

MASAGANANG SAKAHAN, INC.

	Component					Annual Target	3rd Quarter	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System	Target		Actual	
CUSTOMERS/STAKEHOLDERS	SO 1	Strengthen the Market Access						
	SM 1	Number of Primary Markets* developed	Actual number of primary markets developed	10%	(Actual / Target) x Weight 0% = If less than 35	52	39	55
	SM 2	Volume of rice sold to primary markets	Actual Volume of rice sold to primary markets	10%	(Actual / Target) x Weight 0% = If less than 10,962	119,400	89,550	19,108.76
	SO 2	Strengthen the Competitiveness and Technical Knowledge of LBP Assisted Farmer Organization						
	SM 3	Number of cooperatives that benefited from the Payment-In-Kind (PIK) Program	Actual number of cooperatives that benefited from the (PIK) Program	10%	(Actual / Target) x Weight	33	25	13
	Sub-total			30%				
	SO 3	Promote Customer Satisfaction and Sales Recognition Program						

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	SM 4	Percentage of Satisfied Customers	Number of respondents which gave at least Satisfactory rating / Total number of respondents	10%	(Actual / Target) x Weight 0% = If less than 80%	100% of respondents gave MSI at least Satisfactory rating (upper two boxes of a 5-point rating scale)	Management to assign the Market Research Team and to conduct the training with the interviewers.	Management has already designated the Market Research Team. Training will be conducted this October.
	Sub-total			10%				
FINANCIAL	SO 4	Strengthen Financial Viability						
	SM 5	Increase Net Income After Tax (NIAT)	Actual Net Income After Tax	15%	(Actual / Target) x Weight 0% = If less than ₱25.63 Million	₱35.05 Million	₱26.29 Million	₱11.10 Million
	Sub-total			15%				
	SO 5	Shore Up Logistical Processes for Quicker Turn-Around Time						
INTERNAL PROCESS	SM 6	Percentage of Fulfilled Expected Deliveries Made	Number of orders made within agreed time of delivery with clients / Total number of orders for delivery	10%	(Actual / Target) x Weight 0% = If less than 70%	90%	90%	100%

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	SO 6	Increase Productivity of MSI-Agri Development Center						
	SM 7	Capacity utilization ratio of MSI-ADC warehouse	Total volume of incoming rice inventory / 55,000 (Full capacity of warehouse)	10%	(Actual / Target) x Weight 0% = If less than 2.00	2.70	2.03	1.00
	SO 7	Enhance Marketing Strategies						
	SM 8	Percentage of Total Bids Won or Served	Number of total bids won or served / Number of total bids tendered	10%	(Actual / Target) x Weight	65%	65%	89.36%
	Sub-total			30%				
LEARNING AND GROWTH	SO 8	Strengthen Competencies of Employees in the Organization						
	SM 9	Percentage of Employees Meeting Required Competencies	Total employees with identified competency gaps addressed / 50% of employees with identified competency gaps	10%	(Actual / Target) x Weight	50% of employees with identified competency gaps addressed	Conduct of training/s for 50% of employees with identified competency gaps	Conducted training/s for 50% of employees with identified competency gaps
	SO 9	Establish Quality Management System						

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	SM 10	Improve Processes to Quality Management System	Actual accomplishment	5%	All or nothing	Certification under ISO 9001:2015 Standards	Procurement of a Certifying Body	On-going procurement of a Certifying Body
	Sub-total			15%				
	TOTAL			100%				