
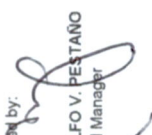


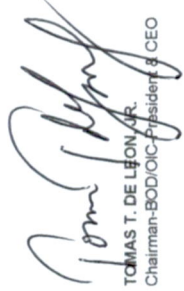
		Component					Annual Target	Target	CY 2017 Accomplishment	Rating
Strategic Objective (SO)/ Strategic Measure (SM)		Formula	Weight	Rating System						
FINANCIAL	SO 1	Ensure sustainable financial growth								
	SM 1	Net Income After Tax (NIAT)	30%	Actual/Target x Weight		74.34 million	74.34 million	77.02 million	30.00%	
STAKEHOLDERS	SO 2	Improve Service Delivery								
	SM 2	Customer Satisfaction Survey	5%	All or nothing		90% of respondents rated LIBI "Very Good" and "Excellent"	90% of respondents rated LIBI "Very Good" and "Excellent"	91.23%	5.00%	
	SO 3	Provide wider market reach for bancassurance products for agricultural and fisheries development								
	SM 3	Number of products with improved Market access	10%	50% = microinsurance product developed 50% = microinsurance product sold		Development and sale of Microinsurance for farmers and fishermen	Development and sale of Microinsurance for farmers and fishermen	LIBI sold 3 microinsurance for farmers and 1 for fisherman	10.00%	
	SO 4	Provide wider market reach for bancassurance products for financial viability								
INTERNAL PROCESS	SM 4	Premium volume (in million pesos)	20%	(Actual/Target) x Weight		634.86 million	634.86 million	611.70 million	19.27%	
	SO 5	Improve Efficiency and Quality of Insurance Process								
	SM 5	Acceptability of Product	5%	All or nothing		98%	98%	98.18%	5.00%	
	SO 6	Enhance existing processes comparable with the industry								
	SM 6	Implementation of Quality Management System	10%	Time Bound Action Plan		Certificate of Preparedness for ISO 9001:2015 Certification	Certificate of Preparedness for ISO 9001:2015 Certification	Certified Readiness for ISO 9001:2015	10.00%	
	SO 7	Develop strategic skills & competence of officers and staff								
LEARNING & GROWTH	SM 7	Percentage of Employees whose Competencies have been Assessed	10%	(Actual/Target) x Accomplishment		Assessment of 100% of LIBI Personnel based on Board-approved Competency Model to establish baseline	Assessment of 100% of LIBI Personnel based on Board-approved Competency Model to establish baseline	100%	10.00%	
	SO 8	Enhance IT infrastructure								
	SM 8	Improvement of existing computer system	10%	(Actual/Target) x Accomplishment		Implementation of Phase 3: Document Management System and Imaging Desktop	Implementation of Phase 3: Document Management System and Imaging Desktop	Implemented Document Management System (DMS) and Imaging Desktop	10.00%	
		Total Weight	100%						99.27%	

Certified Correct:


 SHIRLEY A. PALAPAL
 Head of Finance/Planning

Approved by:


 RODOLFO V. PESTANO
 General Manager


 TOMAS T. DE LEON, JR.
 Chairman-BOD/OIC-President & CEO