

NATIONAL DEVELOPMENT COMPANY (NDC)

		COMPONENT				ANNUAL TARGET	AS OF SEPTEMBER 2019	
		STRATEGIC OBJECTIVE (SO) / STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM		ACTUAL	RATING
IMPACT	<b>SO1</b>	<b>Strengthen Business Sustainability (Financial Impact)</b>						
	SM1	Return on Equity	Net Income / Stockholder's equity adjusted	15%	(Actual / Target) x Weight	3.0%	41.15%	15%
	<b>SO 2</b>	<b>Support Local Development (Social Impact)</b>						
	SM2	Cumulative Number of Local Jobs Generated by the Projects / Investment	Number of local jobs generated per operational support	10%	(Actual / Target) x Weight 0% = if below 2018 Actual	523 (2018 Actual) + 127 new jobs = 650	650	10%
				<b>Sub-total</b>	<b>25 %</b>			<b>25%</b>
STRATEGIC FOCUS	<b>SO3</b>	<b>Increase Investments in High Impact Priority Areas by Leveraging in NDC's Competitive Advantage</b>						
	SM3	Cumulative value of Investments	Amount of investments in high impact priority areas as approved by the NDC Board	15%	(Actual / Target) x Weight 0%=if below 2018 Actual	₱ 3.80 B (2018 Actual + P1.5 B	₱ 5 B	14.15%
	<b>SO4</b>	<b>Enhance the Value of Investment Portfolio</b>						
	SM4	Return on Investments	Amount of dividends received / Total Investments excluding companies for dissolution and pre-operating companies	10%	All or nothing	2.22%	1.38%	0%
	<b>SO5</b>	<b>Improve Customer Satisfaction</b>						
SM5	Percentage of Satisfied Customers	Number of respondents who rated Sat and VS (upper 2 boxes in a 5-point scale) / Total number of survey respondents	5%	(Actual / Target) x Weight 0% - if below 90%	100 %	-	-	
				<b>Sub-total</b>	<b>30%</b>			<b>14.15%</b>

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INTERNAL PROCESS	<b>SO6</b>	<b>Optimize the Economic Value of NDC Land Assets</b>						
	SM6	Income from Asset Management	Amount of Lease Income and Sales Proceeds Collected	20%	(Actual / Target) x Weight 0 = if below ₱ 253 M	₱ 505 Million	₱ 192.51 M	0%
	<b>SO7</b>	<b>Improve Budget Utilization to Support Operational Efficiency</b>						
	SM7	Budget Utilization Rate	Total disbursements / Total budget for the year	5 %	92% - 100% = 5% 80% - 91% = 2.5% More than 100% and below 80% = 0%	>91%	56%	0%
	<b>Sub-total</b>			<b>25 %</b>				<b>0%</b>
LEARNING AND GROWTH	<b>SO8</b>	<b>Prioritize Competency Build-up of Project Teams</b>						
	SM8	Percentage of personnel meeting required competency standards	Actual Accomplishment*	5%	All or Nothing	Competency Baseline Improved	92.21%	5%
	<b>SO9</b>	<b>Build a Culture of Continual Improvement and Excellence</b>						
	SM9	ISO Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Maintained	ISO 9001:2015 Maintained	5%
	SM10	PGS Status Conferral	Actual Accomplishment	5%	All or Nothing	Institutionalized	-	-
	<b>SO10</b>	<b>Automate Key Process</b>						
SM11	Information Technology Systems Implemented	Actual Accomplishment	5%	All or Nothing	Cash Accounting System Submitted for BIR's	Cash Accounting System Submitted for	-	



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					Accreditation and Board - Approved ISSP 2020-2022 as submitted to DICT	BIR's Accreditation	
<b>Sub-total</b>			<b>20 %</b>				<b>10%</b>
<b>TOTAL</b>			<b>100 %</b>				<b>49.15%</b>

\*  $\frac{\sum_{b=1}^B \left[ \frac{\sum_{a=1}^A \left( \frac{\text{Actual Competency Level}}{\text{Required Competency Level}} \right)_a}{A} \right]_b}{B}$  where: a = Competency required. A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled

Certified Correct by:

  
**JOYCE ANNE N. ALIMON**  
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Approved by:

  
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