MASAGANANG SAKAHAN, INC.
A LandBank Subsidiary

	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
	SO 1 Strengthen the Competitiveness and Technical Knowledge of the LandBank Assisted Farmer-Cooperatives													
SOCIAL IMPACT	**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	18	30	2		5	
		Sub-total	10%											
	SO 2 Strengthen Financial Viability													
FINANCIALS	**SM 2** Increase in EBIDTA Margin	Absolute Percentage	10%	(Actual/Target) X Weight	13%	14%	17%	14%	13%	14%	14%		14%	
		Sub-total	*10%*											
	SO 3 Promote Customer Satisfaction in the Delivery of Services													
STAKEHOLDERS	**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	**Conduct to start in last quarter of 2016 (Adjusted)**	**Average of 4**	Conduct to start in last quarter of 2016 (Adjusted		Conduct of Survey and Processing of survey results	
	SM 4 Primary Market* Developed	No. of Retailers/End-User Accounts	10%	(Actual/Target) X Weight	35	19	19	5	5	39	10		5	
	SM 5 Volume of Rice Sold	Volume of Rice (Bags)	10%	(Actual/Target) X Weight	10,673	2,123	2,910 (Adjusted)	2,000	3,835	9,000	2,877		2,000	
		Sub-total	*35%*											

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						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%	63.67%	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	3.4 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	68,582	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%**											