

LBP RESOURCES AND DEVELOPMENT CORPORATION (LBRDC)

COMPONENT					BASELINE DATA				TARGET	
OBJECTIVE/ MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024	
STAKEHOLDERS										
SO 1	Provide High Quality Workmanship									
SM 1	Number of Projects Completed on time	Actual Progress / Progress Required by Client	15%	(Actual / Target) x Weight On a per project basis, 0% = if project is completed ¹ beyond deadline	0	Unverifiable	Construction - 2	Construction - Balayan Branch: 109.95% (work in advance) Calinan Branch: 107.78% (work in advance)	13	100% Accomplishment of Progress Required Per Project (Minimum of 16 projects)
					14	Unverifiable	Renovation - 6 out of 12	Renovation - 15		
SM 2	Manpower Service Agreements Established	Actual No. of Manpower Service Agreements for at least seven (7) months	5%	(Actual / Target) x Weight	3	7	6	8	9	9
		Actual No. of Manpower Service Agreements for less than seven (7) months	5%							4

¹ Physically completed or 90-95% accomplished.

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SM 3	Percentage of Occupancy on the Leasable Space on the Ecozone	Occupied Area / Leasable Area	10%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	22	90%
SM 4	Number of Accounts Appraised and Accepted by Clients	Actual No. of Accounts Appraised and Accepted by the Client	5%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	Establish Baseline Data	600 (300 per appraiser per year)
SM 5	Percentage of Satisfied Customers	Total Number of Respondents which Gave at Least Satisfactory Rating / Total Number of Respondents	5%	Actual / Target x Weight 0% = If less than 80%	Customer Satisfaction Survey was implemented without third-party evaluation	-	-	97%	90% of respondents gave LBRDC at least satisfactory rating	90%
Subtotal			45%							

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FINANCIAL	SO 2	Increase Profitability and Optimize Use of Resources									
	SM 6	Increase Earnings before Interest, Tax, Depreciation, and Amortization (EBITDA)	Total Comprehensive Income + Interest + Tax + Depreciation + Amortization	10%	(Actual / Target) x Weight	P80.86 Million	P67.08 Million	P72.37 Million	P92.06 Million	P97.69 Million	P85.605 Million
	SM 7	Strengthen Return on Equity	Total Comprehensive Income / Stockholder's Equity	10%	(Actual / Target) x Weight	9.05%	7.26%	7.81%	9.65%	9%	10%
	SM 8	Budget Utilization Rate	Total Disbursements / Board-Approved COB (both net of PS Cost)	5%	(Actual / Target) x Weight	N/A	N/A	N/A	86.81%	90%	90%
	Sub-total		25%								

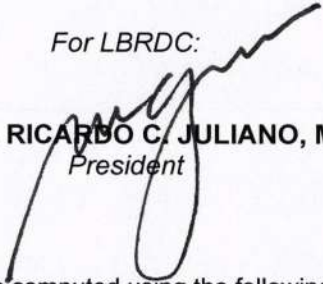
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OBJECTIVE/ MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024	
INTERNAL PROCESS										
SO 3	Enhance Management and Information System									
SM 9	Implementa- tion of IT Projects	Actual accomplish- ment	5%	All or Nothing	N/A	Inventory System	Full Roll-out of One (1) Automated System – Document Management System (DMS)	No system was automated	Full roll-out of one (1) automated system	Board- Approved ISSP as submitted to DICT
SO 4	Enhance Existing Processes at Par with Industry									
SM 10	Implement Quality Management System	Actual accomplish- ment	5%	All or Nothing	ISO 9001:2015 Certification maintained	ISO 9001:2015 Re- Certification	Passed ISO 9001:2015 Recertification	Passed Surveillance Audit 1	Pass Surveillance Audit – 2	ISO 9001:2015 Recertification
SM 11a	No. of Site Personnel (e.g., Engineers, Foreman, Laborers) who attended Health and Safety Training	Absolute number	5%	All or Nothing	N/A	N/A	N/A	N/A	100%	100%
SM 11b	Percentage of Personnel Issued with Personal Protective Equipment (e.g. Hard Hat, Safety	Absolute number	5%	All or Nothing	N/A	N/A	N/A	N/A	100%	100%

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	Shoes, Safety Vest)										
	Sub-total		20%								
SO 6 Enhance HR and Development											
LEARNING AND GROWTH	SM 12	Improvement of the Competency Level of the Organization	Actual accomplishment	5%	All or Nothing	3 of the targeted employees were able to close the identified competency gaps	Unverifiable	Unverifiable	Improved Competency Level of the Organization	Improvement on the Competency Level of the Organization	Board-approved Competency Framework
				5%							Establishment of Baseline ² based on Board-approved Competency Framework
	Sub-total		10%								
	TOTAL		100%								

For GCG:


HON. MARIUS P. CORPUS
Chairperson

For LBRDC:


HON. COL. RICARDO C. JULIANO, MNSA
President

² The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[\frac{\sum_{a=1}^A (\text{Actual Competency Level})}{(\text{Required Competency Level})_a} \right]}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled