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

			Component				Proposed Target					
	Obje	ctive/Measure	Formula	Weight	Rating System	Annual	1 st Quarter	2 nd Quarter 3 rd	Quarter 4 th Quarter	Weight		
	SO 1	Ensure Sustainable Financial Growth										
Financial	SM 1	Increase Net Income After Tax (NIAT)	Net Income Less Income Tax	30%	(Actual/Target) x Weight Below ₱72.21 Million = 0%	₱82.79 Million	₱41.93 Million			15.19% (41.93M/82.79M) x 30%		
		Sub-total		30%						15.19%		
	SO 2	Improve Service Delivery										
	SM 2	Percentage of Satisfied Customers	Number of respondents which gave at least Satisfactory rating / Total number of respondents	10%	(Actual / Target) x Weight Below 80% = 0%	90%	Accomplished Terms of Reference for 2019 Customer Satisfaction Survey Procurement					
	SO 3	Provide Wider Market	Reach for Microinsur	ance Prod	lucts for Agricultural and Fish	eries Development						
Stakeholders	SM 3	Number of Clients Covered by Microinsurance	Absolute Figure	5%	(Actual / Target) x Weight	100 farmers under Accessible and Sustainable Lending (ASL)program covered by microinsurance	44 Farmers			2.20% (44F/100F) x 5%		
				5%	(Actual / Target) x Weight	500 farmers outside the ASL program covered by Microinsurance	563 Farmers			5% (44F/100F) x 5%		
SO 4 Provide Wider Market Reach for Financial Viability												
	SM 4	Increase Premium Volume	Absolute Amount	20%	(Actual / Target) x Weight Lower than ₱506.26 Million = 0%	₱734.70 Million	₱213.33 Million			5.81% (213.33M/734.70M) × 20%		
		Sub-total		40%						13.01%		

			Component		Proposed Target		Ouarter Ouarter Weight						
	Obje	ctive/Measure	Formula	Weight	Rating System	Annual	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter	Weight		
	SO 5	Improve Efficiency ar	nd Quality of Insurance	e Process									
sess	SM 5	Percentage of Insurance Policies Issued within Applicable Time	Number of Policies Issued within TAT / Total Number Policy Issuance	10%	(Actual / Target) x Weight	90% (Applicable processing time based on LIBI's compliance with R.A. No. 11032)	71.50%* (AVE:12.87/ ARTA:20) = 64.35%				7.15% (64.35% / 90%) x 10%		
Proc	SO 6	Enhance Existing Pro	ocesses Comparable w	vith the Inc	dustry								
Internal Process	SM 6	Improve Processes to Quality Management System	Actual Accomplishment	5%	All or Nothing	Maintain ISO 9001:2015 Certification	Internal Audit Planning and Preparation: Review of Corrective Actions Reports (CARs)						
		Sub-total		15%							7.15%		
	SO 7	Develop Strategic Skills & Competence of Officers and Staff											
Learning & Growth	SM 7	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	10%	All or Nothing	Development of Competency Model with the submission of the following documents: 1. Competency Catalogue 2. Competency Framework 3. Competency Tables 4. Competency Matrix 5. Position Profiles 6. Competency-Based Job Description 7. Competency Assessment Tools	On-going Assessment and Redevelopment of existing Competency Framework and other related requirements						

		Component	Proposed Target Annual 1st Quarter Punc Subject Sub							
Obje	ctive/Measure	Formula	Weight	Rating System	Annual	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter	Weight
SO 8	Enhance IT Infrastruct	ture								
SM 8	Implementation of IT Infrastructure Roadmap	Actual Accomplishment	5%	All or Nothing	 100% Implementation of 2019 Infrastructure based on the Board-approved IT Infrastructure Roadmap as follows: 1. Network Services: Upgrade from Conventional Internet Data Cable to Fiber Optic Internet; 2. Data Center Foundation: Uninterruptible Power Supply (UPS), for Server and Clients PC's; Surveillance: Closed-Circuit Television (CCTV); Data Switches, Routers and Access Points; 3. Business Resiliency Services: Disaster Recovery as a Service and Business Continuity; Data Backup and Protection Services; 4. End User Devices and Platform: Replacement of Unserviceable or Outdated Desktops and Workstations (based on a three-year plan from 2018-2020) 	4. End User Devices and Platform: Procurement and Setting Up of Four (4) Units Desktop Computer in Marketing and Accounting				1.25% (1 / 4) x 5%
	Sub-total		15%							1.25%
	TOTAL					40年,1875年				36.6%

TOMAS T. DE LEON JR.
President & CEO