

**Philippine International Trading Corporation**

	Component				Annual Target	Projected Actual	Weight	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System				
<b>Social Impact</b>	<b>SO 1</b>	<b>Efficient Supply Chain for Foreign and Domestic Requirements</b>						
	SM 1	Increase percentage of international trading revenues from the priority sector: 1) Food and Agri-based Commodities 2) Crafts, Gifts, and Houseware, and 3) Wearables	Revenue from the priority sectors/Total Revenue from Exports and Imports	10%	96% - 100% = 10%  93% - 95% = 5%  Below 93% = 0%	93.36%	100%	10%
	SM 2	Increase in number of SME export producers with General Service Agreement to utilize the Customs Bonded Warehousing Facilities	Absolute Number	5%	(Actual/Target) x Weight	21	22	5%
	<b>Sub-total</b>			<b>15%</b>			<b>15%</b>	

	<b>SO 2</b>	<b>Improve Financial Performance on Core Business Operations</b>						
<b>Financial</b>	SM 3	Gross Revenues from Exports and Imports activities	Absolute Number	10%	Below ₱ 47.80 Million = 0%  Above ₱ 47.80 Million = (Actual/Target) x Weight	₱ 261.01 Million	₱ 51.933 Million	2%
	SM 4	Gross Revenue from Customs Bonded Warehouse	Absolute Number	5%	Below ₱ 1.326 Billion = 0%  Above ₱ 1.326 Billion = (Actual/Target) x Weight	₱ 1.828 Billion	₱ 1.581 Billion	4.4%
	SM 5	Gross Revenue from Countertrade	Absolute Number	5%	Below ₱ 496.66 Million = 0%  Above ₱ 496.66 Million = (Actual/Target) x Weight	₱ 672.15 Million	₱ 1,049.014 Million	5%
	SM 6	Gross Revenue from Procurement	Absolute Number	10%	Below ₱ 1.805 Billion = 0%  Above ₱ 1.805 Billion = (Actual/Target) x Weight	₱ 3.425 Billion	₱ 2.213 Billion	6.5%
	<b>Sub-total</b>			<b>30%</b>				<b>17.9%</b>

<b>Financial</b>	<b>SO 3</b>	<b>Attain Financial Sustainability</b>						
	SM 7	Operating Income	Gross Profit + Operating Income + Other Operating Income – Operating Expense – Finance Cost	10%	Below ₱ 45 Million = 0%  ₱ 45 to ₱ 74 Million = 6%  ₱ 75 Million = 6% Above ₱ 75 Million = 10%	₱ 46.064 Million	₱ 127.689 Million	10%
	<b>Sub-total</b>			<b>10%</b>				<b>10%</b>
<b>Customers</b>	<b>SO 4</b>	<b>Customer Satisfaction</b>						
	SM 8	Over-all satisfaction rating (Third Party)	No. of respondents gave PITC with Very Satisfactory to Extremely Satisfied Rating/ Total No. of respondents	10%	All or Nothing	90% of respondents <sup>1</sup> gave PITC a Very Satisfactory to Extremely Satisfied Rating	58.667% (Extremely Satisfied = 25 Very satisfied = 63 Total = 88 Total Respondents = 150)	0%
	<b>Sub-total</b>			<b>10%</b>				<b>0%</b>

<b>Internal Process</b>	<b>SO 5</b>	<b>Establish PITC as an Export Trading Hub</b>						
	SM 9	Percentage of export producers linked to buyers	Absolute Number	5%	(Actual/Target) x Weight	12% (54 successful contracts/451 suppliers)	14.9% (67 successful contracts/451 suppliers)	5%
	<b>Sub-total</b>			<b>5%</b>				<b>5%</b>
	<b>SO 6</b>	<b>Ensure Integration of Countertrade in Government Procurement as a Catalyst for National Development</b>						
	SM 10	Number of New Government Entities integrating Countertrade	Absolute Number	5%	(Actual/Target) x Weight	+3 <sup>2</sup>	3	5%
	SM 11	Number of New Countertrade agreements signed with suppliers	Absolute Number	5%	(Actual/Target) x Weight	7	5	3.6%
	<b>Sub-total</b>			<b>10%</b>				<b>8.6%</b>
	<b>SO 7</b>	<b>Sustain ISO-QMS Certified Status</b>						

<sup>1</sup> Respondent rate should be at least 80%

	SM 12	ISO-QMS certification sustained		10%	All or Nothing	ISO 9001:2008 Recertification and Readiness Assessment to 9001:2015	ISO 9001:2008 Recertification	10%
	<b>Sub-total</b>			<b>10%</b>				<b>10%</b>

<b>Learning and Growth</b>	<b>SO 8</b>	<b>Increased Targeted Competencies to Level Up Corporate Performance</b>						
	SM 13	Improvement from Baseline on Targeted Competencies		10%	(Actual/Target) x Weight	Address gaps on employee competency <sup>3</sup>	On-going validation of performance evaluation and individual development plans of employees	-
	<b>Sub-total</b>			<b>10%</b>				
	<b>TOTAL</b>			<b>100%</b>				<b>66.5%</b>

<sup>2</sup> Department of Science and Technology, Philippine Ports Authority, and Metro Manila Development Authority

<sup>3</sup> Technical Knowledge; Knowledge Management on Government Procurement Law and Processes; Marketing Principles and Strategies; Global or Business Acumen; and Problem Analysis and Decision Making