




SUMMARY OF AGREEMENTS

PAN AGREEMENT							Remarks
No.	Strategic Objective / Measure	Component		Rating Scale	Full Year Target		
		2014	2015%		2014	2015	
SO1	Increased Market Share						
SM1	Percent share of NFC sales to total tomato paste domestic supply	10%	7.5%	Actual over Target	35% (3,691tons/ 10,506 tons)	36% (3,967 tons/11,145 tons)	
SO2	Increased Participation of Farmers						
SM2	No. of hectares devoted to tomatoes by participating farmers	10%	5.0%	Actual over Target	730 (1,825 farmers)	730 ha (1,825 farmers)	
SO3	Increased Income Generating Projects for Ancillary industries						
SM3	Payments made to families in ancilliary industries	10%	5.0%	Actual over Target	P9.676M (367 families and contract laborers)	P11.241M (364 families and contract laborers)	
SO4	Provided Opportunities to Fresh Graduates to Gain Experience in Manufacturing						
SM4	No. of jobs generated (excluding farmers)	0.0%	0.0%	Actual over Target	N/A	Fresh graduates = 33 OJT = 8	
SO5	Improve Stakeholders' Satisfaction						
SM5	Satisfaction rating : a) Customers	0.0%	5%	90 and above - 100% 80-89 - 90% 70-79 - 80% 50-69 - 70% 40 and below - 0%	N/A	90%	
	b) Farmers	0.0%	5%		N/A	90%	
SM6	Credit facilitation for farmers	10%	7.5%	Actual over Target	38% (P10.37M of P27.03M)	38% (P10.37M of P27.03M)	



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		Weight			2014	2015	
		2014	2015%		2014	2015	
SO6	Improve Profitability						
SM7	EBITDA margin	10%	5.0%	Actual over Target	₱2.37M	₱9.00M	
SM8	Reconciliation of outstanding loans with creditors	0.0%	7.5%	All or Nothing	N/A	Concurrence of all creditors on final balances	
SO7	Improve Plant efficiency						
SM9	Conversion rate (fruits-to-paste)	7.5%	5.0%	Actual over Target	6.41	6.57	
SM10	Plant downtime	7.5%	5.0%	Actual over Target	4.8% (64.6 hours)	4.8% (64.6 hours)	
SM11	Product preservation: a) Reprocessing	7.5%	5.0%	Actual over Target	79 tons	43 tons	
	b) Spoilage	7.5%	5.0%	Actual over Target	7.10 tons	3.0 tons	
SO8	Effect Timely Payment to Farmers for Their Fruit Deliveries						
SM12	Days gap from Collection to Payment of farmers	0.0%	2.5%	Actual over Target	N/A	5 days	
SO9	Develop an Alternative Strategic Business Model						
SM13	Privatization/Dispositive Actions on NFC	0.0%	10.0%	All or Nothing	N/A	Submission to GCG on or before 31 January 2015	
S10	Enhance Competence and Professionalism in the Work Force						
SM14	Competency Framework	0.0%	5.0%	All or Nothing	N/A	Approved competency framework	

PAN AGREEMENT							Remarks
	Component						
No.	Strategic Objective / Measure	Weight		Rating Scale	Full Year Target		
		2014	2015%		2014	2015	
SO11	Establish Food Safety System, Maintain Quality Management System and Product Certifications						
SM15	Certifications :						
	a)ISO 9001 (Quality Mgt. System)	10%	5.0%	All or Nothing	Passed surveillance audit	Passed surveillance audit	
	b) ISO 22000 (Food Safety Mgt. System)	0.0%	5.0%	All or Nothing	N/A	Finalization of Manuals	
	c) Halal (Product)	10%	5.0%	All or Nothing	Halal certified	Halal certified	
Total Weight		100%	100%				

For OCG:

RAINIER B. BUTALID
Commissioner

For NFC:

FELIX JOSE S. MONTES
President

CONSUELO M. SUELLO
Board Member

MERLY M. CRUZ
Board Member

ENGR. RICARDO A. VILLO JR.
Board Member