

MASAGANANG SAKAHAN, INC.

	Component				Annual Target	1 ST 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	13	31
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	29,850	4,581.52
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	8	31
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)	Awaiting GCG Guidelines on the conduct of the Customer Satisfaction Survey
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	₱8.76 Million	₱14.86
	Sub-total			15%				
INTERNAL PROCESS	SO 5	Shore Up Logistical Processes for Quicker Turn-Around Time						
	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	0.67	0.10
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%	85%
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	Identification of trainings for employees with identified competency gaps	Identified trainings for 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	Consultation with the ISO Consultant for Documentation Requirements for ISO 9001:2015
	Sub-total		15%					
	TOTAL		100%					