

BRANCH PERFORMANCE STANDARD

BRANCH STANDARD PERFORMANCE

OBJECTIVE:

TO ACHIEVE/ DELIVER OUR VISION: TO BE
THE NUMBER ONE MOTORCYCLE COMPANY
OF CHOICE WITH AN IMAGE, BRAND, HEART,
AND PASSION THAT BRINGS EVERYONE'S
SATISFACTION

NEW PERFORMANCE STANDARD

CATEGORY	MIN. STANDARD PERFORMANCE	WEIGHT	SCORING GRADE			
			ABOVE STANDARD	MEET	Below Target	
Collection (Cumulative Net New Extension)	Based on Target	50%	110%	100%	70%	
SALES	Based on Target	30%	100%		90% to 99.99%	below 90%
					90%	70%
REPO INV	Single Digit or 10% Decrease	20%	100%		Not Target but Decrease Inv.	Maintain / Increase Inv.
					90%	70%
TOTAL		100%				

HOW TO GET CUMULATIVE NET NEW EXTENSION

No	Months	Previous Month(PM) Actual Peso	Current Month Actual Peso	Variance From PM	Net New Extension (NNE)	Result of Var Fr PM to NNE	Cumulative Result of Var Fr PM to NNE	Status of Target
1	January	1,000,000	1,100,000	100,000	80,000	20,000	20,000	Above
2	February	1,100,000	1,150,000	50,000	50,000	-	20,000	Above
3	March	1,150,000	1,300,000	150,000	50,000	100,000	120,000	Above
4	April	1,300,000	1,300,000	-	60,000	(60,000)	60,000	Above
5	May	1,300,000	1,400,000	100,000	60,000	40,000	100,000	Above
6	June	1,400,000	1,390,000	(10,000)	50,000	(60,000)	40,000	Above
7	July	1,390,000	1,400,000	10,000	50,000	(40,000)	-	Meet
8	August	1,400,000	1,400,000	-	60,000	(60,000)	(60,000)	below
9	September	1,400,000	1,380,000	(20,000)	40,000	(60,000)	(120,000)	below
10	October	1,380,000	1,500,000	120,000	60,000	60,000	(60,000)	below
11	November	1,500,000	1,550,000	50,000	60,000	(10,000)	(70,000)	below
12	December	1,550,000	1,700,000	150,000	50,000	100,000	30,000	Above
	Total Year			700,000	670,000	30,000		

RESULT PERFORMANCE

NO	TOTAL GRADE	COLLECTION GRADE	AMOUNT INCENTIVE PER UNIT (BN SALES)	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
1	105.00%	100%	750	--	--	--	--
2	100.00% to 104.99%	100%	650	--	--	--	--
3	90.00% to 99.99%	100%	450	--	--	--	--
4	BELOW 90.00%		--	NTE W/ W.W	NTE W/ F.W.W	WILL SERVE 30 DAYS NOTICE	TERMINAT ION

- Thus if not meet the requirements will be under evaluation based on Code of Discipline.
 - NTE – NOTICE TO EXPLAIN
 - W.W – WRITTEN WARNING
 - F.W.W – FINAL WRITTEN WARNING
- **PRESCRIPTIVE PERIOD WILL BE SIX (6) MONTHS.**
- **ON THE FOURTH ACCUMULATIVE WARNINGS, WITHIN SIX (6) MONTHS, BM WILL RECEIVE THIRTY (30) DAYS NOTICE.**
- **ALL EXPLANATION MUST BE SUBMITTED WITH PERFORMANCE IMPROVEMENT PLAN COMMITMENT**
- Any discovered irregularities/deception such as Undeclared Repo Units and post dating of collection receipts will be charged on the given incentive for that period/month and will be dealt with accordingly based on our Company Code of Discipline

Prerequisite for Incentive Release:

- AM will request claim for incentives
- AM attached **CERTIFICATION** that all releases meet all the initial requirements: ID, Proof of Income and Billing, Complete CAF and CIR, Proper signed Legal Documents. If some releases are not yet complete, only those complete will be computed in the incentives.
- Ex. 30 –sales; 25 – with complete requirements; 50 – incomplete
- Therefore $25 \text{ multiply by amount incentive per unit} = \text{Amount of Incentives}$
 - Claim and Certification must submit every 15th of the Month.

DISTRIBUTION

POSITION	NEW % SHARE	NO OF PERSONNEL	RATE	SHARING	% ON AMOUNT INCENTIVE
BRANCH MANAGER	30%	1	0.30	0.30/1.54	19.48%
CASHIER	15%	1	0.15	0.15/1.54	9.74%
ASSISTANT CASHIER	10%	1	0.10	0.10/1.54	6.49%
CREDIT SUPERVISOR	15%	1	0.15	0.15/1.54	9.74%
ACCOUNT COUNSELOR	10%	4	0.40	0.40/1.54	25.97%
MARKETING ASSISTANT	12%	3	0.36	0.36/1.54	23.38%
*MECHANIC	8%	1	0.08	0.08/1.54	5.19%
TOTAL	100%		1.54		

- *MECHANIC – can also have 10% incentives for Ten Thousand (P 10,000) worth of labor% ON AMOUNT OF INCENTIVES MUST DIVIDE TO NO. OF PERSONNEL FOR EACH POSITION

THANK YOU AND GOD BLESS! 😊

“Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work”.

---Vince Lombardi

“I can do all things through him who gives me strength”

Philippians 4:13