

**MASAGANANG SAKAHAN, INC.**

	Component					Annual Target	2 <sup>nd</sup> Quarter	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System	Target		Actual	
CUSTOMERS/STAKEHOLDERS	SO 1	Strengthen the Market Access						
	SM 1	Primary market* developed	No. of retailers or end-user accounts	10%	(Actual / Target) x Weight	47	12	6
	SM 2	Volume of rice sold to primary market	Volume of rice (in bags)	20%	(Actual / Target) x Weight	17,000	4,250	3,264.96
	SO 2	Strengthen the Competitiveness and Technical Knowledge of LBP Assisted Farmer Organization						
	SM 3	Total number of cooperatives with improved quality of palay that benefited from the Payment-In-Kind (PIK)	No. of cooperatives	10%	(Actual / Target) x Weight	30	8	9
	Sub-total			40%				
	SO 3	Promote Customer Satisfaction and Sales Recognition Program						
	SM 4	Percentage of stakeholders which rated MSI with at least Satisfactory rating	Total number of respondents with at least Satisfactory rating (upper two boxes of a 5-point scale) / Total number of respondents	10%	(Actual / Target) x Weight	100% of respondents which gave Very Good or Excellent Rating **	Conduct of survey will be on 4 <sup>th</sup> Quarter	Conduct of survey will be on 4 <sup>th</sup> Quarter
	Sub-total			10%				

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FINANCIAL	SO 4	Strengthen Financial Viability						
	SM 5	Net Income After Tax (NIAT)	Absolute amount (in Million Pesos)	15%	(Actual / Target) x Weight	33.35	8.34	5.22
	Sub-total			15%				
INTERNAL PROCESS	SO 5	Shore Up Logistical Processes for Quicker Turn-Around Time						
	SM 6	Percentage of deliveries made on time	Total number of deliveries made within 4 days / Total number of deliveries	10%	(Actual / Target) x Weight	90%	90%	50%
	SO 6	Increase Productivity of MSI-Agri Development Center						
	SM 7	Capacity utilization ratio of MSI-ADC warehouse	Total incoming rice inventory (in cavans) / Full capacity of warehouse (55,000 cavans)	10%	(Actual / Target) x Weight	2.45	2.45	1.24
	Sub-total			20%				
LEARNING AND GROWTH	SO 7	Establish Quality Management System						
	SM 9	ISO 9001 Certification		5%	All or nothing	Certificate of Readiness for ISO 9001:2015	Certificate of Readiness for ISO 9001:2015	
	SO 8	Strengthen Competencies of Employees in the Organization						

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	SM 9	Average Required Competencies Met		10%	All or nothing	Establish Competency Baseline	Establish Competency Baseline
	<b>Sub-total</b>			<b>15%</b>			
	<b>TOTAL</b>			<b>100%</b>			