MASAGANANG SAKAHAN, INC. A LandBank Subsidiary

	Description	Formula	Weight	Rating/Score	Baseline					2015				
					Data	1 st Quarter		2 nd Quarter		Full Year	3 rd Quarter		4 th Qua	rter
					(2014)	Target	Actual	Target	Actual	Target	Target	Actual	Target	Actual
	SO 1 : Strengthen	the Market Access	of LandBan	k Assisted Coopera	tives									
STAKEHOLDERS	SM 1 Percent of Cooperatives with Marketing Capability													
	SM 2 Primary Market* Developed	(Total No. of Retailers/ End- Users Accounts)	10%	(Actual/Target) X Weight (but not to exceed the weight)	31	15	22	7		35	9		4	
	SM 3 Volume of Rice Sold	Volume of Rice (bags)	10%	Weight – (((Actual- Target/Target) X Weight) (but not to exceed the weight)	6,578 bags	2,000	2,933	1,700		7,500 bags	2,000		1,800	
AKEH														
ST/	SM 4 Total No. of Cooperative with Improved Quality of Palay that Benefitted from the Payment In Kind (PIK) Program	No. of Cooperatives	10%	(Actual/Target) X Weight (but not to exceed the weight)	15	6	6	10		25	-		9	
			1	Γ					I			1		
	SM 5 Customer Satisfaction Survey	% of respondents giving a rating of 4 (Rating: 5= Excellent; 1= Poor)	15%	(Actual/Target) X Weight (but not to exceed the weight)	N/A	Preparation of Questionnaire/ Survey Form	Prepared Survey Form	Conduct of Survey		Average of 4	Conduct of Survey		Collation of Survey Forms and Processing of Results	

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	Description	Formula	Weight	Rating/Score	Baseline Data	2015									
						1 st Quarter		2 nd Quarter		Full Year	3 rd Quarter		4 th Quarter		
					(2014)	Target	Actual	Target	Actual	Target	Target	Actual	Target	Actual	
		1	1									,			
FINANCIAL	SM 6 Increase EBIDTA Margin	Net Income plus Interest, Taxes, Amortization and Depreciation Expense Divided by Total Revenues	10%	(Actual/Target) X Weight (but not to exceed the weight)	5%	8%	10%	8%		8%	8%		8%		
		Γ	I	1					1			1 1			
	SM 7 Average Milling Recovery Rate	Absolute Percentage	15%	(Actual/Target) X Weight (but not to exceed the weight)	63%	63%	63.93%	63%		63%	63%		63%		
CESS												· · · · ·			
INTERNAL PROCESS	SM 8 On-Time Delivery (Lead Time)	، Average No. of Days from End of Milling to End of Delivery	10%	(Actual/Target) X Weight (but not to exceed the weight)	Not more than 12 days	Not more than 12 days	2 Days	Not more than 12 days		Not more than 12 days	Not more than 12 days		Not more than 12 days		
=															
	SM 9 Utilization Rate of Sta. Rosa Grain Center	Average cavans of palay	10%	(Actual/Target) X Weight (but not to exceed the weight)	109,000 cavans	22,890	19,859	16,350		109,000 cavans	33,790		35,970		

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	Description	Formula	Weight	Rating/Score	Baseline									
					Data (2014)	1 st Quarter		2 nd Quarter		Full Year	3 rd Quarter		4 th Quarter	
						Target	Actual	Target	Actual	Target	Target	Actual	Target	Actual
LEARNING AND GROWTH	SM 10 Average competency in the organization	Based on the training needs analysis and number of personnel	10%		N/A	Coordination with LBP Subsidiaries	Inquiry was made regarding competency framework	Request LBP Assistance/ Support		Develop competency framework (together with	Research, Data Gathering and Analysis		Develop Competency Framework	
Total Weight		100%				on their organization			LandBank)					