LBP-LEASING AND FINANCE CORPORATION

Component					Baseline Data		Target
	Objective/Measure	Formula	Weight	Rating System	2015	2016	2017
SO 1	**Ensure Viability and Financial Growth**						
SM 1	Average Monthly Total Portfolio	Absolute Amount	15%	Below ₱3.5 Billion = 0% ₱3.50 Billion - ₱3.60 Billion = 5% ₱3.61 Billion - ₱3.75 Billion = 10% ₱3.76 Billion and Above = 15%	₱3.7 Billion	₱3.51 Billion	₱3.75 Billion
SM 2	Net Past Due Rate	Total PD less Deferred Leasing Income/Unearned Credits & Specific Loan Loss Provision over Total Portfolio	10%	Greater than 4% = 0% 3.1% - 3.9% = 5% 3% and lower = 10%	1.74%	4.68%	3.5%
SO 2	**Consistently Improve Profitability**						
SM 3	Net Income After Tax	Absolute Number	15%	Lower than ₱109.5 Million=0% 109.6 Million-125 Million=5% 125.1 Million-140 Million=10%	₱148 Million	₱109.5 Million	₱135 Million

FINANCIAL

		Component				Baseline Data		Target
		Objective/Measure	Formula	Weight	Rating System	2015	2016	2017
					Above 140 Million=15%			
			Sub-Total	40%				
STAKEHOLDERS	**SO 3**	**Provide Affordable and Responsive Financial Products for Priority Sectors**						
	SM 4	Number of Units under Special Financing/ Leasing Programs	Absolute Number	10%	(Actual / Target) x Weight	56	72	100 new units
	SM 5	Percentage of Priority Sectors Portfolio	Amount of portfolio allocated to Priority Sectors/Total Portfolio	10%	70% - 74.9% = 0% 75% - 79.9% = 5% 80% and Above = 10%	71%	75.4%	80%
	SO 4	**Improve Accessibility and Timeliness of Delivery of Leasing and Financing Solutions**						
	SM 6	Customer Satisfaction Rating based on In-House Survey	Number of respondents who gave a rating of Very Good to Excellent/ Total Number of Respondents	5%	All or Nothing	95.71% of respondents rated LBP LC "Satisfactory" or higher	99.01% of respondents rated LBP LC "Satisfactory" or higher	95% of respondents gave a rating of Very Good to Excellent
	SM 7	Number of Branches/ Extension Offices Established	Absolute Number	5%	(Actual / Target) x Weight	0	0	3
			Sub-Total	30%				

		Component				Baseline Data		Target
		Objective/Measure	Formula	Weight	Rating System	2015	2016	2017
INTERNAL PROCESS	**SO 5**	**Streamline Credit Processing System**						
	SM 8	Average Credit Approval Processing Time for New Clients	Total number of processing days for all applications processed from receipt of complete documents/Total number of Applications Processed	7.5%	(Actual / Target) x Weight	N/A	41 Days	35 Days
	SM 9	Average Credit Approval Processing Time for Existing Clients	Total number of processing days for all applications from receipt of complete documents/Total number of Applications Processed	7.5%	(Actual / Target) x Weight	N/A	30 Days	25 Days
	SO 6	**Continuous Improvement of Processes and Systems**						
	SM 10	ISO QMS Certification	Actual Accomplishment	5%	All or Nothing	N/A	N/A	Certificate of Readiness for ISO 9001:2015 Certification
			Sub-Total	**20%**				
LEARNING	**SO 7**	**Ensure Availability of Required Competencies for Critical Positions**						
	SM 11	Reduce Competency Gap	Percentage of Reduction in	5%	(Actual / Target) x Weight	N/A	27% Reduction in Baseline	10% Improvement from past year

		Component				Baseline Data		Target
		Objective/Measure	Formula	Weight	Rating System	2015	2016	2017
			Competency gaps by Year-End					
SO 8		**Optimize Use of Information Technology**						
	SM 12	Number of IT Projects Implemented	Actual Number of IT Projects Implemented	5%	All or Nothing	N/A	1	1 (Document Management System)
			Sub-Total	10%				
		TOTAL		100%				