

LBP RESOURCES AND DEVELOPMENT CORPORATION
2015 Performance Scorecard

Component		Agreed			LBP-LFC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure	Rating Scale	Target	Weight	Actual	Rating	Actual	Rating			
Financial	SO 1	To Increase Net Income								
	SM 1	EBITDA	(Actual/Target) x Weight	₱67.37 Million	15%	₱85.9 Million	15%	₱85.9 Million	15%	2015 Unaudited Statement of Income and Expense Net Income After Tax amounted to ₱58.88 Million while income taxes totaled to ₱24.38 Million. Depreciation for construction and administrative amounted to ₱2.31 and ₱0.33 Million, respectively. Amortization is minimal at ₱0.006 Million.
	SO 2	To be Cost Efficient								
	SM 2	Construction Margin	(Actual/Target) x Weight	12.5%	15%	19.0%	15%	19.20%	15%	2015 Unaudited Statement of Income and Expense Construction Income and Cost amounted to ₱189.37 Million and ₱152.99 Million, respectively, resulting in profits of ₱36.37 Million.
	SO 3	To Maximize Resources and ROE								
SM 3	Return on Equity	(Actual/Target) x Weight	8%	5%	12%	5%	11.80%	5%	2015 Unaudited Balance Sheet Net income for 2015 amounted to ₱58.88 Million while the total	

Component		Agreed			LBP-LFC Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure	Rating Scale	Target	Weight	Actual	Rating	Actual	Rating		
										stockholders' equity totaled to ₱499.13 Million.
		Sub-total		35.00%		35.00%		35.00%		
Stakeholder	SO 4	To Provide High Quality Service on Construction/Renovation, ROPA and Real Estate Management & Development and Other Allied Services								
	SM 4	Completion of Projects On-time (Construction and Renovation Projects)	(Actual/Target) x Weight	100%	15%	100%	15%	97.95%	14.69%	Summary Report on Projects with Turnover & Acceptance (TOA) and Project with Inspection and Update Report (PIUR)

Component		Agreed			LBP-LFC Submission		GCG Validation		Supporting Documents	Remarks	
	Objective/Measure	Rating Scale	Target	Weight	Actual	Rating	Actual	Rating			
	SM 5	Client Retention or Positive Customer Satisfaction for Terminated Contracts (Manpower and Housekeeping)	(Actual/Target) x Weight	4	10%	4	10%	4	10%	Manpower Services Contracts, Statement of Account, Quotation and LBP Purchase Orders	The clients of LBRDC for 2015 for Manpower and Housekeeping Services are Holcim Philippines (34 janitorial personnel), Inc., LBP Insurance Brokerage, Inc. (3 janitorial and office staff), LBP Plaza Head Office (160 janitorial personnel) and LBP Branches and Field Offices (444 janitorial personnel plus 6 aircon maintenance personnel for LBP NLBG Branches). A total of 647 personnel for all clients.
		Sub-total			25.00%		25.00%		24.69%		
Internal Process	SO 5	To Enhance Management Information System (MIS)									
	SM 6	No. of New/Upgraded IT Projects Implemented	(Actual/Target) x Weight	1	5%	1	5%	1	5%	Acknowledgement of the User Acceptance Test and samples of the system-generated payroll slips	This is an upgrade from the 1990 old version which was only a single-user to multi-user three (3) networks. This is a payroll system for the LBRDC's construction and janitorial services and personnel assigned in the LBRDC office. The service provider of this

Component		Agreed			LBP-LFC Submission		GCG Validation		Supporting Documents	Remarks	
	Objective/Measure	Rating Scale	Target	Weight	Actual	Rating	Actual	Rating			
										SURE PAYMASTER v.7.8N, payroll application, is Balmori Software, Inc. The completion of the upgrade was on 09 February 2016.	
	SO 6	To Build Strong Alliances with Suppliers									
	SM 7	Number of Strategic Tie-ups with Suppliers of Key Materials	(Actual/Target) x Weight	2	10%	3	10%	3	10%	Supply Agreement and Renewal Agreement	The three (3) suppliers are the Philmetal Products, Inc., United Harvest Corporation and Holcim Cement.
		Sub-total			15.00%		15.00%		15.00%		
Learning and Growth	SO 7	To Establish Clear and More Responsive Company Policies									
	SM 8	No. of Manuals Approved and Implemented	(Actual/Target) x Weight	2 (Finance and Construction Processes)	10%	2 (Finance and Construction Processes)	10%	2 (Finance and Construction Processes)	10%	Copy of the Board Approved Finance Operations Manual and Manual for Construction Management Department	Acceptable
	SO 8	To Enhance HR and Development Program									

Component		Agreed			LBP-LFC Submission		GCG Validation		Supporting Documents	Remarks	
	Objective/Measure	Rating Scale	Target	Weight	Actual	Rating	Actual	Rating			
	SM 9	Percentage of Organic Employees Trained	(Actual/Target) x Weight	100%	5%	100%	5%	100%	5%	There are 30 organic employees in 2015 and all of them were sent to training.	There are 30 organic employees in 2015 and all of them were sent to training.
	SM 10	Percentage of Core Laborers Trained	(Actual/Target) x Weight	40%	5%	42%	5%	42%	5%	>Report with list of name of employees, training attended, training provider and date of training >Certificate of Training (random sampling)	The core workers are composed of the following: a) construction workers (100); b) aircon workers (5) and; c) housekeepers/janitors in LBP Plaza (114), LBP Filed Units (450) and Holcim and Others (35) There were 297 core workers trained in 2015 out of the total core workers of 704 in 2015.
	SO 9	To Attract and Retain Talents for Competent and Efficient Workforce									
	SM 11	% of Needed Manpower Filled During the Year	(Actual/Target) x Weight	100%	5%	100%	5%	100%	5%	Report on the Position Requested and Filled-up, Statement of Account, Quotation and	A total of 647 personnel were requested in 2015 and these were all filled-up in the same year.

Component		Agreed			LBP-LFC Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure	Rating Scale	Target	Weight	Actual	Rating	Actual	Rating		
									LBP Purchase Orders	
		Sub-total		25.00%		25.00%		25.00%		
		TOTAL		100.00%		100%		99.69%		