

01 December 2016

JAMIE ELOISE M. AGBAYANI, M.D.

President and CEO John Hay Management Corporation John Hay Special Economic Zone Baguio City

Dear Dr. Agbayani:

MANILA OFFICE

We are pleased to inform you that on 10 November 2016, the BCDA Board of Directors approved your 2017 budget in the amount of **ONE HUNDRED SIXTY ONE MILLION EIGHT HUNDRED THIRTY TWO THOUSAND ONE HUNDRED FORTY NINE PESOS (Php161,832,149.00)** broken down as follows:

| Particulars | Amount | Remarks | | |
|-----------------------|-------------|----------------|--|--|
| Estate Management Fee | 69,915,149 | Funded by BCDA | | |
| Legal & Regulatory | 3,175,000 | Funded by JHMC | | |
| Land Related Cost | 88,742,000 | Funded by BCDA | | |
| TOTAL | 161,832,149 | | | |

The approval of the 2017 budget is subject to the following conditions:

- The BCDA-approved budget should be approved by the JHMC Board prior to its implementation;
- All expenditures should be disbursed within the approved budget. Supplemental and realignments of budgets within the same expenditure group maybe allowed subject to the provisions of BCDA Financial Policy No. 503-1;
- Budget for Personal Services should not be realigned to any expense items, and vice-versa. Any change in the organizational structure that has present or future financial impact or increase in compensation package shall require BCDA and GCG's written approval prior to its implementation pursuant to Section 7 of Financial Policy No. 103-2 and RA 10149;
- 4. Implementation of Performance Based Bonus shall be subject to GCG approval;
- The approved budget shall be released based on the provisions of the Performance Agreement dated 01 October 2012 and BCDA Financial Policy No. 504-1;
- Authority to Purchase should first be secured from the Office of the President thru the Department of Budget and Management prior to the acquisition of motor vehicles;

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- 7. Payment for outstanding obligations shall be allowed provided the obligations had been previously budgeted, approved for implementation and contracted prior to CY2017 budget year; and
- 8. Disbursement of the budget should be in accordance with the government budgetary, accounting and auditing rules and regulations.

We are enclosing your 2017 approved budget for your reference.

Thank you.

Very truly yours,

VIVENCIO B. DIZON

President and CEO

BCDA*

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JOHN HAY MANAGEMENT CORPORATION

SUMMARY

Budget Year 2017

| | | 2017 | | | 2016 | Variance | | |
|--|--------------------------|-------------------------|----------------------|-------------|-----------------|------------|--------|--|
| Particulars | Estate Management Fee | Legal and Regulatory | Land Related Cost | Total | Approved Budget | Inc (Dec) | % | |
| Personnel Services | 32,205,696 | | | 32,205,696 | 30,327,711 | 1,877,985 | 6.2% | |
| Maintenance & Other Operating Expenses | 28,742,453 | 2,675,000 | 45,987,000 | 77,404,453 | 77,781,289 | (376,836) | -0.5% | |
| BOD Expenses | 7,362,000 | | | 7,362,000 | 7,362,000 | | | |
| Capital Outlay | 1,605,000 | 500,000 | 42,755,000 | 44,860,000 | 14,416,287 | 30,443,713 | 211.2% | |
| Total | 69,915,149 | 3,175,000 | 88,742,000 | 161,832,149 | 129,887,287 | 31,944,862 | 24.6% | |



Annex I JOHN HAY MANAGEMENT CORPORATION Personal Services Budget Year 2017

| President & CCO | | | vel | Step | Monthly | Basic Salary | | FIXED EXPENDITURES | | | | | |
|--|--|-----------|--------|------|--|--|--|--|--|--|---|---|------------------------------|
| Vice President & COO | Position | Job Level | | | Total Compensation | | sss | HDMF | PHIC | ECC | | Total | |
| Administrative Services Manager 1 12 1 3,391 412,697 742,722 14,144 1,200 5,100 360 20,800 Environment Annager 1 12 2 3,3779 419,473 757,893 14,144 1,200 5,125 360 20,800 Environment Annager 1 12 1 34,391 412,697 742,722 14,144 1,200 5,125 360 20,929 1,200 1,20 | President & CEO | 1 | 15 | 5 | 95,162 | 1,085,957 | 1,924,319 | 14,144 | 1,200 | 5,250 | 360 | 20,954 | 1,945,273 |
| Administrative Services Manager 1 1 12 1 34,391 412,697 742,772 14,144 1,000 5,100 360 20,800 Environment Manager 1 1 12 1 34,391 412,697 742,772 14,144 1,000 5,100 360 20,800 Environment Asset Management Manager 1 1 12 2 37,779 4134,773 757,893 14,144 1,000 5,125 360 20,800 Environment Asset Management Manager 1 1 12 1 34,391 412,697 742,772 14,144 1,000 5,125 360 20,926 15,100 1, | Vice President & COO | 1 | 14 | 1 | 52,614 | 631,372 | 1,020,954 | 14,144 | 1,200 | 5,250 | 360 | 20,954 | 1,041,909 |
| Environment & Asset Management Manager 1 12 2 37,779 419,4073 797,893 14,144 1,200 5,125 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 5,205 360 20,934 1,944 1,000 1,945 1,944 1,000 1,945 1,944 1,940 1,945 1,94 | Administrative Services Manager | 1 | 12 | 1 | 34,391 | 412,697 | 742,722 | 14,144 | 1,200 | - Andrewson Control | 360 | | 763,52 |
| Environment & Asset Management Manager 1 12 2 37,779 419,473 757,893 14,144 1,200 5,125 360 20,929 16,924 14,944 1,200 5,100 360 20,934 1,944 1,000 1, | Business Development Manager | 1 | 12 | 1 | 34,391 | 412,697 | 742,722 | 14,144 | 1,200 | 5,100 | 360 | | 763,52 |
| Finance Manager 1 12 1 34 34 391 412,697 742,722 14,144 1,200 5,300 350 20,904 252 525 / 536K Manager 1 12 2 37,779 449,966 788,385 14,144 1,200 5,328 300 20,904 20,904 20,904 20,904 20,904 20,904 20,904 20,904 20,904 20,904 20,904 20,904 20,904 20,905 20,904 20,905 20, | Environment & Asset Management Manager | 1 | 12 | 2 | 37,779 | 419,473 | 757,893 | 14,144 | 1,200 | 5,125 | 360 | | 778,723 |
| Finance Manager 1 12 2 1 34,391 41,2697 742,722 14,144 1,200 5,300 300 20,904 1 325 (2 SAGK-Manager) 1 12 2 1 37,794 449,964 783,835 1,414 1,200 5,328 360 20,904 1 34 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | Legal Manager | 1 | 12 | 3 | 41,507 | 498,084 | 845,742 | 14,144 | 1,200 | 5,250 | 360 | 20,954 | 866,696 |
| SEZ / OSA (Manager 1 12 2 37.779 449.964 788,385 14,144 1,200 5,238 360 20,942 3644 3644 37.641 3645 36 | Finance Manager | 1 | 12 | 1 | 34,391 | 412,697 | 742,722 | 14,144 | 1,200 | 5,100 | 360 | 100000000000000000000000000000000000000 | 763,527 |
| Safety and Security Manager 1 1 12 1 34,391 412,697 742,722 14,144 1,200 5,100 350 19,754 Environment Manager 1 1 11 1 12 1,27842 334,101 616,696 14,144 1,200 4,950 360 19,754 1,650 1, | SEZ / OSAC Manager | 1 | 12 | 2 | 37,779 | 449,964 | 788,385 | 14,144 | 1,200 | 5,238 | 360 | 200000000000000000000000000000000000000 | 809,32 |
| Land & Asset Development Manager 1 11 1 2 77,842 334,101 616,696 14,144 1,200 4,050 360 19,756 intermal Anager 1 11 3 33,373 400,372 699,657 14,144 1,200 4,050 360 20,585 intermal Andit Manager 1 11 1 1 72,842 334,101 616,696 14,144 1,200 4,050 360 19,756 Assistant Legal Manager 1 11 1 1 72,842 334,101 616,696 14,144 1,200 4,050 360 19,756 Assistant Legal Manager 1 11 1 3 72,842 334,101 616,696 14,144 1,200 4,050 360 19,756 Project Manager 1 11 1 1 72,842 334,101 616,696 14,144 1,200 4,650 360 19,756 Project Manager 1 11 1 1 72,842 334,101 616,696 14,144 1,200 4,650 360 19,756 Project Manager 1 11 1 1 72,842 334,101 616,696 14,144 1,200 4,650 360 19,756 Project Manager 1 11 1 1 72,842 334,101 616,696 14,144 1,200 4,050 360 19,756 Project Manager 1 11 1 1 2,73,750 364,109 618,696 14,144 1,200 4,050 360 19,756 Project Manager 1 11 1 2 73,750 364,109 618,696 14,144 1,200 4,050 360 19,756 Project Manager 1 11 1 2 73,750 364,109 618,696 14,144 1,200 4,050 360 19,756 Project Manager 1 11 1 2 73,750 364,109 618,696 14,144 1,200 4,050 360 19,756 Project Manager 1 11 2 2 30,570 364,109 653,464 14,144 1,200 4,650 360 19,807 Project Manager 1 11 2 2 30,570 364,109 653,464 14,144 1,200 4,650 360 19,907 Project Manager 1 10 2 2 42,764 297,166 572,132 14,144 1,200 3,600 360 19,306 Brain-stronger Manager 1 10 2 2 24,764 297,166 572,132 14,144 1,200 3,600 360 19,306 Brain-stronger Manager 1 10 3 2 72,82 32,82 32,82 32,83 | Safety and Security Manager | 1 | 12 | 1 | 34,391 | 412,697 | 742,722 | 14,144 | 1,200 | | 360 | | 763,527 |
| Environment Manager 1 1 11 3 33,573 402,872 699,667 14,144 1,200 4,950 360 19,754 Assistant Legal Manager 1 1 11 1 27,842 334,101 616,696 14,144 1,200 4,050 360 19,754 Assistant Legal Manager 1 1 11 1 27,842 334,101 616,696 14,144 1,200 4,050 360 19,754 Project Manager 1 1 11 1 27,842 334,101 616,696 14,144 1,200 4,669 360 29,373 1,200 | Land & Asset Development Manager | 1 | 11 | 1 | 27,842 | 334,101 | 616,696 | 14,144 | 1,200 | 4,050 | 360 | | 636,450 |
| Internal Audit Manager | Environment Manager | 1 | 11 | 3 | 33,573 | 402,872 | 699,667 | 14,144 | 1,200 | | 360 | | 720,322 |
| Assistant Legal Manager | - | 1 | 11 | 1 | | 334,101 | | 14.144 | | | | | 636,450 |
| Corporate Planning Manager | | | - | - | | | | | | | | | 636,450 |
| Project Manager 1 11 3 3 33,573 380,550 677,146 14,144 1,200 4,669 360 20,373 Human Resource Manager 1 11 1 1 2,742 334,101 616,666 14,144 1,200 4,050 360 13,754 General Services Manager 1 11 1 2 27,842 334,101 616,666 14,144 1,200 4,050 360 13,754 General Services Manager 1 11 1 2 230,570 30,770 342,285 631,640 14,144 1,200 4,051 360 13,867 Accountant 1 11 2 2 30,570 364,109 653,646 14,144 1,200 4,051 360 13,867 Accountant 1 10 2 2 4,764 297,166 572,132 14,144 1,200 4,051 360 15,867 13,001 13,00 | | - | - | 1711 | | | | | | | | | 636,450 |
| Human Resource Manager 1 11 27,842 334,101 61,6566 14,144 1,200 4,050 360 19,754 | | 1 | | 3 | | | | | | | | | 697,519 |
| CT Manager | | | 115157 | 1 | | Contract Con | | | - | | | | 636,450 |
| General Services Manager 1 1 11 2 3 30,570 342,285 631,640 14,144 1,200 4,163 360 15,967 Accountant 1 1 1 2 2 30,570 364,109 653,464 14,144 1,200 3,600 360 15,304 Budget Officer 1 1 10 2 2 24,764 297,166 572,132 14,144 1,200 3,600 360 15,304 Budget Officer 1 1 10 2 2 24,764 297,166 572,132 14,144 1,200 3,600 360 15,304 Environment Officer 1 1 10 3 2 2,568 270,819 340,345 14,144 1,200 3,600 360 19,004 Environment Officer 1 1 10 1 2 2,568 270,819 540,345 14,144 1,200 3,300 360 19,004 CT Officer 1 1 10 1 1 22,568 270,819 540,345 14,144 1,200 3,300 360 19,004 CT Officer 1 1 10 1 1 22,568 270,819 540,345 14,144 1,200 3,300 360 19,004 CT Officer 1 1 10 1 1 22,568 270,819 540,345 14,144 1,200 3,300 360 19,004 CT Officer 1 1 10 1 1 22,568 270,819 540,345 14,144 1,200 3,300 360 19,004 CT Officer 1 1 10 1 1 22,568 270,819 540,345 14,144 1,200 3,300 360 19,004 CT Officer 1 1 10 1 22,568 270,819 540,345 14,144 1,200 3,300 360 19,004 CT Officer Officer 1 1 10 2 2,568 270,819 540,345 14,144 1,200 3,300 360 19,004 CT Officer Offi | | | | - | Company of the Compan | | the Control of the Co | | | | Committee | | 636,450 |
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| Susiness Devt. & Marketing Officer | | | - | - | | | | | | 17.15.17775 | | (11) | 591,437 |
| Environment Officer 1 10 3 27,182 326,178 607,136 14,144 1,200 4,050 360 19,704 | | | | - | | | | | | | | | 559,349 |
| Human Resource Officer | | | 100 | - | | | | | | | | | 626,891 |
| ICT Officer | | | | | | | | | | | | | 559,349 |
| Land & Asset Development Officer | | | - | - | | | | | | | | | 559,349 |
| Community Relations Officer | | | - | - | | | | | | | 121100111 | | 559,349 |
| Customs Compliance Officer 1 1 0 3 27,182 311,672 592,630 14,144 1,200 3,825 360 19,529 17 reasury & investment Officer 1 1 0 2 24,764 297,166 572,132 14,144 1,200 3,600 360 19,304 16 | The state of the s | | | | | | | | | | | | 559,349 |
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| Project Mgmt. Officer/Electrical Engr. | | | | - | 210000000000000000000000000000000000000 | | 100000000000000000000000000000000000000 | 100000000000000000000000000000000000000 | | | - | | 626,891 |
| Legal Researcher and Investigation Specialist 1 10 1 22,568 270,819 540,345 14,144 1,200 3,300 360 19,004 Procurement Officer 1 10 2 24,764 294,970 569,937 14,144 1,200 3,575 360 19,279 Safety and Security Officer 1 10 2 24,764 294,970 569,937 14,144 1,200 3,575 360 19,279 Executive Assistant (OPCEO) 1 9 1 18,377 219,923 416,931 14,144 1,200 3,000 360 18,404 Property Custodian 1 9 2 20,093 241,111 444,613 14,144 1,200 3,000 360 18,704 Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Cashier 1 8 1 14,920 179,045 363,523 13,260 | | _ | | | | | | | | 200000000000000000000000000000000000000 | | | 591,437 |
| Procurement Officer 1 1 10 2 24,764 294,970 569,937 14,144 1,200 3,575 360 19,279 Safety and Security Officer 1 1 10 2 24,764 294,970 569,937 14,144 1,200 3,575 360 19,279 Executive Assistant (OPCEO) 1 9 1 18,327 219,923 416,931 14,144 1,200 3,000 360 18,404 Property Custodian 1 9 2 20,093 241,111 444,613 14,144 1,200 3,000 360 18,704 Board Secretary 1 9 2 20,093 241,111 444,613 14,144 1,200 3,000 360 18,704 Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Executive Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Finance Analyst 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Human Resource Assistant 1 8 8 1 14,920 179,045 363,523 13,260 1,200 2,400 360 16,920 Internal Audit Assistant 1 8 8 1 14,920 179,045 363,523 13,260 1,200 2,400 360 16,920 Internal Audit Assistant 1 8 8 1 14,920 179,045 363,523 13,260 1,200 2,400 360 16,920 Internal Audit Assistant 1 8 8 1 14,920 179,045 363,523 13,260 1,200 2,400 360 16,920 Internal Audit Assistant 1 8 8 1 14,920 179,045 363,523 13,260 1,200 2,400 360 18,104 Human Resource Assistant 1 8 8 1 14,920 179,045 363,523 13,260 1,200 2,400 360 18,104 11 8 2 16,338 181,172 369,377 13,675 1,200 2,138 360 17,373 Assistant Board Secretary 1 8 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Record Management Specialist 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 19, | | | | | | The second second | | 0470000000000 | | | 1000 | | |
| Safety and Security Officer 1 10 2 24,764 294,970 569,937 14,144 1,200 3,575 360 19,279 Executive Assistant (OPCEO) 1 9 1 18,327 219,923 416,931 14,144 1,200 2,700 360 18,404 Property Custodian 1 9 2 20,093 241,111 444,613 14,144 1,200 3,000 360 18,704 Business Devt. & Marketing Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Cashier 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Finance Analyst 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Finance Analyst 1 8 1 14,920 179,045 363,523 13,260 1,200< | | | | 1 | | 2011/10/2017 | | USE ANTHONY | | | | | 559,349 |
| Executive Assistant (OPCEO) | | 3335 | - | | | | | | | | | | 589,216 |
| Property Custodian 1 9 2 20,093 241,111 444,613 14,144 1,200 3,000 360 18,704 Board Secretary 1 9 2 20,093 241,111 444,613 14,144 1,200 3,000 360 18,704 Business Devt. & Marketing Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Cashier 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Finance Analyst 1 8 1 14,920 179,045 363,523 13,260 1,200 2,400 360 16,920 Human Resource Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,400 360 18,104 Human Resource Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 | | | - | - | | 1,200,000 | The state of the s | | | | | | 589,216 |
| Board Secretary | | | - | | | The second secon | | THE STATE OF THE S | | 10.700.00000000000000000000000000000000 | 11/2/10/10/10 | | 435,336 |
| Business Devt. & Marketing Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Executive Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Executive Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Executive Assistant 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 16,920 ICT Specialist 1 8 3 17,900 205,431 399,932 14,144 1,200 2,475 360 18,179 Internal Audit Assistant 1 8 2 16,338 181,172 369,377 13,675 1,200 2,138 360 17,373 Assistant Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 ICT Specialist 1 8 2 16,338 181,172 369,377 13,675 1,200 2,138 360 17,373 Assistant Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,138 360 17,373 Assistant Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 ICT Specialist 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 11,080 131,121 301,290 11,608 1,200 1,900 120 11,660 COSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,500 120 11,660 COSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,500 120 11,660 COSAC Processor 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 13,728 Ticketing Clerk 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 1 | AND THE RESIDENCE OF THE PROPERTY OF THE PROPE | | 1 | | | | | 1970/1970 | | | 100000000000000000000000000000000000000 | | 463,318 |
| Cashier 1 8 3 17,900 214,802 410,240 14,144 1,200 2,550 360 18,254 Executive Assistant 1 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Finance Analyst 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Human Resource Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 ICT Specialist 1 8 3 17,900 205,431 399,932 14,144 1,200 2,475 360 18,179 Internal Audit Assistant 1 8 2 16,338 181,172 369,377 13,675 1,200 2,138 360 17,373 Assistant Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Record Management Specialist 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 16,920 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistant 1 7 2 13,326 157,642 336,029 11,833 1,200 1,925 120 15,078 Labor Center Processor 1 7 1 12,191 146,296 320,737 10,608 1,200 1,800 120 13,728 Clerk-Corporate Planning 1 6 2 11,080 131,121 301,292 9,696 1,200 1,605 120 12,641 Plant Nursery Assistant II 6 3 12,098 145,182 319,281 10,608 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 13,728 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Driver 1 6 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Driver 1 6 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 | | | | | - | The second secon | | | | | | | 463,318 |
| Executive Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Finance Analyst 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Human Resource Assistant 1 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 ICT Specialist 1 8 3 17,900 205,431 399,932 14,144 1,200 2,475 360 18,179 Internal Audit Assistant 1 8 2 16,338 181,172 369,377 13,675 1,200 2,138 360 17,373 Assistant Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,138 360 17,373 Assistant Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,138 360 16,920 Record Management Specialist 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Supply Assistant 1 7 2 13,326 157,642 336,029 11,833 1,200 1,925 120 15,078 Labor Center Processor 1 7 1 12,191 146,296 320,737 10,608 1,200 1,925 120 15,078 Clerk-Corporate Planning 1 6 1 10,159 121,906 288,871 8,840 1,200 1,625 120 12,641 Plant Nursery Assistant II 6 2 11,080 131,121 301,292 9,696 1,200 1,625 120 12,641 Plant Nursery Assistant II 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 13,728 Ticketing Clerk 1 6 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 6 1 10,159 121,906 303,319 9,724 1,200 1,655 120 12,694 Driver 1 6 6 1 10,159 121,906 303,319 9,724 1,200 1,650 120 13,728 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 | | | | - | Charles to Security Co. | 1.0000 0000000 | | | | | | | 380,443 |
| Finance Analyst | | _ | | _ | | | | | | 7.000 | | | 428,494 |
| Human Resource Assistant 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 1CT Specialist 1 8 3 17,900 205,431 399,932 14,144 1,200 2,475 360 18,179 Internal Audit Assistant 1 8 2 16,338 181,172 369,377 13,675 1,200 2,138 360 17,373 Assistant Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Record Management Specialist 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Supply Assistant 1 7 2 13,326 157,642 336,029 11,833 1,200 1,925 120 15,078 Labor Center Processor 1 7 1 12,191 146,296 320,737 10,608 1,200 1,800 120 13,728 Clerk-Corporate Planning 1 6 1 10,159 121,906 288,871 8,840 1,200 1,625 120 12,641 Plant Nursery Assistant II 6 3 12,098 145,182 319,281 10,608 1,200 1,500 120 11,660 Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Proiver 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Proiver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Proiver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Proiver | | _ | | | | | | | | | | 100000000000000000000000000000000000000 | 380,443 |
| ICT Specialist | | | | | | | | | | | | | 403,859 |
| Internal Audit Assistant | | | | | | | | | | | | | 380,443 |
| Assistant Board Secretary 1 8 1 14,920 179,045 363,523 13,260 1,200 2,100 360 16,920 Record Management Specialist 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Supply Assistant 1 7 2 13,326 157,642 336,029 11,833 1,200 1,925 120 15,078 Labor Center Processor 1 7 1 12,191 146,296 320,737 10,608 1,200 1,800 120 13,728 Clerk-Corporate Planning 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 OSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,625 120 12,641 Plant Nursery Assistant II 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,500 120 12,694 Driver 1 6 6 15,836 190,029 377,874 14,144 1,200 2,250 360 17,954 Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 | | | - | | | | | | | | | | 418,112 |
| Record Management Specialist 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Supply Assistant 1 7 2 13,326 157,642 336,029 11,833 1,200 1,925 120 15,078 Labor Center Processor 1 7 1 12,191 146,296 320,737 10,608 1,200 1,800 120 13,728 Clerk-Corporate Planning 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 OSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,625 120 12,641 Plant Nursery Assistant II 1 6 3 12,098 145,182 319,281 10,608 | | 1.447 | 1000 | | | | | 1 1000 1000 | | | | | 386,750 |
| Custom Compliance Assistance 1 8 2 16,338 196,061 385,755 14,144 1,200 2,400 360 18,104 Supply Assistant 1 7 2 13,326 157,642 336,029 11,833 1,200 1,925 120 15,078 Labor Center Processor 1 7 1 12,191 146,296 320,737 10,608 1,200 1,800 120 13,728 Clerk-Corporate Planning 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 OSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,625 120 12,641 Plant Nursery Assistant II 1 6 3 12,098 145,182 319,281 10,608 1,200 1,500 120 13,728 Ticketing Clerk 1 6 1 10,159 121,996 288,871 8,840 1,200 | | | | | 2 | | NAME OF TAXABLE PARTY. | | | 7.00 | | | 380,443 |
| Supply Assistant 1 7 2 13,326 157,642 336,029 11,833 1,200 1,925 120 15,078 Labor Center Processor 1 7 1 12,191 146,296 320,737 10,608 1,200 1,800 120 13,728 Clerk-Corporate Planning 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 OSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,625 120 12,641 Plant Nursery Assistant II 1 6 3 12,098 145,182 319,281 10,608 1,200 1,500 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 | | - | | | | To different harmonic management | | | | | | | 403,859 |
| Labor Center Processor 1 7 1 12,191 146,296 320,737 10,608 1,200 1,800 120 13,728 Clerk-Corporate Planning 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 OSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,625 120 12,641 Plant Nursery Assistant II 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,680 Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,500 120 12,694 Driver 1 6 15,836 190,029 377,874 14,144 1,200 2,250 360 | | - | | | 100000000000000000000000000000000000000 | | | 200000000000000000000000000000000000000 | | | | | 403,859 |
| Clerk-Corporate Planning 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 OSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,625 120 12,641 Plant Nursery Assistant II 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 13,728 Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Driver 1 6 6 15,836 190,029 377,874 14,144 1,200 2,250 360 17,954 Driver 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 | AQUID (EDITOR DE LA CONTRACTOR DE LA CON | | | | - | | | | | 100000000000000000000000000000000000000 | | | 351,107 |
| OSAC Processor 1 6 2 11,080 131,121 301,292 9,696 1,200 1,625 120 12,641 Plant Nursery Assistant II 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Driver 1 6 6 15,836 190,029 377,874 14,144 1,200 2,250 360 17,954 Driver 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 | | | | | The second second | | | 2010 00000 | | 7.2.2. | 0.22 | 0.000 | 334,465 |
| Plant Nursery Assistant II 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Driver 1 6 15,836 190,029 377,874 14,144 1,200 2,250 360 17,954 Driver 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 13,728 | | | | | | | | | | 1.0000000000000000000000000000000000000 | | | 300,531 |
| Ticketing Clerk 1 6 1 10,159 121,906 288,871 8,840 1,200 1,500 120 11,660 Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Driver 1 6 6 15,836 190,029 377,874 14,144 1,200 2,250 360 17,954 Driver 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 13,728 | | | | | | | | | | | | 11.000000000000000000000000000000000000 | 313,933 |
| Driver 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 Driver 1 6 6 15,836 190,029 377,874 14,144 1,200 2,250 360 17,954 Driver 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,094 | | | | | | | | | | | | | 333,009 |
| Driver 1 6 6 15,836 190,029 377,874 14,144 1,200 2,250 360 17,954 Driver 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 | | | | | | | | | | | | | 300,531 |
| Driver 1 6 3 12,098 145,182 319,281 10,608 1,200 1,800 120 13,728 Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 | | | | | | | The state of the s | | | | | | 316,013 |
| Facilities & Maintenance 1 6 2 11,080 132,965 303,319 9,724 1,200 1,650 120 12,694 | | | | | 1,000,000,000,000 | | | | | | | | 395,828 |
| | | | | | | The state of the s | The state of the s | - | | | | | 333,009 |
| | The state of the s | | | | | Mining Control of Control | - Separate Control of the Control of | | | The second secon | - | | 316,013 |
| | Cottage Attendant I | 1 | _ | 6 | 13,122 | 157,462 | 335,325 | 11,492 | 1,200 | 1,950 | 120 | 14,762 | 350,087 32,205,696 |



Annex II JOHN HAY MANAGEMENT CORPORATION Maintenance & Other Operating Expenses Budget Year 2017

| | | 201 | 2016 | Increase (Dec) | | | |
|--|---|-------------------------|-----------------------|-------------------------|---|----------------------|-----|
| PARTICULARS | Estate Management Fee | Legal and Regulatory | Land Related Cost | Total | Approved Budget | Amount | % |
| Travelling Expenses | 2,500,000 | | 7.0 | 2,500,000 | 2,200,000 | 300,000 | 14 |
| Travelling Expenses - BOD | 800,000 | | | 800,000 | 800,000 | | |
| Communication Expenses | 950,000 | | | 950,000 | 900,000 | 50,000 | 69 |
| Repairs & Maintenance | | | | 330,000 | 300,000 | 50,000 | 0, |
| Building & Facilities | 260,000 | 485,000 | 880,000 | 1,625,000 | 1,690,000 | (65,000) | -4 |
| Furnitures, Fixtures & Equipment | 492,000 | 403,000 | 100,000 | 592,000 | 300,000 | 292,000 | 97 |
| Motor Vehicles | 1,000,000 | | 100,000 | 1,000,000 | 900,000 | 100,000 | 11 |
| Supplies and Materials | | | | 2,000,000 | 300,000 | 100,000 | - |
| Office Supplies & Materials | 2,100,000 | 100 | 100,000 | 2,200,000 | 2,150,000 | 50,000 | 2 |
| Gas, Oil & Lubricants | 1,200,000 | | 100,000 | 1,200,000 | 1,400,000 | (200,000) | -14 |
| Rent Expense | 5,000 | | | 5,000 | 10,000 | (5,000) | -50 |
| Water & Illumination | | CEO 000 | 400.000 | | | A 5 75 | |
| | 340,000 | 650,000 | 100,000 | 1,090,000 | 1,220,000 | (130,000) | -1: |
| Auditing Services | 2,000,000 | | | 2,000,000 | 2,203,000 | (203,000) | -9 |
| Training & Personnel Development | 2,400,000 | | | 2,400,000 | 1,650,000 | 750,000 | 45 |
| Representation Expense | 1,200,000 | | | 1,200,000 | 1,600,000 | (400,000) | -2 |
| Meal Expenses - BOD | 600,000 | | | 600,000 | 600,000 | | |
| Extraordinary & Misc. Expenses | 100000000000000000000000000000000000000 | | | - | 200000000000000000000000000000000000000 | | |
| Subscription Fees | 65,000 | | 5,000 | 70,000 | 70,000 | | |
| Membership Fees | 15,000 | | 3,000 | 15,000 | 15,000 | | |
| Taxes Duties & Fees | 120,000 | | | 120,000 | 988,150 | (868,150) | -8 |
| Marketing and Advertising Expense | 1,118,453 | 500,000 | 500,000 | 2,118,453 | 2,555,139 | (436,686) | -1 |
| idelity Bonds Insurance Premiums | | | | | 8 8 | | |
| Insurance Premiums | 20,000 | 40,000 | | 60,000 | 50,000 | 10,000 | 20 |
| Car Insurance & Registration | 150,000 | | | 150,000 | 220,000 | (70,000) | -3 |
| Fidelity Bond | 80,000 | | | 80,000 | 30,000 | 50,000 | 16 |
| Other Services | | | | | | | |
| Security Services | 1,605,000 | 7 | 33,895,000 | 35,500,000 | 36,000,000 | (500,000) | -1 |
| Barangay Segregation | | | 1,200,000 | 1,200,000 | 1,453,000 | (253,000) | -1 |
| Legal Services | 500,000 | 7.6 | 1,200,000 | 1,700,000 | 1,300,000 | 400,000 | 3: |
| Professional Services | 3,000,000 | | 280,000 | 3,280,000 | 3,010,000 | 270,000 | 9 |
| Environment/Sanitary Services | | | 4,797,000 | 4,797,000 | 2,460,000 | 2,337,000 | 9 |
| R.A. 9400 (Congressional Hearings) | | | 200,000 | 200,000 | 500,000 | (300,000) | |
| DOLF for JHMC Management | 1,000,000 | | | 1,000,000 | | 1,000,000 | |
| Public Relations Program | 7, 50, 10 | | 1,000,000 | 1,000,000 | 2,200,000 | (1,200,000) | -5 |
| General Services | 172,000 | 300,000 | 830,000 | 1,302,000 | 1,142,000 | 160,000 | 1 |
| Janitorial Expenses | 900,000 | 700,000 | | 1,600,000 | 1,120,000 | 480,000 | 43 |
| Corporate Social Responsibility | 300,000 | | 400,000 | 700,000 | 830,000 | (130,000) | |
| Consultancy Services | | | | - | 2,600,000 | (2,600,000) | -10 |
| Government Quality Management System Standards | 1,000,000 | | | 1,000,000 | 1,000,000 | | |
| Printing and Binding | 450,000 | | | 450,000 | 365,000 | 85,000 | 23 |
| Scout Barrio Housing Program | | -61 | | - | | - | |
| Planning Expenses | 400,000 | | | 400,000 | 400,000 | | |
| Gender and Development | 1,000,000 | | | 1,000,000 | 1,000,000 | | |
| National Commission of Indigineous People | V. 140214014 | | 200,000 | 200,000 | 200,000 | | |
| Miscellaneous Expenses GRAND TOTAL | 1,000,000 28,742,453 | 2,675,000 | 300,000 45,987,000 | 1,300,000 77,404,453 | 650,000 77,781,289 | 650,000 (376,836) | 10 |



Annex III
JOHN HAY MANAGEMENT CORPORATION
BOD Expenses
Budget Year 2017

| Particulars | Computation | 2017 Approved | 2016 Approved | Variance | | |
|-------------------------------|---|------------------|------------------|-----------|-------------|--|
| | | Budget | Budget | Inc (Dec) | % Inc (Dec) | |
| I. Per Diems | | | | | | |
| Per Diems - BOD Members | Php5,000 x 2 meetings x 12 mos x 10 BOD | 1,200,000 | 1,200,000 | | | |
| Per Diem - BOD Chairman | Php5,000 x 1.20% x 2 meetings x 12 mos | 144,000 | 144,000 | | | |
| Per Diem - Committee Meetings | Php3,000 x 2 meetings x 12 mos x 11 BOD | 792,000 | 792,000 | | | |
| Per Diem-Corporate Secretary | Php5,000 x 2 meetings x 12 months | 120,000 | 120,000 | | | |
| II. Other Expenses | | | | | | |
| Transportation Expenses | Php10,000 x 12 mos x 11 BOD | 1,320,000 | 1,320,000 | | | |
| Representation Expenses | Php10,000 x 12 mos x 11 BOD | 1,320,000 | 1,320,000 | | | |
| Communication Expenses | Php2,500 x 12 mos x 11 BOD | 330,000 | 330,000 | | | |
| Performance-Based Incentive | | 2,136,000 | 2,136,000 | | | |
| Total | | 7,362,000 | 7,362,000 | - | | |



Annex IV
JOHN HAY MANAGEMENT CORPORATION
Capital Outlays
Budget Year 2017

| Item | Quantity | Unit | Unit Cost | Estate Management | Legal and Regulatory | Land Related Cost | Total |
|---|-------------------------------|-------|-----------|-------------------|--|-------------------|------------|
| A. Office Equipment, Furniture & Fixture | | | | | | | |
| Warehouse for the CCA | 1 | unit | 500,000 | | 500,000 | 41 | 500,000 |
| Welding Set | 1 | unit | 50,000 | | | 50,000 | 50,000 |
| Sub-total Sub-total | | | | | 500,000 | 50,000 | 550,000 |
| B. IT Equipment and Software | | | | | | | |
| Information System | 1 | unit | 1,000,000 | 1,000,000 | | | 1,000,000 |
| Update of the ArcGIS Software | 1 | unit | 250,000 | | | 250,000 | 250,000 |
| Integrated Audio System | 1 | unit | 250,000 | 250,000 | | | 250,000 |
| Laptops | 5 | units | 40,000 | 120,000 | | 80,000 | 200,000 |
| Scanner | 1 | unit | 80,000 | 80,000 | | | 80,000 |
| Digital Projector | 1 | unit | 80,000 | 80,000 | | | 80,000 |
| Laser Printer | 1 | unit | 40,000 | 40,000 | | | 40,000 |
| Barcode Printer | 1 | unit | 35,000 | 35,000 | American State of the Control of the | | 35,000 |
| Sub-total | | | | 1,605,000 | | 330,000 | 1,935,000 |
| C. Capital Expenditure Projects | | | | | | | |
| JHMC Office Building and Customs Clearance Area | A STATE OF THE REAL PROPERTY. | | | | | | |
| Civil Works | | | | | | 21,000,000 | 21,000,000 |
| Construction Management Services | | | | | | 2,000,000 | 2,000,000 |
| Detailed Engineering Design | | | | | | 1,000,000 | 1,000,000 |
| Rehabilitation of VOA Loghomes | 1 | | | | | 10,000,000 | 10,000,000 |
| Rehabilitation of the Bell House | | | | | | 2,500,000 | 2,500,000 |
| Installation of Solar-Powered Streetlights at JHSEZ | | | | | | 2,475,000 | 2,475,000 |
| Sub-total | | | | # | | 38,975,000 | 38,975,000 |
| D. Motor Vehicle | 2 | unit | 1,700,000 | | | 3,400,000 | 3,400,000 |
| Total | | | | 1,605,000 | 500,000 | 42,755,000 | 44,860,000 |

