

**LBP RESOURCES AND DEVELOPMENT CORPORATION  
MONITORING REPORT OF PERFORMANCE TARGETS – CY 2019**

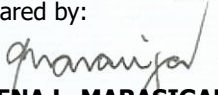
Objective/Measure	Formula	Weight	Rating System	Baseline 2016	Baseline 2017	Baseline 2018	Target 2019 (GCG approved)	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr.	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	
<b>SO 1</b>	<b>Provide High Quality Service</b>											
SM 1	Number of Projects completed on-time Construction Renovation	Actual number of projects completed on-time	5% - 0 15%- 9.37%	(Actual/Target) x Weight	3 25	3 30	4 37	2 40	0 9	0 12	0 17	0 25
SM 2	Number of Manpower service clients retained	Actual number of manpower service clients	15%- 11.25%	(Actual/Target) x Weight	5	6	2	4	3	3	3	3
SM 3	Percentage of Satisfied Customers	Total no. of respondents which gave at least Satisfactory rating/total no. of respondents	10%- 0%	(Actual/Target) x Weight  0% = if less than 80%	N/A	100%	0	90% respondents gave LBRDC at least satisfactory rating	N/A	N/A	N/A	100% of the respondents gave LBRDC satisfactory rating. Survey conducted internal w/o 3 <sup>rd</sup> Party evaluation
<b>SO 2</b>	<b>Increase Profitability and Optimize Use of Resources</b>											
SM 4	EBITDA	Absolute amount (in million pesos)	10%- 9.85%	(Actual/Target) x Weight  0% = if less than P85.9 M	91.35	96.83	81.05	83.74	18.23	37.59	60.26	82.46
SM 5	Construction Margin	Absolute rate	10%- 10%	(Actual/Target) x Weight  0% = if less than 19.20%	23%	25.3%	15.13%	18%	9%	(0.49%)	16%	23%

SM 6	Return on Equity	Net income/Total Stockholders' Equity	5%- <b>5%</b>	(Actual/Target) x Weight  0% = if less than 11.8%	11.49%	12.64%	9.51%	8.59%	2%	5%	7%	12%
<b>SO 3</b>	<b>Build Strong Alliances with Suppliers</b>											
SM 7	Number of Strategic Tie-ups with Key Suppliers	Actual no. of strategic tie-ups with suppliers	10%- <b>10%</b>	(Actual/Target) x Weight	3	4	5	5	5	5	5	5
<b>SO 4</b>	<b>Enhance Existing Processes at Par with Industry</b>											
SM 8	Improve processes to Quality Mgt. System	Actual accomplishment	10%- <b>10%</b>	All or nothing	N/A	Cert of Readiness for ISO 9001:2015	Certification under ISO 9001:2015 Standards	Pass Surveillance Audit	N/A	N/A	N/A	Passed the Surveillance Audit 1
SM 9	Upgrade license category with Phil. Contractors Accreditation Board (PCAB)	Actual accomplishment	0	5% Achieve PCAB license "AA" 2.5%- Maintain PCAB License "A"	PCAB license "A"	PCAB license "A"	PCAB license "A" medium B	No target	No target	No target	No target	No target
<b>SO 5</b>	<b>Enhance HR and Development Program</b>											
SM 10	Percentage of Employees Meeting Required Competencies	Actual accomplishment	10%- <b>0%</b>	All or nothing	N/A	Board-approved Competency Framework and Est. of Baseline	13% (5 out of 40 emps met the required competencies for their respective positions)	Competency Assessment of 100% of its employees	-	80%	80 %	86%

**TOTAL RATING (in red ink)**

**65.47%**

Prepared by:

  
**SELENA L. MARASIGAN**  
GCG/Focal Person

Noted by:

  
**VIRGIL G. NERY**  
President & CEO