Annex A: SUSTAINABILITY REPORT 2019

Contextual Information

Company Details	
Name of Organization	**MANILA BROADCASTING COMPANY**
Location of Headquarters	MBC Building, Vicente Sotto St., CCP Complex, Pasay City
Location of Operations	MBC Building, Vicente Sotto St., CCP Complex, Pasay City
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	Manila Broadcasting Company
Business Model, including Primary Activities, Brands, Products, and Services	Manila Broadcasting Company (MBC) owns and operates six broadcasting networks -- DZRH and DZRH News Television, Love Radio, Yes the Best, Easy Rock, Aksyon Radyo, and Radyo Natin. All told, these networks consist of some 200 radio stations located in the National Capital Region and key provincial metros as well as in small- to medium-sized towns all throughout the nation. MBC has a terrestrial broadcast footprint covering 97 percent of the Philippine archipelago and brick-and-mortar business operations that provide livelihood to employees and their families.
Reporting Period	For the year ended December 31, 2019
Highest Ranking Person responsible for this report	Mr. Ruperto S. NIcdao, Jr. (President)

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.[1]
As the largest radio network in the Philippines, the Manila Broadcasting Company (MBC) is committed to improving the overall standard of living and quality of life of every Filipino through sustainable business practices. In line with achieving the Sustainable Development Goals (SDGs) identified by the United Nations (UN), MBC conducted a material assessment on the economic, social and environmental impact of its business operations. Based on the extensive assessment, MBC has implemented initiatives in the following key areas: • Economic development • Diversification of revenue streams • Health and wellness • Environmental cleanup • Power consumption • COVID-19 preparedness

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[1] See *GRI 102-46* (2016) for more guidance.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	1,067,844,415	PhP
Direct economic value distributed:		
a. Operating costs	343,169,442	PhP
b. Employee wages and benefits	105,101,032	PhP
c. Payments to suppliers, other operating costs	85,837,884	Php
d. Dividends given to stockholders and interest payments to loan providers	35,999,157	PhP
e. Taxes given to government	125,579,038	PhP
f. Investments to community (e.g. donations, CSR)	27,099,708	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
As one of the largest employers in the broadcasting industry, MBC contributes to economic development through: • Wages and benefits for its employees; • Payments to its contractors, suppliers, and creditors; • Taxes to local and national government units; • Dividends and capital gains for its investors; and • Charitable contributions to projects of developmental organizations	• Employees • Management • Owners • Government • Creditors • Suppliers • Customers • Community	The company cultivates innovation, creativity, excellence, and leadership, acknowledging that our future competitiveness depends on the continuous development of our existing businesses as well as venturing boldly into emerging industries.
What are the Risk/s Identified?		**Management Approach**
• Competition • Valuation of assets		• Strategic marketing • Regular audit to ensure compliance with international and local standards.
What are the Opportunity/ies Identified?		**Management Approach**
DIVERSIFICATION OF REVENUE STREAMS		*Feliz hospitality brands* MBC has begun diversifying into the hotel and restaurant industry via Elizalde Hotels

The rapidly-growing Philippine economy and wide-spread accessibility to digital technologies has allowed MBC to diversify in ventures where it can leverage its strength as an experienced media and entertainment company attuned to the wants and needs of the different socio-economic segments comprising the Philippine market. ***COVID-19 PREPAREDNESS*** *Amidst the challenges posed by COVID-19, key to the sustainability of every business is organizational preparedness in sustaining business processes under the "new normal."*	*and Resorts, Incorporated (ERHI), which owns and operates the Feliz brand of hotels.* *The recently opened Feliz Hotel Boracay boasts of 80 hotel rooms, a Latin-themed restaurant, generous amenities, and world-class service, all within a tropical island retreat that balances the old-world charm with modern comforts.* *In addition, plans are well on the way for the opening of two more hotels –Feliz Signature Boracay, with 45 hotel rooms, and Feliz Place Boracay, with 50 hotel rooms.* *Integrated marketing communications* *Over the past decade, MBC has invested in creating and growing the internet presence of its networks.* *Today, our AM and FM networks – DZRH and DZRH News Television, Love Radio, Yes the Best, and Easy Rock – have high-traffic websites as well as huge communities of followers on social media platforms such as Facebook, YouTube, and Twitter.* *Because of the complementary nature of digital advertising, traditional advertising, and below-the-line activities, MBC has created an Integrated Media Department and a Talent Management Group.* *By adopting an integrated marketing approach, these internet platforms allow MBC to generate additional revenue streams by offering digital advertising services such as distributing collaborative branded content on social media and mounting influencer-driven marketing campaigns.* *Sustaining advertising revenues* *To mitigate the decrease in terrestrial radio advertising spending, MBC is focusing its advertising sales efforts on businesses – especially those in the*

		sanitation, medical, and health industries – that need to maintain a high-level mass awareness amidst the COVID-19 crisis.
		In addition, MBC is also ramping up efforts to sell branded content on digital platforms.
		Furthermore, the increased need for on-demand updates and information about COVID-19 can potentially increase the consumption of content on MBC digital platforms, which complements its terrestrial radio networks.
		MBC is also developing "virtual events," where audiences can watch entertainment performances and participate in promotional activities via MBC online platforms, without the need to physically gather at a brick-and-mortar venue.
		Because of the large audiences visiting MBC digital platforms, virtual events are a cost-effective means for advertisers to maintain brand-awareness among their target audiences without the health compromises inherent with large public gatherings.

[Climate-related risks and opportunities](#)[2]

GOVERNANCE

The AUDIT COMMITTEE shall be responsible for the oversight of MBC's Enterprise Risk Management System to ensure its functionality and effectiveness.

a. Develops a formal enterprise risk, management plan which contains the following elements:
   - common language or register of risks
   - well-defined risk management goals, objectives and oversight
   - uniform processes of assessing risks and developing strategies to manage prioritized risks
   - designing and implementing risk strategies, processes and measures

b. Oversees the implementation of the enterprise risk management plan. Conducts regular discussions on the company's prioritized and residual risk exposures based on regular risks management reports and assess how the concerned units or offices are addressing and managing these risks;

c. Evaluates the risk management plan to ensure its continued relevance, comprehensiveness and effectiveness. Revisits defined risk management strategies, looks for emerging or changing material exposures, and stays abreast of significant developments that seriously impact the likelihood of harm or loss;

d. Advises the Board on its risk appetite levels and risk tolerance limits;

e. Reviews at least annually the company's risk appetite levels and risk tolerance limits based on changes and developments in the business, the regulatory framework, the external economic and business environment, and when major events occur that are considered to have major impacts on the company;

f. Assesses the probability of each identified risk becoming a reality and estimates its possible significant financial impact and likelihood of occurrence. Priority areas of concern are those risks that are the most likely to occur and to impact the performance and stability of the corporation and its stakeholders;

g. Provides oversight over Management's activities in managing credit, market, liquidity, operational, legal and other risk exposures of the corporation. This function includes regularly receiving information on risk exposures and risk management activities from Management;

h. Reports to the Board on a regular basis, or as deemed necessary, the company's material risk exposures, the actions taken to reduce the risks, and recommends further action or plans, as necessary.

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[2] Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

STRATEGY

In compliance with the government directives on the Rehabilitation of Manila Bay, MBC has conducted the following programs:

a. MANILA BAY CLEAN-UP RUN
The Manila Bay Clean-up Run is a fun run that was first organized by MBC in 2011 to raise funds for the rehabilitation of Manila Bay.

MBC collaborates with local government units as well as corporate partners in the mission to revive Manila Bay to its iconic, historic stature as a recreational attraction located right at the heart of the city.

b. SEWAGE TREATMENT PLANT
With its headquarters located in the Cultural Center of the Philippines Complex, MBC is well-aware of the importance of maintaining the water quality of Manila Bay.

MBC and its sister company, Star City, are currently building sewage treatment plants (STPs) that will remove contaminants and treat wastewater that is channeled to city and municipal effluent systems.

c. RECYCLING
One of the major sources of income of MBC are promo activities wherein listeners must provide proofs-of-purchase (PoPs) -- in the form of empty packaging of the sponsoring brands -- as a condition for being eligible to win prizes.

These PoPs are accumulated in drop boxes at the MBC stations, and after the promo period expires, could potentially add to the burgeoning waste problem of the country.

To prevent this from happening, MBC disposes of accumulated PoPs in a recycling facility where wrappers and packages are shredded into finer units that are then used as additives to building and construction materials.

In doing so, MBC contributes to preserving the environment by eliminating packaging that would have otherwise idly piled up in landfills and at the same time providing low-cost extenders to building materials.

RISK MANAGEMENT

While MBC has not yet included climate-related risks into its existing company policies, it is currently assessing its impact on climate change.

METRICS AND TARGETS

There is no available data yet on the metrics used to measure and manage climate-related risks and opportunities.

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	*Not measured*	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Procurement practices reflect the company's business ethics.	• *Suppliers* • *Management* • *Employees*	• *Supplier selection is based on overall value for money. While practice is important, the company will always consider quality, reliability, safety, good design, timely delivery/performance, maintenance and after sales support before arriving at a decision which is the most economically advantageous to the company.*
What are the Risk/s Identified?		
Purchasing department should be separate with other department to prevent unethical practices.		• *Employees acting on the company's behalf must be free from conflicts of the interest that could adversely influence their judgment, objectivity or loyalty to the company in conducting company's business activities and assignments. The company recognizes that employees may take part in legitimate financial business, charitable and other activities outside their jobs with the company, but any potential conflict of interest raised by those activities must be disclosed promptly to management.*
What are the Opportunity/ies Identified?		
Improvement of procurement policy.		

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	*100*	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	*100*	%
Percentage of directors and management that have received anti-corruption training	*100*	%
Percentage of employees that have received anti-corruption training	*None*	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Our company's longstanding commitment to doing business with integrity means avoiding corruption in any form, including bribery, and complying with the anti-corruption laws of every country in which we operate. **What are the Risk/s Identified?** • *Loss of sales* • *Business downfall* **What are the Opportunity/ies Identified?** • *Continuous update of company policy.* • *Higher sales*	• *Employees* • *Management* • *Suppliers* • *Customers* • *Government*	• *The company's Code of Conduct and Anti-Bribery Policy provide guidance on how to conduct business in a fair, ethical and legal manner.* • *The company's compliance program encompasses numerous reporting, monitoring and certification controls.*

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	*None*	#
Number of incidents in which employees were dismissed or disciplined for corruption	*None*	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	*None*	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
MBC has policies and procedures to prevent incidents of corruption. **What are the Risk/s Identified?** *Malicious use of the whistle blowing policy.*	• *Employees* • *Management* • *Suppliers* • *Customers*	**WHISTLE-BLOWING POLICY** *It is company's policy that all individuals working at all levels within the company, including directors, officers, employees to disclose any information that relates to suspected wrongdoing or dangers at work. This may include:*

What are the Opportunity/ies Identified?		• Criminal activity • Miscarriages of justice • Danger to health and safety • Damage to the environment • Failure to comply with any legal or professional obligation or regulatory requirements • Bribery • Financial fraud or mismanagement • Negligence • Breach of internal policies and procedures • Conduct likely to damage the company's reputation • Unauthorized disclosure of confidential information • Any conduct that may have a detrimental effect on the well-being of staff or the company • Deliberate concealment of any of the above matters
Segregation of duties should be strictly implemented to avoid cases of corruption.		*All concerns raised will be treated in confidence and every effort will be made not to reveal the identities of the whistle blower if this is his/her wish. However, in certain cases, it may not be possible to maintain confidentiality if the whistle blower is required to come forward as a witness. Once the claim of malpractice or misconduct is made, the manager, senior manager or the designated executive will respond to the whistle within 10 working days setting out the intended investigation plan. An investigation may include internal reviews, reviews by the external auditors or lawyers or some other external body. If the claim of malpractice or misconduct is substantiated, appropriate disciplinary action will be taken against the responsible individual up to and including termination of employment. The malicious use of the whistle blowing policy will result in disciplinary action against the whistle blowing complainant, up to and including termination of employment.*

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	*None*	GJ
Energy consumption (gasoline)	*Not measured*	GJ
Energy consumption (LPG)	*None*	GJ
Energy consumption (diesel)	*None*	GJ
Energy consumption (electricity)	*	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (renewable sources)	*None*	GJ
Energy reduction (LPG)	*None*	GJ
Energy reduction (diesel)	*None*	GJ
Energy reduction (electricity)	*	kWh
Energy reduction (gasoline)	*Not measured*	GJ

We cannot provide the information above due to the fire incident on October 2, 2019 that destroyed our records/documents.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
For a broadcasting network, utilizing energy-efficient signal transmitters is key in reducing consumption of electricity. *Since the local electric grid is still largely powered by plants that run on fossil fuels, MBC recognizes that adopting efficient transmission technologies allows the company to substantially reduce the carbon footprint of its 24/7 operations.*	• *Employees* • *Management* • *Owners* • *Community* • *Shareholders* • *Suppliers*	• *The company's unending goal is to reduce, mitigate or eliminate any harmful effects on the environment.* • *Encourage the efficient use of energy.* • *In the process of upgrading its transmitters throughout the country, MBC has decided to shift from ECO-10 transmitters to Nautel NV10 transmitters.* *Through controlled tests, MBC engineers have determined that its new transmitters are about 18 percent more efficient.* *Please see attached 'schedule 1' for the comparison between ECO-10 and NAUTEL NV10 transmitters.*
What are the Risk/s Identified?		
• *Air pollution*		
What are the Opportunity/ies Identified?		
Reduction of operating expenses		

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	*	Cubic meters
Water consumption	*	Cubic meters
Water recycled and reused	*None*	Cubic meters

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What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
MBC is located near Manila Bay. The company's water consumption and withdrawal impacts Manila Bay and its community.	• *Employees* • *Management* • *Supplier* • *Community* • *Government*	• *Construction of sewerage treatment plant.* • *Comply with all local, relevant environmental legislation* • *Educate and train the company's employees for awareness of the relevant environmental issues* • *Organize several projects that will benefit the environment*
What are the Risk/s Identified?		
Water pollution		
What are the Opportunity/ies Identified?		
Reduction of operating expenses		

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
• renewable	*N/A*	kg/liters
• non-renewable	*N/A*	kg/liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	*N/A*	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Not applicable – MBC is not a manufacturing company.		
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
No risks identified.		

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
No opportunities identified.		

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	*1*	*area*
Habitats protected or restored	*None*	ha
IUCN[3] Red List species and national conservation list species with habitats in areas affected by operations	*None*	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
MBC is located near Manila Bay. *'Manila Bay Clean-Up Run' was organized in order to raise funds to help in saving Manila Bay.*	• *Community* • *Employees* • *Management* • *Government*	• *Construction of sewerage treatment plant.* • *Comply with all local, relevant environmental legislation* • *Organize several projects that will benefit the environment*
What are the Risk/s Identified?		
Water pollution		
What are the Opportunity/ies Identified?		
Flood control and preservation and revival of the quality of marine waters.		

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	*None*	Tonnes CO_2e
Energy indirect (Scope 2) GHG Emissions	*	Tonnes CO_2e
Emissions of ozone-depleting substances (ODS)	*None*	Tonnes

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[3] International Union for Conservation of Nature

We cannot provide the information above due to the fire incident on October 2, 2019 that destroyed our records/documents.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
• *Gas emissions from operation of service vehicles. [Scope 2]* • *Electricity used in the operations. [Scope 2]*	• *Community* • *Employees* • *Management*	*Reduction of operating expenses.*
What are the Risk/s Identified?		
Air pollution		
What are the Opportunity/ies Identified?		
No opportunities identified		

Air pollutants

Disclosure	Quantity	Units
NO$_x$	*	kg
SO$_x$	*N/A*	kg
Persistent organic pollutants (POPs)	*N/A*	kg
Volatile organic compounds (VOCs)	*N/A*	kg
Hazardous air pollutants (HAPs)	*N/A*	kg
Particulate matter (PM)	*N/A*	kg

We cannot provide the information above due to the fire incident on October 2, 2019 that destroyed our records/documents.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Air pollutants from vehicle exhaust.	• *Community*	*Encourage the efficient use of vehicle equipment.*
What are the Risk/s Identified?		
Air pollution		
What are the Opportunity/ies Identified?		
Reduction in operating expenses.		

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated		kg
Reusable	*None*	kg
Recyclable	*None*	kg
Composted	*None*	kg
Incinerated	*None*	kg
Residuals/Landfilled	*Not measured*	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Segregation of waste **What are the Risk/s Identified?** • *Water pollution* • *Land pollution* **What are the Opportunity/ies Identified?** *No opportunities identified.*	• *Community* • *Employees* • *Management*	• *Comply with all local, relevant environmental legislation* • *Apply best practices to manage disposal of wastes* • *Actively promote internal recycling programs* • *Educate and train the company's employees for awareness of the relevant environmental issues*

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	*None*	kg
Total weight of hazardous waste transported	*None*	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The company has warehouses/storage facilities where hazardous wastes like damaged equipment are stored. **What are the Risk/s Identified?** • *Land pollution* • *Water pollution*	• *Community* • *Employees* • *Management*	*Apply best practices to manage disposal of wastes.*

What are the Opportunity/ies Identified?		
Improvement of storage facilities.		

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	*Not measured*	Cubic meters
Percent of wastewater recycled	*None*	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The company's water discharges will greatly affect Manila Bay.	• *Community* • *Employees* • *Management*	• *Construction of sewerage treatment plant.*
What are the Risk/s Identified?		
Water pollution		
What are the Opportunity/ies Identified?		
Actively promote internal recycling programs.		

Environmental compliance
Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	*0*	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	*None*	#
No. of cases resolved through dispute resolution mechanism	*None*	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Driven by its desire to fulfill its commitment in giving back to the		*'Manila Bay Clean-Up Run' is a friendly race that aims to raise funds that will help*

environment, the company launched its fund raising project that will benefit the Manila Bay, the 'Manila Bay Clean-Up Run' which started in 2011.	• *The community around Manila Bay.* • *Employees* • *Management* • *Shareholders* • *Customers* • *Suppliers* • *Government*	*restore and maintain the beauty of Manila Bay, as well as to promote awareness among Filipinos the benefits of exercise in keeping oneself fit and healthy.*
What are the Risk/s Identified?		**Management Approach**
Non-compliance with environmental laws may constitute penalties and sanctions from the government.		*The Company ensures strict compliance with the government's environmental laws.*
What are the Opportunity/ies Identified?		**Management Approach**
None.		

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees[4]		
a. Number of female employees	*33*	*#*
b. Number of male employees	*59*	*#*
Attrition rate[5]	*-1*	*rate*
Ratio of lowest paid employee against minimum wage	*0**	*ratio*

*The Company has no minimum wage employees

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	*26% (56)*	*74% (161)*
PhilHealth	Y	*26% (56)*	*74% (161)*
Pag-ibig	Y	*26% (56)*	*74% (161)*
Parental leaves	Y	*N/A*	*N/A*
Vacation leaves	Y	*37% (26)*	*63% (44)*
Sick leaves	Y	*35% (21)*	*65% (39)*
Medical benefits (aside from PhilHealth))	Y	*48% (10)*	*52% (11)*
Housing assistance (aside from Pag-ibig)	N	*N/A*	*N/A*
Retirement fund (aside from SSS)	Y	*0*	*100% (2)*
Further education support	N	*N/A*	*N/A*
Company stock options	N	*N/A*	*N/A*
Telecommuting	N	*N/A*	*N/A*
Flexible-working Hours	Y	*36% (9)*	*64% (16)*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
MBC believes that employees are assets of the company. Hence, various employee benefits are given to ensure their overall health and well-being. It also increases motivation towards work.	*Employees' Benefits* *MBC believes that in any organization, people are the most valuable resource, and providing employees with health and medical benefits is congruent with its corporate philosophy of espousing the value of family, love, and trust.*
In 2002, Manila Broadcasting Company (MBC) implemented the "Hating Kapatid" business model. *Under the Hating Kapatid model, MBC outsourced content creation and marketing support for provincial*	

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[4] Employees are individuals who are in an employment relationship with the organization, according to national law or its application (GRI Standards 2016 Glossary)

[5] Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

AM and FM stations to seasoned station managers and their teams, who have comprehensive understanding of their respective local radio markets.	Among the benefits provided by MBC for its employees are:
Each Hating Kapatid business unit was provided the entrepreneurial incentive to increase sales and reduce operating costs because each unit was rewarded with half the share of net profits, instead of just a fixed salary. This entrepreneurial incentive proved effective as Hating Kapatid business units were empowered to strictly monitor and evaluate their respective stations' day-to-day performance in order to ensure that they maintain superior ratings – and consequently, superior advertising spot sales – relative to their respective competitors all over the country. Additionally, administrative policy-making was consolidated under a newly formed management company, MBC Resources Inc., while marketing, sales, and promotions strategies came under the overall direction of MBC Marketing and Sales, Inc. Seasoned company executives of MBC were tapped to head both newly formed units – MBC Resources Inc. and MBC Marketing and Sales, Inc.	1. Performance bonuses 2. Free hospitalization and medical benefits 3. Optical allowances 4. Dental allowances 5. 33 annual leave credits 6. Annual physical examination 7. Free uniforms 8. Access to clinic with company doctor and nurse 9. Salary loans
What are the Risk/s Identified?	**Management Approach**
Employees may have the tendency to misuse their benefits.	The human resources department strictly monitors the record of employees who avail of the benefits.
What are the Opportunity/ies Identified?	**Management Approach**
To improve employee benefits to increase work quality and productivity of employees.	Ask employees about their concerns.

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	44	hours
b. Male employees	44	hours
Average training hours provided to employees		
a. Female employees	22	hours/employee
b. Male employees	4.4	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Company is committed to the support of staff development for all staff. The key purpose is to facilitate personal and professional development enabling individuals and groups to achieve their full potential at work. The Company's operational success is based largely on the contribution, commitment and achievements of individual members of its staff, working individually and in teams or groups. The Company wants to support staff in the performance of their designated roles and to help them to fulfill their potential during the course of their employment. Training and development include any activity, which contributes to the enhancement of their knowledge, skills, competence, and working practices. Staff development is thus a key contributor to the success of individuals and ultimately to the success of the Company as a whole.	The following are the seminars/trainings provided to employees for the year 2019: • Training for Middle Managers • Decision Effectiveness • Corporate Governance • Business Continuity Plan and Disaster Recovery Plan • Strategic Planning
What are the Risk/s Identified?	**Management Approach**
Employees may resign after getting the trainings.	The management should make salary adjustments based on employees' skills to discourage them from seeking employment elsewhere.
What are the Opportunity/ies Identified?	**Management Approach**
Provide more trainings to employees to upgrade their skills.	The management should provide more trainings to its employees to develop their skills and provide work quality.

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	*None*	%
Number of consultations conducted with employees concerning employee-related policies	*None*	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
MBC has no Collective Bargaining Agreement (CBA) with its employees. The company's employees are not on strike, nor have been in the past years, nor threatening to go on strike. MBC has or will have no material supplemental benefits or incentive arrangements for its employees.	The Company ensures that employees are familiar with its policies by distributing handbooks.

What are the Risk/s Identified?	Management Approach
Employees may complain if their concerns are not addressed properly.	*Management should have an open communication with their employees.*
What are the Opportunity/ies Identified?	**Management Approach**
Improve employee-related policies.	*Interview employees about their concerns.*

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	*36%*	%
% of male workers in the workforce	*64%*	%
Number of employees from indigenous communities and/or vulnerable sector*	*0*	#

*Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
MBC is committed to equal opportunities in all areas of our business, with people gaining promotion on merit. We recruit, train, promote and retain skilled and motivated people irrespective of sex, age, marital status, sexual orientation, race, religion, ethnic or national origin.	*All employees are given same privileges and equal job opportunities.* *The company is committed to ensuring that there is a diverse and inclusive workforce who is capable of fulfilling the employees' expectations while building a sustainable future for the business.*
What are the Risk/s Identified?	**Management Approach**
• *Harassment* • *Bullying*	*MBC does not tolerate bullying or harassment in the workplace either as a management style or between work colleagues and will take disciplinary action against any employee who is proven to have bullied or harassed others.*
What are the Opportunity/ies Identified?	**Management Approach**
Improvement of company policies.	*Continuously reviewing company policies in order to promote diversity, eliminate gender bias, and support equal opportunity.*

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	*N/A*	Man-hours
No. of work-related injuries	*0*	#
No. of work-related fatalities	*0*	#

No. of work related ill-health	*0*	#
No. of safety drills	*2*	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
• *MBC conducts safety drills annually to ensure the safety of its personnel.* • *MBC also has annual physical check-up for all employees.* • *The management ensures that the workplace is in perfect condition to avoid work-related injuries.*	*The Company conducts the following safety drills annually:* 1. *Earthquake drill* 2. *Fire drill*
What are the Risk/s Identified?	**Management Approach**

• *Safety of the building.*
• *Exposure of employees to COVID-19.*
	• *The management conducts strategic planning and risk assessment annually to ensure the safety of the workplace.*
	• *MBC has implemented safety protocols prescribed by international and local health organizations. These safety measures including the following:*
	  ✓ *Testing the temperature of all individuals – meaning both employees and visitors – entering the MBC premises.*
	  ✓ *Enforcing mandatory use of hand sanitizers for all individuals entering the MBC premises.*
	  ✓ *Distributing sanitizing solutions and face masks to MBC personnel.*
	  ✓ *Ensuring the liberal availability of sanitizing solutions throughout the entire MBC premises.*
	  ✓ *Regular disinfection of workstations, studios, offices, and restrooms.*
	  ✓ *Developing clearly defined mandatory and voluntary quarantine procedures for individuals who may have potentially been exposed to COVID-19.*
	  ✓ *Implementing revised work schedules designed to minimize MBC employees' risk of exposure to COVID-19.*
	  ✓ *Mounting an organization-wide information campaign on hand-washing, respiratory hygiene, and social distancing.*

What are the Opportunity/ies Identified?	**Management Approach**
Improvement of safety protocols in the workplace.	*Follow government regulations regarding health and safety.*

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	#

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	N	
Child labor	N	
Human Rights	Y	The Company has employee welfare policies: 1. Equal opportunities 2. Whistle-blowing 3. Bullying and harassment 4. Disciplinary

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
In line with the company's core values, we believe that every employee should be treated with the same respect and dignity and we are committed to providing a working environment that is free from bullying and harassment.	The company does not tolerate bullying or harassment in the workplace either as a management style or between work colleagues and will take disciplinary action against any employee who is proven to have bullied or harassed others. The company's reputation and success as a business relies on the ability of its employees to assume responsibility and maintain acceptable standards of conduct in the work environment. The aim of the disciplinary process is to be corrective rather than punitive, setting reasonable standards of performance and behavior to ensure consistency and fairness of treatment for all employees. This objective, however, needs to be balanced with the company's responsibility to protect the safety of all employees and the reputation of the business and serious misconduct or persistent failure to comply with corporate standards is not tolerated.
What are the Risk/s Identified?	**Management Approach**
No risks identified.	
What are the Opportunity/ies Identified?	**Management Approach**
Continuous monitoring of policies regarding employee welfare.	The Company recognizes all their employees to be the most valuable resource and that the health and welfare of all employees is essential in achieving

	the Company's mission. The Company is committed to producing caring and supportive working environment which is conducive to the welfare of all employees, and which enables them to develop towards their full potential.

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

Yes. See policy below.

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	*N*	
Forced labor	*N*	
Child labor	*N*	
Human rights	*N*	
Bribery and corruption	*N*	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Supplier/contractor selection is based on overall value for money. While price is important, the company will always consider quality, reliability, safety, good design, timely delivery/performance, maintenance and after sales support before arriving at a decision which is the most economically advantageous to the company.	*Supplier qualification screening process:* *1. Reference checks* *2. Financial status checks* *3. Surge capacity availability* *4. Indications of supplier quality* *5. Ability to meet specifications*
What are the Risk/s Identified?	**Management Approach**
No risks identified.	
What are the Opportunity/ies Identified?	**Management Approach**
No opportunities identified.	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	*Radio being one of the key part of media, plays an integral role to play in the community. The company is committed to be the conduits that improve social interaction, help develop citizens and promote their engagement in identifying and solving local, national, and international concerns.*

Location	N/A
Vulnerable groups (if applicable)*	*None*
Does the particular operation have impacts on indigenous people (Y/N)?	*N*
Collective or individual rights that have been identified that or particular concern for the community	*None*
Mitigating measures (if negative) or enhancement measures (if positive)	*INFORMATION.* *Create awareness in society of what is currently happening around the globe.* *EDUCATION.* *Educate the listeners by creating radio programs that are informative, educational and will broaden the listener's knowledge about certain topic.* *WATCH DOG AND SURVEILLANCE.* *Follow-up society to issues like religion, politics and education, crimes and security issues.* *AGENDA SETTING.* *Presents to society issues yet to become public debates.* *BEHAVIORAL CHANGE AGENT.* *Represent and stand for society values, goals and culture.* *MOBILIZATION OF SOCIETY TOWARDS COMMON GOAL.* *Can be used as mobilization campaign. Radio can be used to as early warning mechanism and then mobilize society for action during times of disasters.* *AVENUE FOR ADVERTISEMENT.* *Provide society with knowledge of products in the market.* *EXPOSURE.* *Connect the needy in society with the people or organizations who wish to help them deal with their problem.* *PSYCHOLOGICAL SUPPORT IN SOCIETY.* *Produce programs where people share problems with counsellors, doctors, and get answers or solutions at no cost.*

Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
FPIC process is still undergoing	*N/A*	#
CP secured	*N/A*	#

What are the Risk/s Identified?	Management Approach
No risks identified.	
What are the Opportunity/ies Identified?	**Management Approach**
No opportunities identified.	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	*N/A*	*N*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
It is the Company's policy to protect the interest of its customers/clients, promote their general welfare and establish standards of conduct for business and industry.	*Encourage the customers to provide feedback to be able to learn what they really want.* *Provide a system that will suit the customers' needs.*
What are the Risk/s Identified?	**Management Approach**
If customers' concerns are not addressed properly, they might go to the competitors.	*Provide an open channel of communication with customers and clients* *Handle customers' complaints promptly and effectively.*
What are the Opportunity/ies Identified?	**Management Approach**
Gain new customers.	*Increase customer satisfaction* *Maintain excellent customer support and service.*

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	*None*	#
No. of complaints addressed	*None*	#

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The company's business is radio broadcasting.	MBC ensures that customer's complaints are handled promptly and effectively.
What are the Risk/s Identified?	**Management Approach**
No risks identified.	
What are the Opportunity/ies Identified?	**Management Approach**
No opportunities identified.	

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	*None*	#
No. of complaints addressed	*None*	#

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The company's business is radio broadcasting.	MBC ensures that customer's complaints are handled promptly and effectively.
What are the Risk/s Identified?	**Management Approach**
No risks identified.	
What are the Opportunity/ies Identified?	**Management Approach**
No opportunities identified.	

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	*None*	#
No. of complaints addressed	*None*	#

No. of customers, users and account holders whose information is used for secondary purposes	*None*	#

Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Information provided by customers availing the company's services are kept confidential.	*It is the company's policy to protect the interest of its customers, promote their general welfare and establish standards of conduct for business and industry.*
What are the Risk/s Identified?	
Misuse of customer information by the department who handles it can cause customer dissatisfaction and lawsuit.	
What are the Opportunity/ies Identified?	
Increased sales because of higher trust rating.	

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	*None*	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Data security is significant to ensure the safety and confidentiality of the data that our customers provide.	• *Installing antivirus protection for each employees' computers*
What are the Risk/s Identified?	• *Setting up strong firewall*
	• *Updating computer programs regularly*
Data breach	• *Scheduling regular backups*
What are the Opportunity/ies Identified?	• *Encryption for sensitive data*
	• *Educating employees on best security*
Improvement of cyber security.	*practices and ways to avoid data breach*

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
In a modern working environment fraught with stress and impediments to an active lifestyle, MBC has utilized its facilities and financial resources to encourage healthy competition and forge office camaraderie through sports. Headed by its Human Resources Department, MBC conducts a yearly sportsfest that includes interdepartmental competitions in the following sports: • Badminton • Bowling • Basketball • Chess • Fun games and trivia In addition, MBC holds on-site weekly group Zumba and CrossFit exercises headed by a registered sports trainer/instructor.	SDG #3: GOOD HEALTH AND WELL-BEING	• Over-buying of medicines than one needs • Might abuse health care services	• Ensure that employees are examined by the company doctor.
• Celebration of Women's Month • The Company recognizes women's equal rights in the workplace. • End discrimination and violence against women in	SDG #5: GENDER EQUALITY	May favored only one gender.	The Company ensures that its policies are fair for all employees.

the workplace by providing seminars and awareness to employees.			
Every year the company organizes 'Manila Bay Clean Up Run' to raise funds for systematic, long-term solutions to environmental sanitation problems that beset the country's coastal resources and tributaries.	SDG #14: LIFE BELOW WATER	The funds may be used for other purposes.	The Company ensures that funds are being monitored.

* None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.

POWER COST COMPARISON

Nautel NV 10 vs ECO-10

ECO-10 tuned to Max of 5kw

Set-up 1 : (1kw / 3kw/ 5kw power level/ 24 hrs operation)

Operating Hours		Transmitter Power Level	Power Consumption Comparison				Power Rate	Monthly Power Cost Comparison		Difference
			Nautel NV10		ECO-10			Nautel NV 10	ECO-10	
Time	Total Hrs	(KW)	kw	kw-hr	kw	kw-hr	Peso/kw-hr			
6am to 8pm	14	5	7.81	109.34	10.58	148.0563	10	32,802.00	44,416.89	11,614.89
8pm to 2 am	6	3	4.69	28.14	8.54	51.23448	10	8,442.00	15,370.34	6,928.34
2am to 6am	4	1	1.56	6.24	5.76	23.04	10	1,872.00	6,912.00	5,040.00
							Total	**PHP 43,116.00**	**PHP 66,699.23**	**23,583.23**

Set-up 2: (3kw & 5kw power level/ 24 hrs operation)

Operating Hours		Transmitter Power Level	Power Consumption Comparison				Power Rate	Monthly Power Cost Comparison		Difference
			Nautel NV10		ECO-10			Nautel NV 10	ECO-10	
Time	Total Hrs	(KW)	kw	kw-hr	kw	kw-hr	Peso/kw-hr			
6am to 9pm	15	5	7.81	117.15	10.58	158.7	10	35,145.00	47,610.00	12,465.00
9pm to 6am	9	3	4.69	42.21	8.54	76.86	10	12,663.00	23,058.00	10,395.00
							Total	**PHP 47,808.00**	**PHP 70,668.00**	**22,860.00**

Set-up 3 : (5kw power level/ 24 hrs operation)

Operating Hours		Transmitter Power Level	Power Consumption Comparison				Power Rate	Monthly Power Cost Comparison		Difference
			Nautel NV10		ECO-10			Nautel NV 10	ECO-10	
Time	Total Hrs	(KW)	kw	kw-hr	kw	kw-hr	Peso/kw-hr			
24 hrs	24	5	7.81	187.44	10.58	253.92	10	56,232.00	76,176.00	19,944.00
							Total	**PHP 56,232.00**	**PHP 76,176.00**	**19,944.00**

Nautel NV10 Vs ECO-10

Transmitter Power Level (Kw)	Power Consumption Comparison (kw)		Percent Efficiency Comparison (%)	
	Nautel NV10	ECO-10	Nautel NV10	ECO-10
1	1.56	5.76	64	17.3
2	3.13	7.34	64	27.3
3	4.69	8.54	64	35.1
4	6.25	9.52	64	42.0
5	7.81	10.58	64	47.3

Note : ECO-10 transmitter tuned to max of 5kw

POWER COST COMPARISON

Nautel NV 10 vs ECO-10

10kw max

Set-up 1 : (1kw / 3kw/ 5kw power level/ 24 hrs operation)

Operating Hours		Transmitter Power Level	Power Consumption Comparison				Power Rate	Monthly Power Cost Comparison		Difference
			Nautel NV10		ECO-10			Nautel NV 10	ECO-10	
Time	Total Hrs	(KW)	kw	kw-hr	kw	kw-hr	Peso/kw-hr			
6am to 8pm	14	5	7.81	109.34	15.08	211.12	10	32,802.00	63,336.00	30,534.00
8pm to 2 am	6	3	4.69	28.14	12.65	75.9	10	8,442.00	22,770.00	14,328.00
2am to 6am	4	1	1.56	6.24	8.93	35.72	10	1,872.00	10,716.00	8,844.00
							Total	**PHP 43,116.00**	**PHP 96,822.00**	**53,706.00**

Set-up 2: (3kw & 5kw power level/ 24 hrs operation)

Operating Hours		Transmitter Power Level	Power Consumption Comparison				Power Rate	Monthly Power Cost Comparison		Difference
			Nautel NV10		ECO-10			Nautel NV 10	ECO-10	
Time	Total Hrs	(KW)	kw	kw-hr	kw	kw-hr	Peso/kw-hr			
6am to 9pm	15	5	7.81	117.15	15.08	226.2	10	35,145.00	67,860.00	32,715.00
9pm to 6am	9	3	4.69	42.21	12.65	113.85	10	12,663.00	34,155.00	21,492.00
							Total	**PHP 47,808.00**	**PHP 102,015.00**	**54,207.00**

Set-up 3 : (5kw power level/ 24 hrs operation)

Operating Hours		Transmitter Power Level	Power Consumption Comparison				Power Rate	Monthly Power Cost Comparison		Difference
			Nautel NV10		ECO-10			Nautel NV 10	ECO-10	
Time	Total Hrs	(KW)	kw	kw-hr	kw	kw-hr	Peso/kw-hr			
24 hrs	24	5	7.81	187.44	15.08	361.92	10	56,232.00	108,576.00	52,344.00
							Total	**PHP 56,232.00**	**PHP 108,576.00**	**52,344.00**

Set-up 4 : (5kw & 10kw   power level/ 24 hrs operation)

Operating Hours		Transmitter Power Level	Power Consumption Comparison				Power Rate	Monthly Power Cost Comparison		Difference
			Nautel NV10		ECO-10			Nautel NV 10	ECO-10	
Time	Total Hrs	(KW)	kw	kw-hr	kw	kw-hr	Peso/kw-hr			
6am to 9pm	15	10	15.63	234.45	19.02	285.3	10	70,335.00	85,590.00	15,255.00
9pm to 6 am	9	5	7.81	70.29	15.08	135.72	10	21,087.00	40,716.00	19,629.00
							Total	**PHP 91,422.00**	**PHP 126,306.00**	**34,884.00**

Set-up 5 : (10kw   power level/ 24 hrs operation)

Operating Hours		Transmitter Power Level	Power Consumption Comparison				Power Rate	Monthly Power Cost Comparison		Difference
			Nautel NV10		ECO-10			Nautel NV 10	ECO-10	
Time	Total Hrs	(KW)	kw	kw-hr	kw	kw-hr	Peso/kw-hr			
24 hrs	24	10	15.63	375.12	19.02	456.48	10	112,536.00	136,944.00	24,408.00
							Total	**PHP 112,536.00**	**PHP 136,944.00**	**24,408.00**

Nautel NV10 Vs ECO-10

Transmitter Power Level (kW)	Power Consumption Comparison (kw)		Percent Efficiency Comparison (%)	
	Nautel NV10	ECO-10	Nautel NV10	ECO-10
1	1.56	8.93	64	11.2
2	3.13	11.04	64	18.1
3	4.69	12.65	64	23.7
4	6.25	14.04	64	28.5
5	7.81	15.08	64	33.2
6	9.38	16.01	64	37.5
7	10.94	16.90	64	41.4
8	12.50	17.50	64	45.7
9	14.06	18.18	64	49.5
10	15.63	19.02	64	52.6

Eco-10 & Nautel FM Transmitter Electrical data

Measured Transmitter Power (Watts)	@ initial start-up 0	1,000	2,000	3,000	4,000	5,000	6,000	7,000	8,000	9,000	10,000
Measured AC Line Voltages											
L1-L2 (V)	241.200	241.200	241.200	241.200	241.200	241.200	241.200	241.200	241.200	241.200	241.200
L2-L3 (V)	236.800	236.800	236.800	236.800	236.800	236.800	236.800	236.800	236.800	236.800	236.800
L1-L3 (V)	237.600	237.600	237.600	237.600	237.600	237.600	237.600	237.600	237.600	237.600	237.600
Measured AC Line Currents											
AC Line Current L1 (A)	0.1	18.2	23.1	27	30.2	32.7	34.8	37	38.4	39.8	41.8
AC Line Current L2 (A)	4.7	23.1	28.3	32.1	35.5	38	40.3	42.5	43.9	45.7	47.8
AC Line Current L3 (A)	4.7	23.5	28.7	32.7	36.2	38.7	41.1	43.1	44.7	46.4	48.4
Computed Power Consumption (watts) (ECO -10)	1,302.77	8,926.89	11,036.00	12,649.25	14,041.48	15,075.58	16,012.81	16,895.35	17,501.92	18,176.97	19,017.94
Computed Efficiency (percent) (ECO- 10)		11.20	18.12	23.72	28.49	33.17	37.47	41.43	45.71	49.51	52.58

	@ initial start-up 0	1,000	2,000	3,000	4,000	5,000	6,000	7,000	8,000	9,000	10,000
Computed Power Consumption (watts) (Nautel)	0.00	1,666.67	3,333.33	5,000.00	6,666.67	8,333.33	10,000.00	11,666.67	13,333.33	15,000.00	16,666.67
Computed Efficiency (percent) (Nautel)		60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00