

	Component				2017 Targets	2017 Accomplishment	Rating	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System				
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	44	9.36%
	SM 2	Volume of rice sold to primary market	Volume of rice (in bags)	20%	(Actual / Target) x Weight	17,000	15,515.94	18.25%
	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	34	10%
	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 **	100% of respondents gave Very Good or Excellent Rating (Average of 4.42)	10%
		Subtotal of Weights:		50%				47.61%
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	30.52	13.73%
		Subtotal of Weights:		15%				13.73%

*Primary Market refer to the businesses which purchase milled rice either for consumption or for sale

**Using a 5-point rating scale with adjectival equivalent of 5-Excellent, 4-Very Good, 3-Good, 2-Fair, and 1-Poor.

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%	56%	6.22%
	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	2.41	9.84%
		Subtotal of Weights:			20%			16.06%
LEARNING AND GROWTH	SO 7	Establish Quality Management System						
	SM 8	ISO 9001 Certification		5%	All or nothing	Certificate of Readiness for ISO 9001:2015	Certificate of Readiness for ISO 9001:2015	5%
	SO 8	Strengthen Competencies of Employees in the Organization						
	SM 9	Average Required Competencies Met		10%	All or nothing	Establish Competency Baseline	Established Competency Baseline	10%
		Subtotal of Weights:			15%			15%
		TOTAL OF WEIGHTS:			100%			92.40%

Certified Correct:



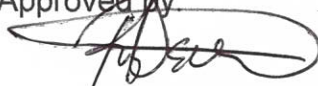
BLESILDA R. MACALALAD
Manager, Corporate Services
Department

2/28/18

Date

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Approved by:



ROY C. OSCILLADA
President-CEO/General
Manager

2/28/18

Date