MASAGANANG SAKAHAN, INC. A LandBank Subsidiary

	Description Formula Weight Rating/Score Baseline									2015							
					Data (2014)	1 st Quarter		2 nd Quarter		Full Year Target	3 rd Quarter		4 th Quarter				
						Target	Actual	Target	Actual		Target	Actual	Target	Actual			
STAKEHOLDERS		SO 1 : Strengthen the Market Access of LandBank Assisted Cooperatives															
	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	3	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	3,035	7,500 bags	2,000		1,800				
AKEF	SO 2 : Strengthen the Competitiveness and Technical Knowledge of the LandBank Assisted Farmer-Cooperative																
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	12	25	-		9				
		istomer satisfaction	in the delive	ery of services								1		T			
	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 Questionnai re/ Survey Form	Prepared Survey Form	Conduct of Survey	On- going 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 (2014)	2015									
						1 st Quarter		2 nd Quarter		Full Year Target	3 rd Quarter		4 th Quarter		
						Target	Actual	Target	Actual		Target	Actual	Target	Actual	
FINANCIAL	SO 1 Strengthen Financial Viability														
	SM 6 Increase EBIDTA Margin		10%	(Actual/Target) X Weight (but not to exceed the weight)	5%	8%	10%	8%	8%	8%	8%		8%		
0	SO 1 Maintain Existing Toll Milling Process Comparable with the Grading Quality of the Industry														
	SM 7 Average Milling Recovery Rate	Absolute Percentage	15%	(Actual/Target) X Weight (but not to exceed the weight)	63%	63%	63.93%	63%	62.21%	63%	63%		63%		
CES	SO 2 Streamline N	larket Linkaging Pro	ocess												
INTERNAL PROCESS	SM 8 On-Time Delivery (Lead Time)	ہ 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	2.5 Days* (Adjusted from 2 days)	Not more than 12 days	1.5 Days	Not more than 12 days	Not more than 12 days		Not more than 12 days		
-	SO 3 Strengthen E	Business and Develo	opment Sup	port Mechanism											
	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	48,739	109,000 cavans	33,790		35,970		
	SO 1 Develop strategic skills & competence of officers and staff														
LEARNING AND GROWTH	SM 10 Average competency in the organization	Based on the training needs analysis and number of personnel	10%		N/A	Coordinatio n with LBP Subsidiaries	Inquiry was made regarding competency framework on their organization	Request LBP Assistance/ Support	In process of seeking LBP Assistance	Develop competency framework (together with LandBank)	Research, Data Gathering and Analysis		Develop Competency Framework		
Total V	Veight		100%												

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