MASAGANANG SAKAHAN, INC.
A LandBank Subsidiary

	Description	Formula	Weight	Rating/Score	Baseline Data (2015)	2016 1st Quarter Target	1st Quarter Actual	2nd Quarter Target	2nd Quarter Actual	Full Year Target	3rd Quarter Target	3rd Quarter Actual	4th Quarter Target	4th Quarter Actual
SOCIAL IMPACT	**SO 1 Strengthen the Competitiveness and Technical Knowledge of the LandBank Assisted Farmer-Cooperatives**													
	SM 1 Total No. of Cooperatives with Improved Quality of Palay that Benefited from the Payment in Kind (PIK) Program	No. of Cooperatives	10%	(Actual/Target) X Weight	25	3	3	20		30	2		5	
	Sub-total		10%											
FINANCIALS	**SO 2 Strengthen Financial Viability**													
	SM 2 Increase in EBIDTA Margin	Absolute Percentage	10%	(Actual/Target) X Weight	13%	14%	17%	14%		14%	14%		14%	
	Sub-total		*10%*											
STAKEHOLDERS	**SO 3 Promote Customer Satisfaction in the Delivery of Services**													
	SM 3 Customer Satisfaction Survey	Average (Mean) Respondent Rating (5 = Excellent, 1 = Poor)	15%	All or Nothing	Average of 4.52	Preparation of Survey Form	Prepared Survey Form	Conduct of Survey		Average of 4	Conduct of Survey		Processing of survey results	
	SM 4 Primary Market* Developed	No. of Retailers/End-User Accounts	10%	(Actual/Target) X Weight	35	19	19	5		39	10		5	
	SM 5 Volume of Rice Sold	Volume of Rice (Bags)	10%	(Actual/Target) X Weight	10,673	2,123	2,123	2,000		9,000	2,877		2,000	
	Sub-total		35%											

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	Description	Formula	Weight	Rating/ Score	Baseline Data (2015)	2016								
						1st Quarter		2nd Quarter		Full Year Target	3rd Quarter		4th Quarter	
						Target	Actual	Target	Actual		Target	Actual	Target	Actual
INTERNAL PROCESSES	**SO 4 Enhance Existing Toll Milling Process Comparable with the Grading Quality of the Industry**													
	SM 6 Average Milling Recovery Rate	Absolute Percentage	15%	(Actual/ Target) X Weight	**63.34%**	**63%**	**65.16%**	**63%**		**63%**	**63%**		**63%**	
	SO 5 Streamline Market Linkaging Process													
	SM 7 On-time Delivery (Lead Time)	Average No. of Days from End of Milling to End of Delivery	10%	(1-((Actual-Target)/Target) X Weight	**2.42 days**	**4 days**	**2**	**4 days**		**4 days**	**4 days**		**4 days**	
	SO 6 Strengthen Business and Development Support Mechanisms													
	SM 8 Utilization Rate of Santa Rosa Grain Center	Warehouse utilization per year (cavans)	10%	(Actual/ Target) X Weight	**134,778 cavans**	**1,321**	**1,321**	**58,689**		**120,000 cavans**	**2,000**		**58,000**	
		Sub-total	*35%*											
LEARNING AND GROWTH	**SO 7 Develop Strategic Skills & Competence of Officers and Staff**													
	SM 9 Average Competency in the Organization	Based on training needs analysis and number of personnel	10%	All or Nothing	**Developed MSI Competency Framework**					Training and Assessment of MSI Competency Framework				
		Sub-total	*10%*											