



SUMMARY OF AGREEMENTS
MASAGANG SAKAHAN, INC.
REVISED 2014 AGREEMENT

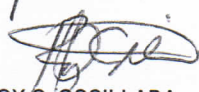
Indicator	Weight	Formula	RENEGOTIATED 2014 TARGET	Remarks
MFO 1: Agribusiness Facilities and Value-Adding Processes				
Quantity 1: Utilization Rate of Post Harvest Drying Facilities (solar dryer)	35%	(Total Number of Bags Dried per Year/ Total Drying Capacity X 4 Drying Months Per Year) X 100	100% (49,132)	
Timeliness 1: Delivery Lead Time	10%	Average number of days from end of milling to end of delivery	Not more than 12 days	
Sub-total	45%			
MFO 2: Market Linkaging Services				
Quantity 1: Total No. of Cooperative Beneficiaries of Market Linkaging	15%	No. of Cooperatives	60	
Quantity 2: Corporate Markets Served per year	15%	No. of Non- LandBank Clients Service	50	
Financial: Total Amount of Procurement	15%	Total Amount of Palay Procured + Total Amount of Milled Rice Procured	P200 Million	
Sub-total	45%			
GAS				
Automation of Accounting System	0%	Actual Accomplishment	Fully Automated Accounting System	
Net Income After Tax	10%	Absolute Amount	P11.59 Million	
Sub-total	10%			
GRAND TOTAL	100%			

For GCG:


MA. ANGELA E. IGNACIO
Commissioner

For MSI:


CRISPINO T. AGUELO
Chairman


ROY C. OSCILLADA
President and CEO

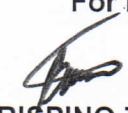
**SUMMARY OF AGREEMENTS
MASAGANG SAKAHAN, INC.
2015**

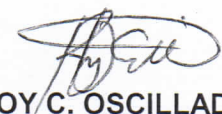
AGREEMENT	Remarks
Charter Statement	
Mission Statement	
MSI will provide efficient value-adding marketing and vital agribusiness facilities and services to help improve the productivity and income of small farmers and fisherfolk through their organization.	
Vision Statement	
By 2018, MSI will be the lead development partner of LandBank assisted small farmers and fisherfolk through their organization in enhancing their quality of life towards a progressive countryside.	
Core Values	
Excellence: Quality and Competitiveness Social Responsibility: Service to Community and Customer Satisfaction Professionalism: Teamwork, Dedication, Commitment, Competence and Mutual Respect	

For GCG:

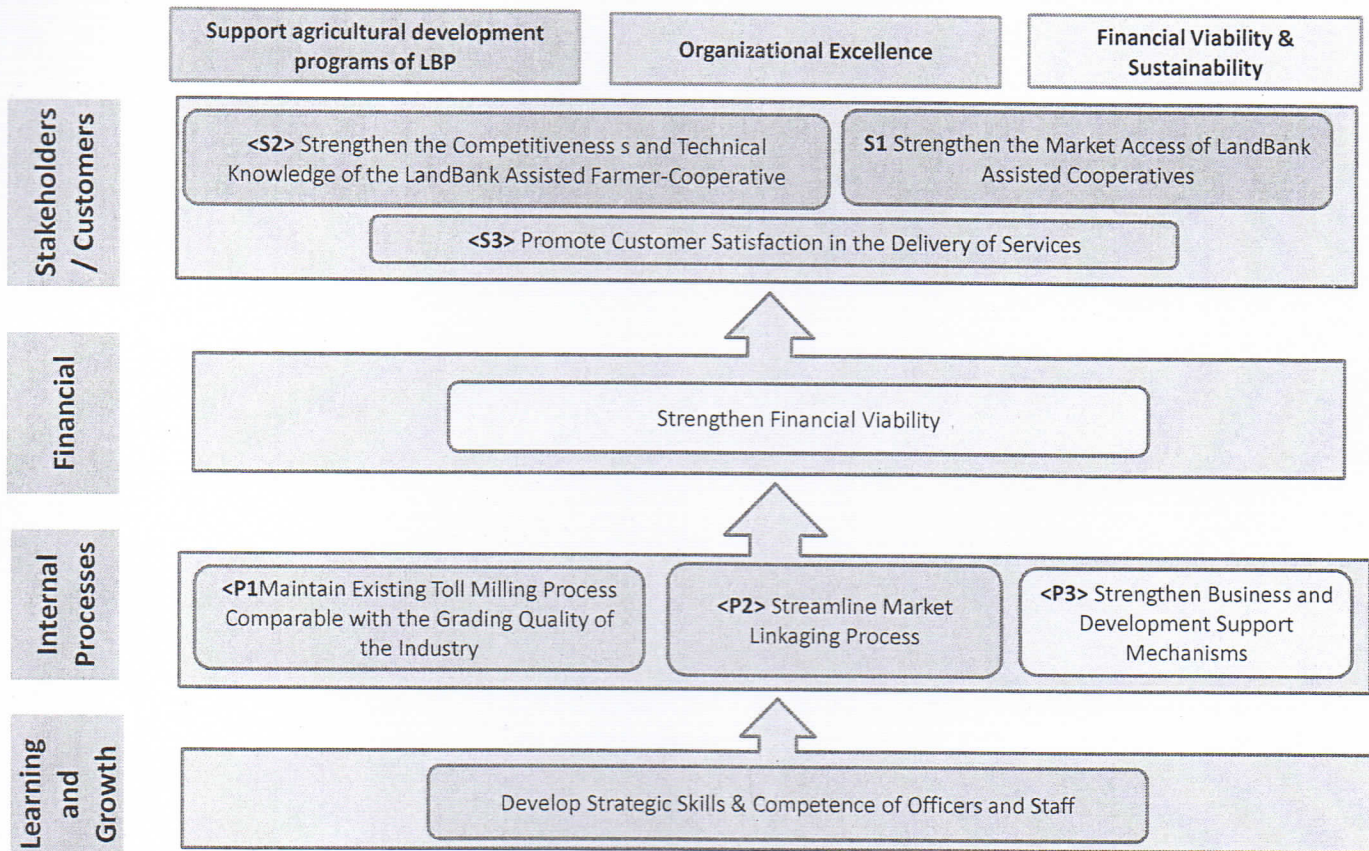

MA. ANGELA E. IGNACIO
Commissioner

For MSI:


CRISPINO T. AGUELO
Chairman


ROY C. OSCILLADA
President and CEO

MSI STRATEGY MAP



For GCG:

 M.A. ANGELA E. IGNACIO
 Commissioner

For MSI:

 CRISPINO T. AGUELO
 Chairman

 ROY C. OSCILLADA
 President and CEO

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2015**


PAN AGREEMENT							
Component						Remarks	
				Weight	Formula		Full Year 2015 Target
STAKEHOLDERS	SO 1	Strengthen the Market Access of LandBank Assisted Cooperatives					
	SM 1	Percent of Cooperatives with Marketing Capability					
	SM 2	Primary Market* Developed	10%	No. of Retailers/End-User Accounts	9	List to be provided to GCG	
	SM 3	Volume of Rice Sold	10%	Volume of Rice (Bags)		MSI to provide the baseline and target	
	SO 2	Strengthen the Competitiveness and Technical Knowledge of the LandBank Assisted Farmer-Cooperative					
	SM 4	Total No. of Cooperatives with Improved Quality of Palay that Benefited from the Payment in Kind (PIK) Program	10%	No. of Cooperatives	25		
	SO 3	Promote customer satisfaction in the delivery of services					
	SM 5	Customer Satisfaction Survey	15%	% of respondents giving a rating of 4 (Rating: 5= Excellent 1= Poor)	Average of 4		
FINANCIAL	SO 1	Strengthen Financial Viability					
	SM 6	Increase in EBITDA Margin	10%	Absolute Amount	8%		
INTERNAL PROCESSES	SO 1	Maintain Existing Toll Milling Process Comparable with the Grading Quality of the Industry					
	SM 7	Average Milling Recovery Rate	15%	Absolute Percentage	63%		
	SO 2	Streamline Market Linkaging Process					
	SM 8	On-time Delivery (Lead Time)	10%	Average No. of Days from End of Milling to End of Delivery	Not more than 12 days	Scale to be finalized	
	SO 3	Strengthen Business and Development Support Mechanisms					
	SM 9	Utilization Rate of Santa Rosa Grain Center	10%	Average cavans of palay per pile	109,000		
LEARNING AND GROWTH	SO 1	Develop strategic skills & competence of officers and staff					
	SM 10	Average competency in the organization	10%	Based on training needs analysis and number of personnel	Develop competency framework	together with LBP	
Total Weight			100%				

For GCG:


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