENT QUESTIONNAIRE

The purpose of this form is to evaluate overall effectiveness of the board's oversight on the following characteristics. The intent of this evaluation process is to identify areas for improvement to improve the planning and oversight of the board.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
MISSION PLANNING AND OVERSIGHT	
1. Each board member has received a copy of our mission statement	5
2. Proposals brought before the board are evaluated to ensure that they are consistent with the mission statement	5
3. Our board monitors the programs and activities of subsidiary organizations to ensure that they are consistent with the mission statement.	5
4. We periodically review, discuss, and if necessary, amend our mission statement to ensure that it is current and relevant.	5
5. Our board has approved a comprehensive strategic plan and supportive policy statements	5
6. Our board assesses the extent to which our organization meets its strategic goals and objectives.	5
7. We periodically review, discuss, and if necessary, amend our strategic plan to ensure it remains current and relevant.	5
8. Our board members are active and effective in representing the company's interests and serve as a communication link between the members and others important to the growth of the credit union.	5
QUALITY OVERSIGHT	
9. Our board directed there be explicit quality-assurance improvement targets set and met for the operation sections of the insurance company.	5
10. Our board monitors organizational performance to ensure fulfillment of our commitment to quality.	5
11. Our board takes corrective action, when appropriate and necessary, to address quality performance	5
12. Our board recognizes that quality of services must be closely related to our strategic planning and budgeting oversight responsibilities.	5
FINANCIAL OVERSIGHT	
13. Our board provides financial oversight for the assets of the insurance company.	5
14. We approve financial policies, plans, programs, and standards to ensure preservation on enhancement of the company's financial assets and resources.	5
15. Our board monitors performance against budget projections and policies.	5
16. We have reviewed and adopted ethical policies and guidelines for conducting financial operations.	5
17. Our board approves the major capital plans, including integrated management information systems.	5
MANAGEMENT OVERSIGHT	
18. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5

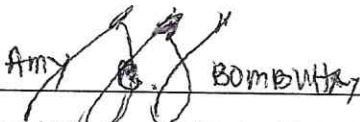
19. Our board communicates regularly with the CEO regarding goals, expectations, and concerns	5
20. A committee of the board annually evaluates the performance of the CEO using goals and objectives agreed upon with the CEO at the beginning of the evaluation cycle.	5
21. Our board periodically surveys CEO compensation arrangements at comparable insurance companies to ensure that our compensation and other employment conditions are reasonable and competitive.	5
22. Our board periodically reviews our management succession plan to ensure leadership continuity.	5
23. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5
Board Effectiveness	
24. The board policies and criteria for selecting new members of the board are clearly defined and followed to ensure continued leadership and appropriate representation.	5
25. We evaluate our board's performance and the performance of each board member to determine the appropriateness of continued service on the board.	5
26. We have a written conflict-of-interest policy that includes guidelines for the resolution of any existing or apparent conflicts of interest.	5
27. All members of the board understand and fulfill their responsibilities and each board member has received written descriptions of the board's duties and reporting responsibilities.	5
28. All members of the board participate in an orientation program and a regular program of continuing education.	5
29. The board periodically reviews its own structure to assess its size, diversity of representation, committee structure, member tenure and turnover policy, and tenure offices and committee chairperson.	5
30. The frequency and duration of board and committee meetings are adequate to conduct the board's oversight responsibilities, but do not discourage attendance and participation by misusing valuable trustee time.	5
31. Our chairperson exercises a firm and fair hand with individual board members to ensure that all have equal opportunity to participate, time is not monopolized by a few, and agenda items are dispatched after reasonable discussion.	5
32. Board members receive the agenda and back-up materials well in advance of meetings	4
33. Board members come to meetings well prepared to discuss agenda items.	5
34. Our board adopts, amends and if necessary, repeals, the Articles of Incorporation and By-Laws.	5
35. The board maintains an up-to-date policy manual, which includes specific policies covering its oversight role in quality, finance, strategic plans, and management	5
Total Score	174

Performance Rating

CATEGORY	SCORES
Board of Trustees Performance Evaluation Tool	112
Director Characteristics Rating Form	94
Self-Assessment Questionnaire	174
Total Score	380
Total Score divided by 3	126.67

Description	Adjectival Rating
Achievement Percentage of over 115%	Outstanding
Achievement Percentage of 90% - 114%	Very Satisfactory
Achievement Percentage of 65% - 89%	Satisfactory
Achievement Percentage of 40% - 64%	Needs Improvement
Achievement Percentage of below 39%	Marginal

Prepared by:



 Name and Signature of Ratee/Date Accomplished



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BOARD OF TRUSTEES PERFORMANCE EVALUATION TOOL

Name : ANDRE M. PAELIBAN
 Position : BOI MEMBER

Duration: JAN. 2010 - DEC. 2010
 P.E. Result : 112 - 45

The purpose of this form is to rate the performance of the Board, as a group, on a scale of 1-5 for each of the following characteristics.

- 5 1 = Excellent
- 4 2 = Above average
- 3 3 = Good
- 2 4 = Could use some improvement
- 1 5 = Needs significant improvement

INDICATORS	RATE
BOARD COMPOSITION	
1. Directors bring a good mix of talents, skills and philosophical perspectives	4
2. Board represents the diversity of the membership.	4
3. Nominating committee is used effectively.	5
LEADERSHIP AND PLANNING	
4. Board develops a clear vision of the company that guides actions and decisions.	5
5. Plans are revised annually.	5
6. Progress is assessed regularly on goals for the company, board and CEO. Necessary changes are made on a timely basis.	4
7. Subsidiary plans support overall plan.	5
8. Goals are achieved.	4
9. Board provides direction rather than management.	4
CHIEF EXECUTIVE OFFICER OR SENIOR MANAGER	
10. CEO is given annual performance goals based upon overall plan.	5
11. Board gives CEO an effective appraisal	4
12. Board manages CEO compensation effectively.	4
POLICIES	
13. Policies control risks without being unnecessarily restrictive.	4
14. Policies are written to cover all necessary areas and support goals	4
15. Policies are reviewed and updated regularly.	4
GENERAL	
16. Efficiency (conducting meetings, using committees, allocating resources)	4
17. Constructive communication style	4
18. Member focus (considered in decisions, current information on members and their satisfaction, specific service goals)	4
19. Commitment to board education	5
20. Consider / protect confidentiality	4
21. Board understands and regularly considers the trade-offs between risk and return.	4
22. Commitment to duties	4
23. Board can effectively support the CEO while exercising independent judgment.	5
Total Score	112

DIRECTOR CHARACTERISTICS RATING FORM

The purpose of this form is for each director to rate themselves on the following scale, for each of the following characteristics. The intent of this evaluation process is to identify areas for improvement so all directors can make the maximum contribution to the company.

- 1 = Excellent
- 2 = Above average
- 3 = Good
- 4 = Could use some improvement
- 5 = Needs significant improvement

PREPARATION/PARTICIPATION

INDICATORS	RATE
PREPARATION/PARTICIPATION	
1. Reads board packet before meetings. Comes prepared with questions, concerns and ideas.	4
2. Attends board meetings, committee meetings, and annual planning session. Arrives on time.	4
3. Participates in discussions.	3
4. Individual's knowledge or perspective makes a valuable contribution to discussions and decisions. Helps board stay focused on strategic objectives.	3
5. Exercises sound judgment. Independent, willing to accept calculated risks, has sound business sense, insists on adequate information, and considers effects on members.	4
6. Commits the time needed.	4
KNOWLEDGE AND DEVELOPMENT	
7. Willingly participates in director development activities.	4
8. Understands insurance company ideals/principles.	4
9. Understands director's responsibilities, including the distinction between board and management roles.	4
10. Knows membership, services, financial, legal, operating and marketing issues.	4
11. Understands financial industry, insurance industry role and effects of general economic and social trends.	4
TEAMWORK AND COMMUNICATIONS	
12. Facilitates open discussion. Is open to new ideas.	5
13. Communicates effectively.	4
14. Handles conflict in a positive manner.	5
15. Meets commitments.	4
16. Supports board decisions, once made.	5
17. Contributes to good board/CEO relations.	5
INDIVIDUAL BEHAVIOR	
18. Treats others with courtesy and respect.	5
19. Puts members' interest ahead of own.	4
20. Protects confidentiality	5
Total Score	84

SELF-ASSESSMENT QUESTIONNAIRE

The purpose of this form is to evaluate overall effectiveness of the board's oversight on the following characteristics. The intent of this evaluation process is to identify areas for improvement to improve the planning and oversight of the board.

- 1 = Excellent,
- 2 = Above average
- 3 = Good
- 4 = Could use some improvement
- 5 = Needs significant improvement.

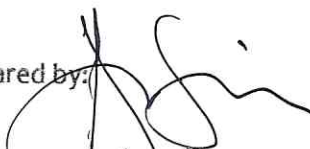
INDICATORS	RATE
MISSION PLANNING AND OVERSIGHT	
1. Each board member has received a copy of our mission statement	4
2. Proposals brought before the board are evaluated to ensure that they are consistent with the mission statement	4
3. Our board monitors the programs and activities of subsidiary organizations to ensure that they are consistent with the mission statement.	4
4. We periodically review, discuss, and if necessary, amend our mission statement to ensure that it is current and relevant.	4
5. Our board has approved a comprehensive strategic plan and supportive policy statements	4
6. Our board assesses the extent to which our organization meets its strategic goals and objectives.	4
7. We periodically review, discuss, and if necessary, amend our strategic plan to ensure it remains current and relevant.	4
8. Our board members are active and effective in representing the company's interests and serve as a communication link between the members and others important to the growth of the credit union.	5
QUALITY OVERSIGHT	
9. Our board directed there be explicit quality-assurance improvement targets set and met for the operation sections of the insurance company.	4
10. Our board monitors organizational performance to ensure fulfillment of our commitment to quality.	5
11. Our board takes corrective action, when appropriate and necessary, to address quality performance	5
12. Our board recognizes that quality of services must be closely related to our strategic planning and budgeting oversight responsibilities.	5
FINANCIAL OVERSIGHT	
13. Our board provides financial oversight for the assets of the insurance company.	5
14. We approve financial policies, plans, programs, and standards to ensure preservation on enhancement of the company's financial assets and resources.	5
15. Our board monitors performance against budget projections and policies.	5
16. We have reviewed and adopted ethical policies and guidelines for conducting financial operations.	5
17. Our board approves the major capital plans, including integrated management information systems.	5
MANAGEMENT OVERSIGHT	
18. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5

19. Our board communicates regularly with the CEO regarding goals, expectations, and concerns	5
20. A committee of the board annually evaluates the performance of the CEO using goals and objectives agreed upon with the CEO at the beginning of the evaluation cycle.	4
21. Our board periodically surveys CEO compensation arrangements at comparable insurance companies to ensure that our compensation and other employment conditions are reasonable and competitive.	4
22. Our board periodically reviews our management succession plan to ensure leadership continuity.	4
23. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5
Board Effectiveness	
24. The board policies and criteria for selecting new members of the board are clearly defined and followed to ensure continued leadership and appropriate representation.	5
25. We evaluate our board's performance and the performance of each board member to determine the appropriateness of continued service on the board.	4
26. We have a written conflict-of-interest policy that includes guidelines for the resolution of any existing or apparent conflicts of interest.	4
27. All members of the board understand and fulfill their responsibilities and each board member has received written descriptions of the board's duties and reporting responsibilities.	4
28. All members of the board participate in an orientation program and a regular program of continuing education.	5
29. The board periodically reviews its own structure to assess its size, diversity of representation, committee structure, member tenure and turnover policy, and tenure offices and committee chairperson.	5
30. The frequency and duration of board and committee meetings are adequate to conduct the board's oversight responsibilities, but do not discourage attendance and participation by misusing valuable trustee time.	4
31. Our chairperson exercises a firm and fair hand with individual board members to ensure that all have equal opportunity to participate, time is not monopolized by a few, and agenda items are dispatched after reasonable discussion.	5
32. Board members receive the agenda and back-up materials well in advance of meetings	4
33. Board members come to meetings well prepared to discuss agenda items.	4
34. Our board adopts, amends and if necessary, repeals, the Articles of Incorporation and By-Laws.	5
35. The board maintains an up-to-date policy manual, which includes specific policies covering its oversight role in quality, finance, strategic plans, and management	5
Total Score	158

CATEGORY	SCORES
Board of Trustees Performance Evaluation Tool	94
Director Characteristics Rating Form	84
Self-Assessment Questionnaire	150
Total Score	328
Total Score divided by 3	112.67

Description	Adjectival Rating
Achievement Percentage of over 115%	Outstanding
Achievement Percentage of 90% - 114%	Very Satisfactory
Achievement Percentage of 65% - 89%	Satisfactory
Achievement Percentage of 40% - 64%	Needs Improvement
Achievement Percentage of below 39%	Marginal

Prepared by:


ANDRES M. PAENBAR

Name and Signature of Ratee/Date Accomplished



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BOARD OF TRUSTEES PERFORMANCE EVALUATION TOOL

Name : Fr. Jonathan Calleya
 Position : Board of Trustees

Duration: JAN. 2010 - DEC. 2010
 P.E. Result : 124-0

The purpose of this form is to rate the performance of the Board, as a group, on a scale of 1-5 for each of the following characteristics.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
BOARD COMPOSITION	
1. Directors bring a good mix of talents, skills and philosophical perspectives	5
2. Board represents the diversity of the membership.	5
3. Nominating committee is used effectively.	5
LEADERSHIP AND PLANNING	
4. Board develops a clear vision of the company that guides actions and decisions.	5
5. Plans are revised annually.	5
6. Progress is assessed regularly on goals for the company, board and CEO. Necessary changes are made on a timely basis.	5
7. Subsidiary plans support overall plan.	5
8. Goals are achieved.	5
9. Board provides direction rather than management.	5
CHIEF EXECUTIVE OFFICER OR SENIOR MANAGER	
10. CEO is given annual performance goals based upon overall plan.	5
11. Board gives CEO an effective appraisal	5
12. Board manages CEO compensation effectively.	5
POLICIES	
13. Policies control risks without being unnecessarily restrictive.	5
14. Policies are written to cover all necessary areas and support goals	5
15. Policies are reviewed and updated regularly.	5
GENERAL	
16. Efficiency (conducting meetings, using committees, allocating resources)	5
17. Constructive communication style	5
18. Member focus (considered in decisions, current information on members and their satisfaction, specific service goals)	5
19. Commitment to board education	5
20. Consider / protect confidentiality	5
21. Board understands and regularly considers the trade-offs between risk and return.	5
22. Commitment to duties	5
23. Board can effectively support the CEO while exercising independent judgment.	5
Total Score	125

DIRECTOR CHARACTERISTICS RATING FORM

The purpose of this form is for each director to rate themselves on the following scale, for each of the following characteristics. The intent of this evaluation process is to identify areas for improvement so all directors can make the maximum contribution to the company.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

PREPARATION/PARTICIPATION

INDICATORS	RATE
PREPARATION/PARTICIPATION	
1. Reads board packet before meetings. Comes prepared with questions, concerns and ideas.	5
2. Attends board meetings, committee meetings, and annual planning session. Arrives on time.	5
3. Participates in discussions.	5
4. Individual's knowledge or perspective makes a valuable contribution to discussions and decisions. Helps board stay focused on strategic objectives.	5
5. Exercises sound judgment. Independent, willing to accept calculated risks, has sound business sense, insists on adequate information, and considers effects on members.	5
6. Commits the time needed.	5
KNOWLEDGE AND DEVELOPMENT	
7. Willingly participates in director development activities.	5
8. Understands insurance company ideals/principles.	5
9. Understands director's responsibilities, including the distinction between board and management roles.	5
10. Knows membership, services, financial, legal, operating and marketing issues.	5
11. Understands financial industry, insurance industry role and effects of general economic and social trends.	5
TEAMWORK AND COMMUNICATIONS	
12. Facilitates open discussion. Is open to new ideas.	5
13. Communicates effectively.	5
14. Handles conflict in a positive manner.	5
15. Meets commitments.	5
16. Supports board decisions, once made.	5
17. Contributes to good board/CEO relations.	5
INDIVIDUAL BEHAVIOR	
18. Treats others with courtesy and respect.	5
19. Puts members' interest ahead of own.	5
20. Protects confidentiality	5
Total Score	100

SELF-ASSESSMENT QUESTIONNAIRE

The purpose of this form is to evaluate overall effectiveness of the board's oversight on the following characteristics. The intent of this evaluation process is to identify areas for improvement to improve the planning and oversight of the board.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
MISSION PLANNING AND OVERSIGHT	
1. Each board member has received a copy of our mission statement	4
2. Proposals brought before the board are evaluated to ensure that they are consistent with the mission statement	4
3. Our board monitors the programs and activities of subsidiary organizations to ensure that they are consistent with the mission statement.	4
4. We periodically review, discuss, and if necessary, amend our mission statement to ensure that it is current and relevant.	4
5. Our board has approved a comprehensive strategic plan and supportive policy statements	4
6. Our board assesses the extent to which our organization meets its strategic goals and objectives.	4
7. We periodically review, discuss, and if necessary, amend our strategic plan to ensure it remains current and relevant.	4
8. Our board members are active and effective in representing the company's interests and serve as a communication link between the members and others important to the growth of the credit union.	4
QUALITY OVERSIGHT	
9. Our board directed there be explicit quality-assurance improvement targets set and met for the operation sections of the insurance company.	4
10. Our board monitors organizational performance to ensure fulfillment of our commitment to quality.	4
11. Our board takes corrective action, when appropriate and necessary, to address quality performance	4
12. Our board recognizes that quality of services must be closely related to our strategic planning and budgeting oversight responsibilities.	4
FINANCIAL OVERSIGHT	
13. Our board provides financial oversight for the assets of the insurance company.	4
14. We approve financial policies, plans, programs, and standards to ensure preservation on enhancement of the company's financial assets and resources.	4
15. Our board monitors performance against budget projections and policies.	4
16. We have reviewed and adopted ethical polices and guidelines for conducting financial operations.	4
17. Our board approves the major capital plans, including integrated management information systems.	4
MANAGEMENT OVERSIGHT	
18. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	4

19. Our board communicates regularly with the CEO regarding goals, expectations, and concerns	5
20. A committee of the board annually evaluates the performance of the CEO using goals and objectives agreed upon with the CEO at the beginning of the evaluation cycle.	5
21. Our board periodically surveys CEO compensation arrangements at comparable insurance companies to ensure that our compensation and other employment conditions are reasonable and competitive.	5
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23. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5
Board Effectiveness	
24. The board policies and criteria for selecting new members of the board are clearly defined and followed to ensure continued leadership and appropriate representation.	5
25. We evaluate our board's performance and the performance of each board member to determine the appropriateness of continued service on the board.	5
26. We have a written conflict-of-interest policy that includes guidelines for the resolution of any existing or apparent conflicts of interest.	5
27. All members of the board understand and fulfill their responsibilities and each board member has received written descriptions of the board's duties and reporting responsibilities.	5
28. All members of the board participate in an orientation program and a regular program of continuing education.	5
29. The board periodically reviews its own structure to assess its size, diversity of representation, committee structure, member tenure and turnover policy, and tenure offices and committee chairperson.	5
30. The frequency and duration of board and committee meetings are adequate to conduct the board's oversight responsibilities, but do not discourage attendance and participation by misusing valuable trustee time.	5
31. Our chairperson exercises a firm and fair hand with individual board members to ensure that all have equal opportunity to participate, time is not monopolized by a few, and agenda items are dispatched after reasonable discussion.	5
32. Board members receive the agenda and back-up materials well in advance of meetings	5
33. Board members come to meetings well prepared to discuss agenda items.	5
34. Our board adopts, amends and if necessary, repeals, the Articles of Incorporation and By-Laws.	5
35. The board maintains an up-to-date policy manual, which includes specific policies covering its oversight role in quality, finance, strategic plans, and management	5
Total Score	157



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BOARD OF TRUSTEES PERFORMANCE EVALUATION TOOL

Name : FR. JOSE VICTOR E. LORRIGO
 Position : VICE - PRESIDENT

Duration: JAN. 2010 - DEC. 2010
 P.E. Result : 106 - 45

The purpose of this form is to rate the performance of the Board, as a group, on a scale of 1-5 for each of the following characteristics.

- 5 = Outstanding
- 4 = Very Satisfactory
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- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
BOARD COMPOSITION	
1. Directors bring a good mix of talents, skills and philosophical perspectives	4
2. Board represents the diversity of the membership.	4
3. Nominating committee is used effectively.	4
LEADERSHIP AND PLANNING	
4. Board develops a clear vision of the company that guides actions and decisions.	4
5. Plans are revised annually.	5
6. Progress is assessed regularly on goals for the company, board and CEO. Necessary changes are made on a timely basis.	4
7. Subsidiary plans support overall plan.	4
8. Goals are achieved.	5
9. Board provides direction rather than management.	4
CHIEF EXECUTIVE OFFICER OR SENIOR MANAGER	
10. CEO is given annual performance goals based upon overall plan.	4
11. Board gives CEO an effective appraisal	4
12. Board manages CEO compensation effectively.	4
POLICIES	
13. Policies control risks without being unnecessarily restrictive.	5
14. Policies are written to cover all necessary areas and support goals	4
15. Policies are reviewed and updated regularly.	4
GENERAL	
16. Efficiency (conducting meetings, using committees, allocating resources)	4
17. Constructive communication style	4
18. Member focus (considered in decisions, current information on members and their satisfaction, specific service goals)	5
19. Commitment to board education	5
20. Consider / protect confidentiality	5
21. Board understands and regularly considers the trade-offs between risk and return.	5
22. Commitment to duties	5
23. Board can effectively support the CEO while exercising independent judgment.	4
Total Score	<u>100</u>

DIRECTOR CHARACTERISTICS RATING FORM

The purpose of this form is for each director to rate themselves on the following scale, for each of the following characteristics. The intent of this evaluation process is to identify areas for improvement so all directors can make the maximum contribution to the company.

- 5 = Outstanding
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- 1 = Marginal

PREPARATION/PARTICIPATION

INDICATORS	RATE
PREPARATION/PARTICIPATION	
1. Reads board packet before meetings. Comes prepared with questions, concerns and ideas.	4
2. Attends board meetings, committee meetings, and annual planning session. Arrives on time.	4
3. Participates in discussions.	4
4. Individual's knowledge or perspective makes a valuable contribution to discussions and decisions. Helps board stay focused on strategic objectives.	5
5. Exercises sound judgment. Independent, willing to accept calculated risks, has sound business sense, insists on adequate information, and considers effects on members.	5
6. Commits the time needed.	5
KNOWLEDGE AND DEVELOPMENT	
7. Willingly participates in director development activities.	5
8. Understands insurance company ideals/principles.	4
9. Understands director's responsibilities, including the distinction between board and management roles.	4
10. Knows membership, services, financial, legal, operating and marketing issues.	4
11. Understands financial industry, insurance industry role and effects of general economic and social trends.	4
TEAMWORK AND COMMUNICATIONS	
12. Facilitates open discussion. Is open to new ideas.	4
13. Communicates effectively.	4
14. Handles conflict in a positive manner.	4
15. Meets commitments.	4
16. Supports board decisions, once made.	4
17. Contributes to good board/CEO relations.	4
INDIVIDUAL BEHAVIOR	
18. Treats others with courtesy and respect.	4
19. Puts members' interest ahead of own.	4
20. Protects confidentiality	4
Total Score	84

SELF-ASSESSMENT QUESTIONNAIRE

The purpose of this form is to evaluate overall effectiveness of the board's oversight on the following characteristics. The intent of this evaluation process is to identify areas for improvement to improve the planning and oversight of the board.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
MISSION PLANNING AND OVERSIGHT	
1. Each board member has received a copy of our mission statement	4
2. Proposals brought before the board are evaluated to ensure that they are consistent with the mission statement	4
3. Our board monitors the programs and activities of subsidiary organizations to ensure that they are consistent with the mission statement.	4
4. We periodically review, discuss, and if necessary, amend our mission statement to ensure that it is current and relevant.	4
5. Our board has approved a comprehensive strategic plan and supportive policy statements	4
6. Our board assesses the extent to which our organization meets its strategic goals and objectives.	4
7. We periodically review, discuss, and if necessary, amend our strategic plan to ensure it remains current and relevant.	4
8. Our board members are active and effective in representing the company's interests and serve as a communication link between the members and others important to the growth of the credit union.	4
QUALITY OVERSIGHT	
9. Our board directed there be explicit quality-assurance improvement targets set and met for the operation sections of the insurance company.	4
10. Our board monitors organizational performance to ensure fulfillment of our commitment to quality.	4
11. Our board takes corrective action, when appropriate and necessary, to address quality performance	4
12. Our board recognizes that quality of services must be closely related to our strategic planning and budgeting oversight responsibilities.	4
FINANCIAL OVERSIGHT	
13. Our board provides financial oversight for the assets of the insurance company.	4
14. We approve financial policies, plans, programs, and standards to ensure preservation on enhancement of the company's financial assets and resources.	4
15. Our board monitors performance against budget projections and policies.	4
16. We have reviewed and adopted ethical polices and guidelines for conducting financial operations.	4
17. Our board approves the major capital plans, including integrated management information systems.	4
MANAGEMENT OVERSIGHT	
18. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	4

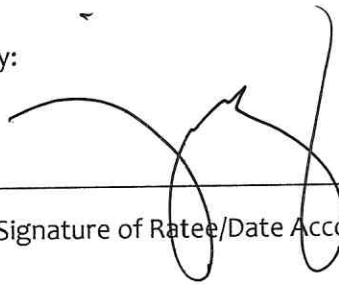
19. Our board communicates regularly with the CEO regarding goals, expectations, and concerns	4
20. A committee of the board annually evaluates the performance of the CEO using goals and objectives agreed upon with the CEO at the beginning of the evaluation cycle.	4
21. Our board periodically surveys CEO compensation arrangements at comparable insurance companies to ensure that our compensation and other employment conditions are reasonable and competitive.	4
22. Our board periodically reviews our management succession plan to ensure leadership continuity.	4
23. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	4
Board Effectiveness	
24. The board policies and criteria for selecting new members of the board are clearly defined and followed to ensure continued leadership and appropriate representation.	4
25. We evaluate our board's performance and the performance of each board member to determine the appropriateness of continued service on the board.	4
26. We have a written conflict-of-interest policy that includes guidelines for the resolution of any existing or apparent conflicts of interest.	4
27. All members of the board understand and fulfill their responsibilities and each board member has received written descriptions of the board's duties and reporting responsibilities.	4
28. All members of the board participate in an orientation program and a regular program of continuing education.	4
29. The board periodically reviews its own structure to assess its size, diversity of representation, committee structure, member tenure and turnover policy, and tenure offices and committee chairperson.	4
30. The frequency and duration of board and committee meetings are adequate to conduct the board's oversight responsibilities, but do not discourage attendance and participation by misusing valuable trustee time.	4
31. Our chairperson exercises a firm and fair hand with individual board members to ensure that all have equal opportunity to participate, time is not monopolized by a few, and agenda items are dispatched after reasonable discussion.	4
32. Board members receive the agenda and back-up materials well in advance of meetings	4
33. Board members come to meetings well prepared to discuss agenda items.	4
34. Our board adopts, amends and if necessary, repeals, the Articles of Incorporation and By-Laws.	4
35. The board maintains an up-to-date policy manual, which includes specific policies covering its oversight role in quality, finance, strategic plans, and management	4
Total Score	40

Performance Rating

CATEGORY	SCORES
Board of Trustees Performance Evaluation Tool	100
Director Characteristics Rating Form	84
Self-Assessment Questionnaire	140
Total Score	320
Total Score divided by 3	106.66

Description	Adjectival Rating
Achievement Percentage of over 115%	Outstanding
Achievement Percentage of 90% - 114%	Very Satisfactory
Achievement Percentage of 65% - 89%	Satisfactory
Achievement Percentage of 40% - 64%	Needs Improvement
Achievement Percentage of below 39%	Marginal

Prepared by:



Name and Signature of Ratee/Date Accomplished



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BOARD OF TRUSTEES PERFORMANCE EVALUATION TOOL

Name : FR. REX PAUL B. ARJONA
 Position : PRECIDENT

Duration: JAN. 2010 - DEC. 2010
 P.E. Result : 116.33 - 0

The purpose of this form is to rate the performance of the Board, as a group, on a scale of 1-5 for each of the following characteristics.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
BOARD COMPOSITION	
1. Directors bring a good mix of talents, skills and philosophical perspectives	4
2. Board represents the diversity of the membership.	5
3. Nominating committee is used effectively.	5
LEADERSHIP AND PLANNING	
4. Board develops a clear vision of the company that guides actions and decisions.	4
5. Plans are revised annually.	5
6. Progress is assessed regularly on goals for the company, board and CEO. Necessary changes are made on a timely basis.	4
7. Subsidiary plans support overall plan.	5
8. Goals are achieved.	5
9. Board provides direction rather than management.	4
CHIEF EXECUTIVE OFFICER OR SENIOR MANAGER	
10. CEO is given annual performance goals based upon overall plan.	5
11. Board gives CEO an effective appraisal	4
12. Board manages CEO compensation effectively.	4
POLICIES	
13. Policies control risks without being unnecessarily restrictive.	4
14. Policies are written to cover all necessary areas and support goals	5
15. Policies are reviewed and updated regularly.	5
GENERAL	
16. Efficiency (conducting meetings, using committees, allocating resources)	4
17. Constructive communication style	4
18. Member focus (considered in decisions, current information on members and their satisfaction, specific service goals)	5
19. Commitment to board education	4
20. Consider / protect confidentiality	5
21. Board understands and regularly considers the trade-offs between risk and return.	4
22. Commitment to duties	4
23. Board can effectively support the CEO while exercising independent judgment.	5
Total Score	103

DIRECTOR CHARACTERISTICS RATING FORM

The purpose of this form is for each director to rate themselves on the following scale, for each of the following characteristics. The intent of this evaluation process is to identify areas for improvement so all directors can make the maximum contribution to the company.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

PREPARATION/PARTICIPATION

INDICATORS	RATE
PREPARATION/PARTICIPATION	
1. Reads board packet before meetings. Comes prepared with questions, concerns and ideas.	4
2. Attends board meetings, committee meetings, and annual planning session. Arrives on time.	5
3. Participates in discussions.	5
4. Individual's knowledge or perspective makes a valuable contribution to discussions and decisions. Helps board stay focused on strategic objectives.	4
5. Exercises sound judgment. Independent, willing to accept calculated risks, has sound business sense, insists on adequate information, and considers effects on members.	4
6. Commits the time needed.	4
KNOWLEDGE AND DEVELOPMENT	
7. Willingly participates in director development activities.	4
8. Understands insurance company ideals/principles.	4
9. Understands director's responsibilities, including the distinction between board and management roles.	4
10. Knows membership, services, financial, legal, operating and marketing issues.	4
11. Understands financial industry, insurance industry role and effects of general economic and social trends.	4
TEAMWORK AND COMMUNICATIONS	
12. Facilitates open discussion. Is open to new ideas.	5
13. Communicates effectively.	5
14. Handles conflict in a positive manner.	5
15. Meets commitments.	5
16. Supports board decisions, once made.	5
17. Contributes to good board/CEO relations.	5
INDIVIDUAL BEHAVIOR	
18. Treats others with courtesy and respect.	5
19. Puts members' interest ahead of own.	5
20. Protects confidentiality	5
Total Score	91

SELF-ASSESSMENT QUESTIONNAIRE

The purpose of this form is to evaluate overall effectiveness of the board's oversight on the following characteristics. The intent of this evaluation process is to identify areas for improvement to improve the planning and oversight of the board.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
MISSION PLANNING AND OVERSIGHT	
1. Each board member has received a copy of our mission statement	5
2. Proposals brought before the board are evaluated to ensure that they are consistent with the mission statement	4
3. Our board monitors the programs and activities of subsidiary organizations to ensure that they are consistent with the mission statement.	4
4. We periodically review, discuss, and if necessary, amend our mission statement to ensure that it is current and relevant.	3
5. Our board has approved a comprehensive strategic plan and supportive policy statements	5
6. Our board assesses the extent to which our organization meets its strategic goals and objectives.	5
7. We periodically review, discuss, and if necessary, amend our strategic plan to ensure it remains current and relevant.	5
8. Our board members are active and effective in representing the company's interests and serve as a communication link between the members and others important to the growth of the credit union.	5
QUALITY OVERSIGHT	
9. Our board directed there be explicit quality-assurance improvement targets set and met for the operation sections of the insurance company.	5
10. Our board monitors organizational performance to ensure fulfillment of our commitment to quality.	5
11. Our board takes corrective action, when appropriate and necessary, to address quality performance	4
12. Our board recognizes that quality of services must be closely related to our strategic planning and budgeting oversight responsibilities.	4
FINANCIAL OVERSIGHT	
13. Our board provides financial oversight for the assets of the insurance company.	5
14. We approve financial policies, plans, programs, and standards to ensure preservation on enhancement of the company's financial assets and resources.	5
15. Our board monitors performance against budget projections and policies.	5
16. We have reviewed and adopted ethical policies and guidelines for conducting financial operations.	5
17. Our board approves the major capital plans, including integrated management information systems.	5
MANAGEMENT OVERSIGHT	
18. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5

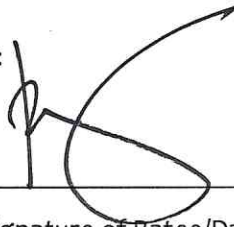
19. Our board communicates regularly with the CEO regarding goals, expectations, and concerns	4
20. A committee of the board annually evaluates the performance of the CEO using goals and objectives agreed upon with the CEO at the beginning of the evaluation cycle.	3
21. Our board periodically surveys CEO compensation arrangements at comparable insurance companies to ensure that our compensation and other employment conditions are reasonable and competitive.	3
22. Our board periodically reviews our management succession plan to ensure leadership continuity.	4
23. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5
Board Effectiveness	
24. The board policies and criteria for selecting new members of the board are clearly defined and followed to ensure continued leadership and appropriate representation.	5
25. We evaluate our board's performance and the performance of each board member to determine the appropriateness of continued service on the board.	3
26. We have a written conflict-of-interest policy that includes guidelines for the resolution of any existing or apparent conflicts of interest.	5
27. All members of the board understand and fulfill their responsibilities and each board member has received written descriptions of the board's duties and reporting responsibilities.	5
28. All members of the board participate in an orientation program and a regular program of continuing education.	4
29. The board periodically reviews its own structure to assess its size, diversity of representation, committee structure, member tenure and turnover policy, and tenure offices and committee chairperson.	5
30. The frequency and duration of board and committee meetings are adequate to conduct the board's oversight responsibilities, but do not discourage attendance and participation by misusing valuable trustee time.	4
31. Our chairperson exercises a firm and fair hand with individual board members to ensure that all have equal opportunity to participate, time is not monopolized by a few, and agenda items are dispatched after reasonable discussion.	4
32. Board members receive the agenda and back-up materials well in advance of meetings	3
33. Board members come to meetings well prepared to discuss agenda items.	4
34. Our board adopts, amends and if necessary, repeals, the Articles of Incorporation and By-Laws.	5
35. The board maintains an up-to-date policy manual, which includes specific policies covering its oversight role in quality, finance, strategic plans, and management	5
Total Score	155

Performance Rating

CATEGORY	SCORES
Board of Trustees Performance Evaluation Tool	103
Director Characteristics Rating Form	91
Self-Assessment Questionnaire	155
Total Score	349
Total Score divided by 3	116.33 - 0.33

Description	Adjectival Rating
Achievement Percentage of over 115%	Outstanding
Achievement Percentage of 90% - 114%	Very Satisfactory
Achievement Percentage of 65% - 89%	Satisfactory
Achievement Percentage of 40% - 64%	Needs Improvement
Achievement Percentage of below 39%	Marginal

Prepared by:



Name and Signature of Ratee/Date Accomplished



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BOARD OF TRUSTEES PERFORMANCE EVALUATION TOOL

Name : JENNIFER CASO

Duration: JAN. 2010 - DEC. 2010

Position: BOT CORPORATE SECRETARY

P.E. Result : 98-95

The purpose of this form is to rate the performance of the Board, as a group, on a scale of 1-5 for each of the following characteristics.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
BOARD COMPOSITION	
1. Directors bring a good mix of talents, skills and philosophical perspectives	4
2. Board represents the diversity of the membership.	4
3. Nominating committee is used effectively.	4
LEADERSHIP AND PLANNING	
4. Board develops a clear vision of the company that guides actions and decisions.	4
5. Plans are revised annually.	5
6. Progress is assessed regularly on goals for the company, board and CEO. Necessary changes are made on a timely basis.	4
7. Subsidiary plans support overall plan.	4
8. Goals are achieved.	4
9. Board provides direction rather than management.	4
CHIEF EXECUTIVE OFFICER OR SENIOR MANAGER	
10. CEO is given annual performance goals based upon overall plan.	4
11. Board gives CEO an effective appraisal	4
12. Board manages CEO compensation effectively.	4
POLICIES	
13. Policies control risks without being unnecessarily restrictive.	3
14. Policies are written to cover all necessary areas and support goals	4
15. Policies are reviewed and updated regularly.	4
GENERAL	
16. Efficiency (conducting meetings, using committees, allocating resources)	5
17. Constructive communication style	4
18. Member focus (considered in decisions, current information on members and their satisfaction, specific service goals)	3
19. Commitment to board education	4
20. Consider / protect confidentiality	4
21. Board understands and regularly considers the trade-offs between risk and return.	4
22. Commitment to duties	4
23. Board can effectively support the CEO while exercising independent judgment.	3
Total Score	92

DIRECTOR CHARACTERISTICS RATING FORM

The purpose of this form is for each director to rate themselves on the following scale, for each of the following characteristics. The intent of this evaluation process is to identify areas for improvement so all directors can make the maximum contribution to the company.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

PREPARATION/PARTICIPATION

INDICATORS	RATE
PREPARATION/PARTICIPATION	
1. Reads board packet before meetings. Comes prepared with questions, concerns and ideas.	5
2. Attends board meetings, committee meetings, and annual planning session. Arrives on time.	5
3. Participates in discussions.	4
4. Individual's knowledge or perspective makes a valuable contribution to discussions and decisions. Helps board stay focused on strategic objectives.	4
5. Exercises sound judgment. Independent, willing to accept calculated risks, has sound business sense, insists on adequate information, and considers effects on members.	3
6. Commits the time needed.	4
KNOWLEDGE AND DEVELOPMENT	
7. Willingly participates in director development activities.	4
8. Understands insurance company ideals/principles.	5
9. Understands director's responsibilities, including the distinction between board and management roles.	5
10. Knows membership, services, financial, legal, operating and marketing issues.	4
11. Understands financial industry, insurance industry role and effects of general economic and social trends.	4
TEAMWORK AND COMMUNICATIONS	
12. Facilitates open discussion. Is open to new ideas.	4
13. Communicates effectively.	5
14. Handles conflict in a positive manner.	4
15. Meets commitments.	4
16. Supports board decisions, once made.	5
17. Contributes to good board/CEO relations.	5
INDIVIDUAL BEHAVIOR	
18. Treats others with courtesy and respect.	5
19. Puts members' interest ahead of own.	4
20. Protects confidentiality	4
Total Score	88

SELF-ASSESSMENT QUESTIONNAIRE

The purpose of this form is to evaluate overall effectiveness of the board's oversight on the following characteristics. The intent of this evaluation process is to identify areas for improvement to improve the planning and oversight of the board.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
MISSION PLANNING AND OVERSIGHT	
1. Each board member has received a copy of our mission statement	5
2. Proposals brought before the board are evaluated to ensure that they are consistent with the mission statement	4
3. Our board monitors the programs and activities of subsidiary organizations to ensure that they are consistent with the mission statement.	4
4. We periodically review, discuss, and if necessary, amend our mission statement to ensure that it is current and relevant.	4
5. Our board has approved a comprehensive strategic plan and supportive policy statements	3
6. Our board assesses the extent to which our organization meets its strategic goals and objectives.	3
7. We periodically review, discuss, and if necessary, amend our strategic plan to ensure it remains current and relevant.	3
8. Our board members are active and effective in representing the company's interests and serve as a communication link between the members and others important to the growth of the credit union.	5
QUALITY OVERSIGHT	
9. Our board directed there be explicit quality-assurance improvement targets set and met for the operation sections of the insurance company.	3
10. Our board monitors organizational performance to ensure fulfillment of our commitment to quality.	3
11. Our board takes corrective action, when appropriate and necessary, to address quality performance	3
12. Our board recognizes that quality of services must be closely related to our strategic planning and budgeting oversight responsibilities.	4
FINANCIAL OVERSIGHT	
13. Our board provides financial oversight for the assets of the insurance company.	3
14. We approve financial policies, plans, programs, and standards to ensure preservation on enhancement of the company's financial assets and resources.	4
15. Our board monitors performance against budget projections and policies.	3
16. We have reviewed and adopted ethical polices and guidelines for conducting financial operations.	3
17. Our board approves the major capital plans, including integrated management information systems.	3
MANAGEMENT OVERSIGHT	
18. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	3

19. Our board communicates regularly with the CEO regarding goals, expectations, and concerns	3
20. A committee of the board annually evaluates the performance of the CEO using goals and objectives agreed upon with the CEO at the beginning of the evaluation cycle.	3
21. Our board periodically surveys CEO compensation arrangements at comparable insurance companies to ensure that our compensation and other employment conditions are reasonable and competitive.	3
22. Our board periodically reviews our management succession plan to ensure leadership continuity.	3
23. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	3
Board Effectiveness	
24. The board policies and criteria for selecting new members of the board are clearly defined and followed to ensure continued leadership and appropriate representation.	3
25. We evaluate our board's performance and the performance of each board member to determine the appropriateness of continued service on the board.	3
26. We have a written conflict-of-interest policy that includes guidelines for the resolution of any existing or apparent conflicts of interest.	3
27. All members of the board understand and fulfill their responsibilities and each board member has received written descriptions of the board's duties and reporting responsibilities.	3
28. All members of the board participate in an orientation program and a regular program of continuing education.	3
29. The board periodically reviews its own structure to assess its size, diversity of representation, committee structure, member tenure and turnover policy, and tenure offices and committee chairperson.	3
30. The frequency and duration of board and committee meetings are adequate to conduct the board's oversight responsibilities, but do not discourage attendance and participation by misusing valuable trustee time.	3
31. Our chairperson exercises a firm and fair hand with individual board members to ensure that all have equal opportunity to participate, time is not monopolized by a few, and agenda items are dispatched after reasonable discussion.	3
32. Board members receive the agenda and back-up materials well in advance of meetings	3
33. Board members come to meetings well prepared to discuss agenda items.	3
34. Our board adopts, amends and if necessary, repeals, the Articles of Incorporation and By-Laws.	3
35. The board maintains an up-to-date policy manual, which includes specific policies covering its oversight role in quality, finance, strategic plans, and management	3
Total Score	114

Performance Rating

CATEGORY	SCORES
Board of Trustees Performance Evaluation Tool	92
Director Characteristics Rating Form	88
Self-Assessment Questionnaire	114
Total Score	294
Total Score divided by 3	98 - VS

Description	Adjectival Rating
Achievement Percentage of over 115%	Outstanding
Achievement Percentage of 90% - 114%	Very Satisfactory
Achievement Percentage of 65% - 89%	Satisfactory
Achievement Percentage of 40% - 64%	Needs Improvement
Achievement Percentage of below 39%	Marginal

Prepared by:

JENNIFER C. CASCO

Name and Signature of Ratee/Date Accomplished



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BOARD OF TRUSTEES PERFORMANCE EVALUATION TOOL

Name : TERESITA Q. GALANG Duration: Jan 1 - Dec 31, 2020
 Position: Audit Committee Chair P.E. Result : 121-0
Governance Committee Member

The purpose of this form is to rate the performance of the Board, as a group, on a scale of 1-5 for each of the following characteristics.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
BOARD COMPOSITION	
1. Directors bring a good mix of talents, skills and philosophical perspectives	5
2. Board represents the diversity of the membership.	2
3. Nominating committee is used effectively.	4
LEADERSHIP AND PLANNING	
4. Board develops a clear vision of the company that guides actions and decisions.	5
5. Plans are revised annually.	5
6. Progress is assessed regularly on goals for the company, board and CEO. Necessary changes are made on a timely basis.	5
7. Subsidiary plans support overall plan.	4
8. Goals are achieved.	4
9. Board provides direction rather than management.	5
CHIEF EXECUTIVE OFFICER OR SENIOR MANAGER	
10. CEO is given annual performance goals based upon overall plan.	5
11. Board gives CEO an effective appraisal	5
12. Board manages CEO compensation effectively.	5
POLICIES	
13. Policies control risks without being unnecessarily restrictive.	5
14. Policies are written to cover all necessary areas and support goals	5
15. Policies are reviewed and updated regularly.	5
GENERAL	
16. Efficiency (conducting meetings, using committees, allocating resources)	4
17. Constructive communication style	5
18. Member focus (considered in decisions, current information on members and their satisfaction, specific service goals)	5
19. Commitment to board education	5
20. Consider / protect confidentiality	5
21. Board understands and regularly considers the trade-offs between risk and return.	5
22. Commitment to duties	5
23. Board can effectively support the CEO while exercising independent judgment.	5
Total Score	110

DIRECTOR CHARACTERISTICS RATING FORM

The purpose of this form is for each director to rate themselves on the following scale, for each of the following characteristics. The intent of this evaluation process is to identify areas for improvement so all directors can make the maximum contribution to the company.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

PREPARATION/PARTICIPATION

INDICATORS	RATE
PREPARATION/PARTICIPATION	
1. Reads board packet before meetings. Comes prepared with questions, concerns and ideas.	4
2. Attends board meetings, committee meetings, and annual planning session. Arrives on time.	5
3. Participates in discussions.	4
4. Individual's knowledge or perspective makes a valuable contribution to discussions and decisions. Helps board stay focused on strategic objectives.	4
5. Exercises sound judgment. Independent, willing to accept calculated risks, has sound business sense, insists on adequate information, and considers effects on members.	4
6. Commits the time needed.	4
KNOWLEDGE AND DEVELOPMENT	
7. Willingly participates in director development activities.	4
8. Understands insurance company ideals/principles.	4
9. Understands director's responsibilities, including the distinction between board and management roles.	5
10. Knows membership, services, financial, legal, operating and marketing issues.	4
11. Understands financial industry, insurance industry role and effects of general economic and social trends.	5
TEAMWORK AND COMMUNICATIONS	
12. Facilitates open discussion. Is open to new ideas.	5
13. Communicates effectively.	4
14. Handles conflict in a positive manner.	5
15. Meets commitments.	5
16. Supports board decisions, once made.	5
17. Contributes to good board/CEO relations.	5
INDIVIDUAL BEHAVIOR	
18. Treats others with courtesy and respect.	5
19. Puts members' interest ahead of own.	5
20. Protects confidentiality	5
Total Score	91

SELF-ASSESSMENT QUESTIONNAIRE

The purpose of this form is to evaluate overall effectiveness of the board's oversight on the following characteristics. The intent of this evaluation process is to identify areas for improvement to improve the planning and oversight of the board.

- 5 = Outstanding
- 4 = Very Satisfactory
- 3 = Satisfactory
- 2 = Needs for improvement
- 1 = Marginal

INDICATORS	RATE
MISSION PLANNING AND OVERSIGHT	
1. Each board member has received a copy of our mission statement	5
2. Proposals brought before the board are evaluated to ensure that they are consistent with the mission statement	5
3. Our board monitors the programs and activities of subsidiary organizations to ensure that they are consistent with the mission statement.	5
4. We periodically review, discuss, and if necessary, amend our mission statement to ensure that it is current and relevant.	5
5. Our board has approved a comprehensive strategic plan and supportive policy statements	5
6. Our board assesses the extent to which our organization meets its strategic goals and objectives.	5
7. We periodically review, discuss, and if necessary, amend our strategic plan to ensure it remains current and relevant.	5
8. Our board members are active and effective in representing the company's interests and serve as a communication link between the members and others important to the growth of the credit union.	4
QUALITY OVERSIGHT	
9. Our board directed there be explicit quality-assurance improvement targets set and met for the operation sections of the insurance company.	5
10. Our board monitors organizational performance to ensure fulfillment of our commitment to quality.	5
11. Our board takes corrective action, when appropriate and necessary, to address quality performance	4
12. Our board recognizes that quality of services must be closely related to our strategic planning and budgeting oversight responsibilities.	4
FINANCIAL OVERSIGHT	
13. Our board provides financial oversight for the assets of the insurance company.	4
14. We approve financial policies, plans, programs, and standards to ensure preservation on enhancement of the company's financial assets and resources.	5
15. Our board monitors performance against budget projections and policies.	5
16. We have reviewed and adopted ethical polices and guidelines for conducting financial operations.	5
17. Our board approves the major capital plans, including integrated management information systems.	4
MANAGEMENT OVERSIGHT	
18. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5

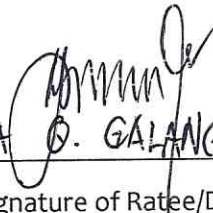
19. Our board communicates regularly with the CEO regarding goals, expectations, and concerns	5
20. A committee of the board annually evaluates the performance of the CEO using goals and objectives agreed upon with the CEO at the beginning of the evaluation cycle.	4
21. Our board periodically surveys CEO compensation arrangements at comparable insurance companies to ensure that our compensation and other employment conditions are reasonable and competitive.	5
22. Our board periodically reviews our management succession plan to ensure leadership continuity.	5
23. Our board clearly understands the distinction between the board's oversight role and the CEO's management role.	5
Board Effectiveness	
24. The board policies and criteria for selecting new members of the board are clearly defined and followed to ensure continued leadership and appropriate representation.	4
25. We evaluate our board's performance and the performance of each board member to determine the appropriateness of continued service on the board.	5
26. We have a written conflict-of-interest policy that includes guidelines for the resolution of any existing or apparent conflicts of interest.	4
27. All members of the board understand and fulfill their responsibilities and each board member has received written descriptions of the board's duties and reporting responsibilities.	5
28. All members of the board participate in an orientation program and a regular program of continuing education.	4
29. The board periodically reviews its own structure to assess its size, diversity of representation, committee structure, member tenure and turnover policy, and tenure offices and committee chairperson.	4
30. The frequency and duration of board and committee meetings are adequate to conduct the board's oversight responsibilities, but do not discourage attendance and participation by misusing valuable trustee time.	5
31. Our chairperson exercises a firm and fair hand with individual board members to ensure that all have equal opportunity to participate, time is not monopolized by a few, and agenda items are dispatched after reasonable discussion.	5
32. Board members receive the agenda and back-up materials well in advance of meetings	4
33. Board members come to meetings well prepared to discuss agenda items.	4
34. Our board adopts, amends and if necessary, repeals, the Articles of Incorporation and By-Laws.	5
35. The board maintains an up-to-date policy manual, which includes specific policies covering its oversight role in quality, finance, strategic plans, and management	4
Total Score	162

Performance Rating

CATEGORY	SCORES
Board of Trustees Performance Evaluation Tool	110
Director Characteristics Rating Form	91
Self-Assessment Questionnaire	162
Total Score	363
Total Score divided by 3	121-0

Description	Adjectival Rating
Achievement Percentage of over 115%	Outstanding
Achievement Percentage of 90% - 114%	Very Satisfactory
Achievement Percentage of 65% - 89%	Satisfactory
Achievement Percentage of 40% - 64%	Needs Improvement
Achievement Percentage of below 39%	Marginal

Prepared by:


TERESITA O. GALANG Dec. 18, 2020
 Name and Signature of Ratee/Date Accomplished