

**SUMMARY OF AGREEMENTS
JOHN HAY MANAGEMENT CORPORATION
REVISED 2014 AGREEMENT**

Indicator	Formula	Renegotiated Targets	Remarks
MFO 2: Environment, Forest and Watershed Management			
Quality: Compliance of JHMC to Environment and Forestry Standards, Laws, Rules and Regulations in the John Hay Special Economic Zone (JHSEZ)	Zero Notices of Violation issued to JHMC by the MMT	Defer to delete Target - Zero	
	% change		
Quantity 1: Compliance of JHMC to National Ambient Air Quality Standards on Total Suspended Particulates (TSP) within the JHSEZ	Non-exceedance to the standard national value set for Total Suspended Particulates (TSP)	Remove and Redistribute the weight to 2 indicators (5% to MFO 2, Quantity 2 and 5% to MFO 1, Financial 2 - Remittance of Revenues earned from BCDA Assets)	
	% change		
Quantity 2: Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM 10) within the JHSEZ	Non-exceedance to the standard national value set for Particulate Matter 10 (PM 10)	Target is <80 µg/NCM (2 readings) Weight is increased to 15%	
	% change		
MFO 3: Regulatory Services			
Quantity 1 : Number of Accredited Enterprise in the JHSEZ	Absolute Number	115	
	% change		
Quantity 2; Increase in the number of jobs generated in the JHSEZ	Absolute Number	3,900	
	% change		
Timeliness 1: Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ from the date of receipt of complete documents (For renewals: 30 Mins. For new/startup business: 30 calendar days)		30 mins. for renewal 10 calendar days for start up	
	% change		

For GCG:

CESAR L. VILLANUEVA
Chairman

For JHMC:

SILVESTRE C. AFABLE, JR.
Chairman

Jamie E. Agbayani
JAMIE ELOISE M. AGBAYANI, MC
President and CEO

11.10.14



ADDENDUM

This Addendum has been executed pursuant to the **PERFORMANCE EVALUATION SYSTEM FOR THE GOCC SECTOR (GCG MC No. 2013-02 [Re-Issued])** between the –

GOVERNANCE COMMISSION FOR GOCCs (GCG)

- and -

JOHN HAY MANAGEMENT CORPORATION (JHMC)

WHEREAS, the Parties above entered into a Performance Agreement covering CY 2014;

WHEREAS, Section 7.2 of GCG MC No. 2013-02 (Re-Issued) provides that "GOCCs can renegotiate the targets set in their Performance Agreements for the current year if the same are no longer feasible due to substantial changes in circumstances that could not have been foreseen at the time the targets were agreed upon."

WHEREAS, the Parties agreed to renegotiate certain targets for CY 2014;

WITNESSETH: THAT –

1. JHMC's Performance Scorecard in its 2014 Performance Agreement is hereby amended pursuant to the attached **Renegotiated Performance Scorecard**.
2. All other conditions in the Performance Agreement shall remain effective, without prejudice to the application of future rules and regulations, such as but not limited to:
 - (a) Compliance with the deadlines and submission of reports through the Integrated Corporate Reporting System (ICRS) pursuant to GCG MC No. 2014-02.
 - (b) Compliance by all members of the Governing Board with the submission of all required forms for the Director Performance Review (DPR) pursuant to GCG MC. No. 2014-03 and implementing issuances pursuant thereto.
 - (c) Submission of Corporate Operating Budgets (COBs):
 - i. For GOCCs receiving national government budgetary support, COBs shall be submitted to the Department of Budget and Management (DBM) for review and approval on or before the deadline indicated in DBM National Budget Memorandum No. 120 on "Budget Call for FY 2015;"
 - ii. For GOCCs without national government budgetary support, COBs shall be submitted to the Governance Commission using the same deadline as provided in DBM National Budget Memorandum No. 120.
3. JHMC shall timely inform GCG of all audit observations and notices of disallowances within seven (7) working days from the time it receives it receives the same from the Commission on Audit (COA) prior to the regular publication of the final annual audit report. Accordingly, JHMC shall copy furnish the Governance Commission copies of all written communications between JHMC and COA on such

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matters, inform GCG of the schedule of its exit interview with COA seven (7) working days before the schedule or as soon as practicable, and other efficient means of inter-agency coordination

Failure to timely disclose such matters to the Governance Commission prior to the same becoming public information or the submission of the application for the Performance-Based Bonus (PBB) or Performance-Based Incentive (PBI) may be considered as non-compliance with the Good Governance Condition of submitting Concrete and Time Bound Action Plans on findings of COA, rendering the Governing Board **INELIGIBLE** to apply for the PBI, without prejudice to a further determination on the impact of the same on the GOCCs PBB application.

4. Nothing herein shall be construed as limiting the authority of GCG to initiate renegotiations and/or revoke Performance Agreements in accordance with existing laws, rules and regulations.

DONE, this 8th day of December 2014, in the City of Makati, Philippines.

**GOVERNANCE COMMISSION FOR
GOCCs**

BY AUTHORITY OF THE COMMISSION:

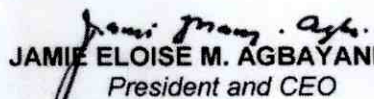

CESAR E. VILLANUEVA
Chairman


MA. ANGELA E. IGNACIO
Commissioner



RAINIER B. BUTALID
Commissioner

**JOHN HAY MANAGEMENT
CORPORATION**


SILVESTRE C. AFABLE, JR.
Chairman


JAMIE ELOISE M. AGBAYANI, MD
President and CEO


ARNEL P. CASANOVA
BCDA President and CEO and
Ex-Officio Board Member


REYNALDO U. AGRANZAMENDEZ
Board Member


CATHERINE MARY R. BIAZON
Board Member






EMERITO P. MANALO
Board Member



CEASAR G. ORACION
Board Member




GLORIA F. PERALTA
Board Member



TEDDY ESTEBAN F. RIGOROSO
Board Member

ANTONIO H. TENGCO
Board Member



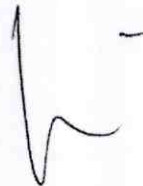
ALEXANDER L. BANGSOY
Board Member

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RENEGOTIATED INTERIM PERFORMANCE SCORECARD 2014

JOHN HAY MANAGEMENT CORPORATION

Description	Performance Measures				Data Provider if applicable	Baseline Data (if available)			Actual	Targets
	Formula	Weight		Rating System		2010	2011	2012	2013	2014
		2013	2014							
MFO 1 : Asset Management Services										
Quantity 1: Number of Proposal/s for Barangay Segregation submitted to the BCDA Board	number of proposal/s	5%	5%	All or nothing	0	-	-	-	1 (Barangay Hillside)	1 (Barangay Upper Dagsian)
Quantity 2: Number of Commercial Project Proposals submitted to BCDA Board	number of proposal/s	5%	5%	All or nothing	0	-	-	-	1 (for 0.86 ha.)	1 (for 3 has)
Financial 1: Revenue generated from Ticket Sales at the Historical Core	amount in ₱	10%	10%	0	0	₱ .92 M	₱ .14 M	₱ 1.88 M	₱ 2.39 M	₱ 2.30 M
Financial 2: Remittance of Revenues Earned from BCDA assets	amount in ₱	10%	15%	0	0	₱ 35.00 M	₱ 23.09 M	₱ 24.70 M	₱ 25.78 M	₱ 26.24 M
Sub-total		30%	35%							
MFO 2 : Environment, Forest and Watershed Management										
Quality: Compliance of JHMC to Environment and Forestry Standards, Laws, Rules and Regulations in the John Hay Special Economic Zone (JHSEZ)	Zero Notices of Violation issued to JHMC by the MMT	10%	10%	0	DENR	Zero	Zero	Zero	Zero	Zero

RENEGOTIATED INTERIM PERFORMANCE SCORECARD 2014

Description	Performance Measures				Data Provider if applicable	Baseline Data (if available)			Actual	Targets
	Formula	Weight		Rating System		2010	2011	2012	2013	2014
		2013	2014							
Quantity 2: Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ	Non-exceedance to the standard national value set for Particulate Matter 10 (PM10)	10%	15%	0	DENR-EMB-CAR	less than 80µg/ Ncm (PM 10)	less than 80µg/ Ncm (PM 10)	less than 80µg/ Ncm (PM 10)	< 11µg/ Ncm (PM 10)	< 80µg/ Ncm (2 readings)
Sub-total		20%	25%							
MFO 3 : Regulatory Services										
Quantity 1: Number of Accredited Enterprise in the JHSEZ	Absolute number	5%	5%	0	0	69	78	103	110	115
Quantity 2: Increase in the number of jobs generated in the JHSEZ	Absolute number	5%	5%	0	0	826	1,410	2,691	3,473	3,900
Timeliness 1: Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ from the date of receipt of complete documents (For renewals: 30 mins. For new/start-up business: 30 calendar days)	For renewals: 30 minutes; For new/start-up business: 30 calendar days	5%	5%	0	0	0	0	1	18 mins. For renewal 2 calendar days for start up	30mins. For renewal 10 calendar days for start up
Timeliness 2: Issuance of Certificate of Environmental Compliance (CEC) in the JHSEZ	100 percent of application for CEC issued within 30 days	5%	5%	0	0	1	1	1	100% (73/73)	1

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RENEGOTIATED INTERIM PERFORMANCE SCORECARD 2014

Description	Performance Measures				Rating System	Data Provider if applicable	Baseline Data (if available)			Actual	Targets
	Formula	Weight		2010			2011	2012	2013	2014	
		2013	2014								
Financial 1: Revenue generation from Regulatory Fees in the JHSEZ	Increase in revenue from regulatory fees (in ₱)	10%	10%	0	0	₱.95 M	₱ 1.23 M	₱ 1.5 M	₱ 2.1 M	₱ 1.7 M	
Sub-total		30%	30%								
General Administrative Services (GAS)											
Quality 1: Number of processes manualized	Number of processes	7.5%	7.5%	0	0	-	-	2	4	6 out of 6 (SEZ, Finance, Environment, Administrative Services, Business Development, and Unified Security Shield processes)	
Quality 2: Compliance Rate to Auditing Rules and Regulations	Number of COA observations Acted Upon / Number of COA Observations Raised	2.5%	2.5%	0	COA	100%	100%	100%	100%	100%	
Sub-total		10%	10%								
TOTAL		100%	100%								

a/ But not to exceed the weight assigned per indicator

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