

LBP RESOURCES DEVELOPMENT CORPORATION

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2015	2016	2017	2018	
STAKEHOLDERS	SO 1	Provide High Quality Services							
	SM 1	Number of Projects Completed On-Time:							
		Construction	Actual number of projects completed on-time	5%	(Actual / Target) x Weight	3	3	4	4
	Renovation	15%		24		25	30	35	
	SM 2	Number of Manpower Service Clients Retained	Actual number of manpower service clients	15%	(Actual / Target) x Weight	5	5	6	4
	SM 3	Percentage of Satisfied Customers	Total number of respondents which gave <i>at least</i> Satisfactory rating / Total number of respondents	10%	(Actual / Target) x Weight <i>0% = If less than 80%</i>	N/A	N/A	100%	90% of the respondents gave LBRDC at least satisfactory rating (upper two boxes of a 5-point rating scale)
		Sub-total		45%					
FINANCIAL	SO 2	Increase Profitability and Optimize Use of Resources							
	SM 4	Increase Earnings before Interest, Tax, Depreciation, and Amortization (EBITDA)	Total Comprehensive Income + Interest + Tax + Depreciation + Amortization	10%	(Actual / Target) x Weight <i>0% = If less than ₱85.9 Million</i>	₱85.90 Million	₱91.35 Million	₱96.83 Million	₱103.57 Million

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	SM 5	Improve Construction Margin	Net Income from Construction / Total Revenue from Construction	10%	(Actual / Target) x Weight 0% = If less than 19.20%	19.20%	23.00%	25.30%	26.00%
	SM 6	Strengthen Return on Equity	Total Comprehensive Income / Total Shareholder's Equity	5%	(Actual / Target) x Weight 0% = If less than 11.8%	11.79%	11.49%	12.64%	12.00%
		Sub-total		25%					
INTERNAL PROCESS	SO 3	Enhance Management and Information Systems (MIS)							
	SM 7	Number of Vital Processes Automated	Actual number of processes automated	5%	All or nothing	1 (Upgrade of Payroll System)	1	1 (HRIS)	Full roll out of automated Inventory System
	SO 4	Build Strong Alliances with Suppliers							
	SM 8	Number of Strategic Tie-ups Established with Key Suppliers	Actual number of strategic tie-ups with suppliers	5%	(Actual / Target) x Weight	3	3	4	5
	SO 5	Enhance Existing Processes at Par with Industry							
	SM 9	Improve Processes to Quality Management System	Actual accomplishment	5%	All or Nothing	N/A	N/A	Certificate of Readiness for ISO 9001:2015	Certification under ISO 9001:2015 Standards

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	SM 10	Upgrade License Category with Philippine Contractors Accreditation Board (PCAB)	Actual accomplishment	5%	5.0% - Achieve PCAB License "AA" 2.5% - Maintain PCAB License "A"	PCAB License Category: "A"	PCAB License Category: "A"	N/A	PCAB License Category: "AA"
		Sub-total		20%					
LEARNING AND GROWTH	SO 6	Enhance HR and Development Programs							
	SM 11	Percentage of Employees Meeting Required Competencies	Actual accomplishment	10%	All or Nothing	N/A	N/A	Board-approved Competency Framework and Establishment of Baseline	Establish Competency Baseline of the Organization ¹
		Sub-total		10%					
		TOTAL		100%					

¹ Competency assessment of 100% of its employees.