

**LBP (Land Bank of the Phil.) Insurance Brokerage, Inc. (LBP-IBI)**

	Component				Proposed Target						
	Objective/Measure	Formula	Weight	Rating System	Annual	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter	Weight	
<b>Financial</b>	<b>SO 1</b>	<b>Ensure Sustainable Financial Growth</b>									
	SM 1	Increase Net Income After Tax ( NIAT)	Net Income Less Income Tax	30%	0% if Lower than ₱94M; 10% if ₱94M to ₱96.99M; 20% if ₱97M to ₱99.99M; 25% if ₱100M to ₱103.78M; and 30% if ₱103.79M and above	₱103.79 Million	₱55.257 Million				15.97% --- (55.257M/103.79M ) x 30%
		<b>Sub-total</b>		<b>30%</b>							<b>15.97%</b>
<b>Stakeholders</b>	<b>SO 2</b>	<b>Improve Service Delivery</b>									
	SM 2	Percentage of Satisfied Customers	Number of respondents which gave at least Satisfactory rating / Total number of respondents	5%	(Actual / Target) x Weight Below 80% = 0%	90%	Enhanced Standard Guidelines for the Customer Satisfaction Survey of GOCCs Analysis				---
	<b>SO 3</b>	<b>Provide Wider Market Reach for Microinsurance Products for Agricultural and Fisheries Development</b>									
	SM 3	Number of Clients covered by Microinsurance	Absolute Figure	5%	(Actual / Target) x Weight	150 farmers under the ACEF Program covered by Microinsurance	61 farmers				2.03% --- (61F/150F) x 5%
				5%	(Actual / Target) x Weight	1,500 farmers outside the ACEF Program covered by Microinsurance	333 farmers				1.11% --- (333F/1500F) x 5%
<b>SO 4</b>	<b>Provide Wider Market Reach for Financial Viability</b>										
SM 4	Increase Premium Volume	Absolute Amount	25%	(Actual / Target) x Weight Below ₱714.82 Million = 0%	₱826.53 Million	₱334.09 Million				10.11% --- (334.09M/826.53M ) x 25%	

		Component				Proposed Target					
Objective/Measure		Formula	Weight	Rating System	Annual	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter	Weight	
		<b>Sub-total</b>		<b>40%</b>						<b>13.25%</b>	
<b>Internal Process</b>	<b>SO 5</b>	<b>Improve Efficiency and Quality of Insurance Process</b>									
	SM 5	Percentage of Notification of Coverage Issued within the Applicable Processing Time	Total Processing Time of All Issuance of Notification of Coverage / Total Number Issuance of Notification of Coverage	10%	(Actual / Target) x Weight Below 80%	100% of Notification of Coverage Issued within the Applicable Time	On-going Consolidation of Dataset				---
	<b>SO 6</b>	<b>Enhance Existing Processes Comparable with the Industry</b>									
	SM 6	Improve Processes to Quality Management System	Actual Accomplishment	5%	All or Nothing	Maintain ISO 9001:2015 Certification	Preparation of Internal Audit Plan and Programme				---
			<b>Sub-total</b>		<b>15%</b>						<b>0.00%</b>
<b>g &amp;</b>	<b>SO 7</b>	<b>Develop Strategic Skills &amp; Competence of Officers and Staff</b>									

		Component			Proposed Target					
Objective/Measure		Formula	Weight	Rating System	Annual	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter	Weight
	SM 7	Improve Competency Level of the Organization	Competency Baseline 2020 – Competency Baseline 2019	10%	All or Nothing	Improvement on the Competency Level of the Organization based on the 2019 year-end assessment	Competency Framework Analysis and Scouting of possible trainings/interventions			---
	<b>SO 8</b>	<b>Enhance IT Infrastructure</b>								
Learning & Growth	SM 8	Implementation of IT Infrastructure Roadmap	Actual Accomplishment	5%	All or Nothing	100% Implementation of 2020 Infrastructure based on the Board-approved IT Infrastructure Roadmap as follows: 1. Operating System; Upgrade to latest version of operating system (OS); 2. Application Delivery; Secure Application Delivery & Load Balancing	Prepare specification for the upgrade of Operating System (OS)			---
		<b>Sub-total</b>		<b>15%</b>						<b>0.00%</b>
		<b>TOTAL</b>		<b>100%</b>						<b>29.22%</b>