

JHMC

JOHN HAY MANAGEMENT CORPORATION

Jamie Eloise M. Agbayani, M.D.
President and Chief Executive Officer

09 March 2016

HON. CESAR L. VILLANUEVA
Chairman
Governance Commission for GOCCs
3/F Citibank Centre, Citibank Plaza
Paseo de Roxas Cor. Villar St., Makati City

Subject: GCG-JHMC Performance Agreement for 2015-2016



Dear **Chairman Villanueva**:

I write to respectfully submit one (1) Original Copy of the GCG-JHMC Performance Agreement for CYs 2015 and 2016, duly signed by the JHMC Board of Directors.

Thank you very much and with assurances of my high esteem, I remain

Very truly yours,

Jamie Eloise M. Agbayani
JAMIE ELOISE M. AGBAYANI, M.D.

John Hay Management Corporation
a member of the BCDA Group
 OPCEO-OUT-2016-0078



PERFORMANCE AGREEMENT

This Performance Agreement 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 2016;

WHEREAS, the Parties agreed to renegotiate certain targets for CY 2015, pursuant to Section 7.2 of GCG MC No. 2013-02 (Re-Issued), which 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."

WITNESSETH: THAT –

The Parties agree to the following terms:

1. **Renegotiation.** – JHMC's Performance Scorecard in its 2015 Performance Agreement is hereby amended pursuant to the attached **Renegotiated Performance Scorecard**. All other conditions in the Performance Agreement covering CY 2015 shall remain effective.

2. **Mission and Vision.** – JHMC's Mission and Vision are as follows:

Mission: As the steward of Camp John Hay, John Hay Management Corporation develops the estate into a premier tourist and investment destination that enforces efficient and effective regulation, ensures sustainable multiple use of the forest watershed and contributes to national economic growth and job generation.

Vision : By 2018, the JHMC shall have transformed Camp John Hay into the primary catalyst for the tourism development within the Cordillera Region and the leader of environment and forest stewardship in the Philippines.

The agreed Strategy Map for achieving the vision is attached hereto as **Annex A**.

3. **Measurement of Performance.** – Performance for 2015-16 shall be measured based on the Performance Scorecard attached hereto as **Annex B and Annex B-1, respectively**. It is understood that the GOCC must achieve a weighted-average of at least 90% based on the agreed targets for 2015-16 to be eligible to grant any Performance-Based Bonus.

4. **Strategic Initiatives.** – JHMC hereby commits to undertaking the following key programs and/or projects identified as having a significant impact on its Performance Scorecard (PES Form 2) attached hereto as **Annex C**, to wit:

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- (a) Strategic Initiative 1 – Formulation of a Site Development Plan and Market Study for the Camp John Hay;
- (b) Strategic Initiative 2 – Development of a Mixed Use Commercial Complex at Mile-Hi Center;
- (c) Strategic Initiative 3 – Eco-Tourism Park Development;
- (d) Strategic Initiative 4 – Increase Employment Inside the JHSEZ;
- (e) Strategic Initiative 5 – Barangay Segregation Program;
- (f) Strategic Initiative 6 – Formulation And Implementation Of An Integrated And Sustainable Pest Management Plan For The Benguet Pine Forests Of Camp John Hay;
- (g) Strategic Initiative 7 – Support In The Preparation Of A Programmatic Environment Management Plan For New Development Projects;
- (h) Strategic Initiative 8 – Ambient Air Emission And Greenhouse Gas Inventory Within The JHSEZ;
- (i) Strategic Initiative 9 – Establishment of Firelines within the John Hay Reservation Area (JHRA);
- (j) Strategic Initiative 10 – Compliance To Government Quality Management Systems Under Executive Order (E.O.) 605; and
- (k) Strategic Initiative 11 – Organizational Learning And Growth Program To Arrive At The Overall Training Spread Index Target.

The Commitment herein includes obtaining all necessary approvals, if applicable, such as those for Major Development Projects under GCG MC No. 2013-03. JHMC shall include updates on the foregoing Strategic Initiatives in its submission of quarterly monitoring reports to the GCG.

5. **Quarterly Submission of Performance Monitoring.** – JHMC shall submit a quarterly monitoring report to the GCG within thirty (30) calendar days from the close of each quarter.

6. **Good Governance Conditions.** – In addition to the covered portions of the Performance Scorecard, the GOCC must fully comply with the Good Governance Conditions enumerated under GCG MC No. 2013-02 (Re-Issued), GCG MC No. 2014-02, and GCG MC No. 2014-03 namely:

6.1. *Conditions Common to National Government Agencies and GOCCs:*

- (a) Transparency Seal;
- (b) PhilGEPS Posting;
- (c) Cash Advance Liquidation;
- (d) Citizen's Charter or its equivalent; and
- (e) Compliance with the submission and review requirements covering Statement of Assets, Liabilities and Networth (SALN);

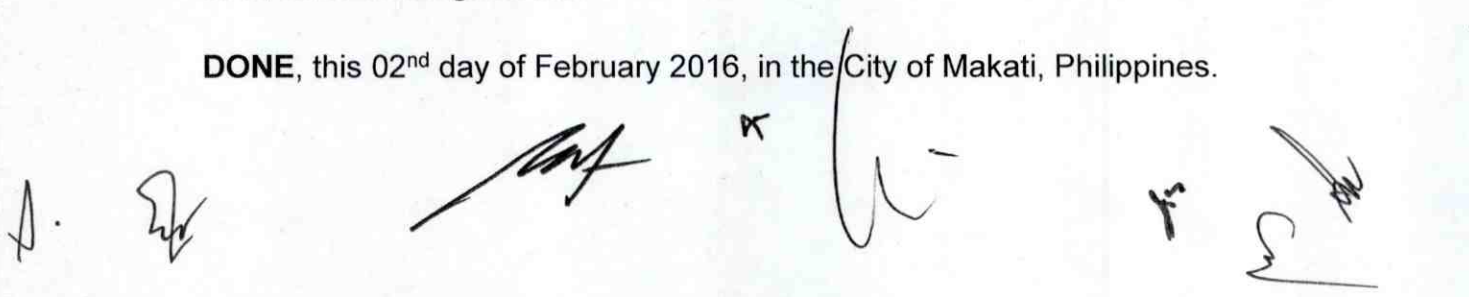
6.2. *Conditions Specific to GOCCs Covered by R.A. No. 10149:*

- (a) Satisfaction of all statutory liabilities, including the payment of all taxes due to the Government, and declaration and payment of all dividends to the State as cleared by the Department of Finance (DOF), whenever applicable.



- (b) Submission and execution of concrete and time bound action plans for addressing Notices of Disallowances and Audit Observation Memoranda from the Commission on Audit (COA), if any.
 - (c) Adoption of a *"Manual of Corporate Governance"* pursuant to Section 42 of the **CODE OF CORPORATE GOVERNANCE FOR GOCCs (GCG MC No. 2012-07)** that is approved by GCG and uploaded on the GOCC's website.
 - (d) Compliance with posting on the GOCC's website the information enumerated under Section 43 of GCG MC No. 2012-07.
 - (e) Adoption of a **No GIFT POLICY** approved by the GCG and uploaded on the GOCC's website pursuant to Section 29 of GCG MC No. 2012-07.
 - (f) Compliance with the deadlines and submission of reports through the Integrated Corporate Reporting System (ICRS) pursuant to GCG MC No. 2014-02.
 - (g) 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.
 - (h) 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. 123 on "Budget Call for FY 2016;"
 - 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. 123.
7. JHMC shall timely inform GCG of all audit observations and notices of disallowances within seven (7) working days from the time 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 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.
8. 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 02nd day of February 2016, in the City of Makati, Philippines.



**GOVERNANCE COMMISSION FOR
GOCCs**

BY AUTHORITY OF THE COMMISSION:



CESAR L. 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 PACIANO D. CASANOVA
Board Member
President and CEO, BCDA



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

JOHN HAY MANAGEMENT CORPORATION

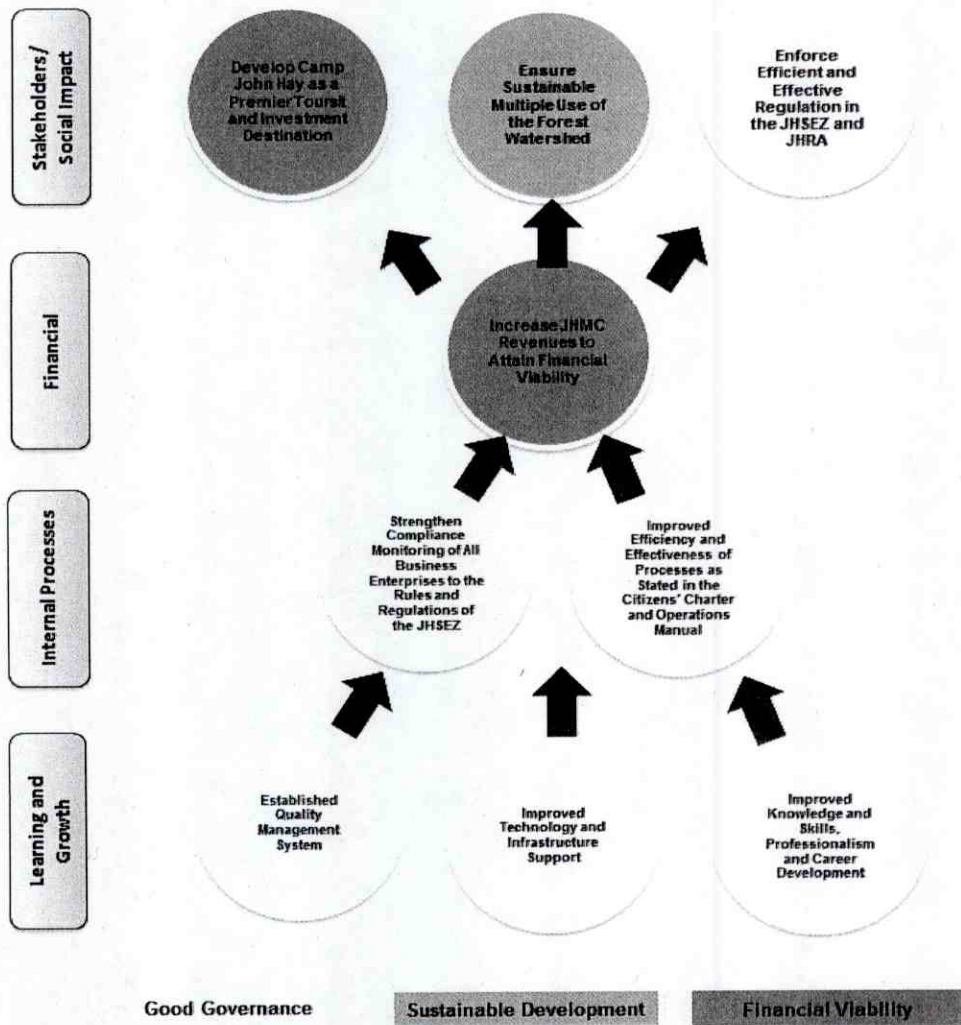


CHARTER STATEMENT AND STRATEGY MAP

Vision : By 2018, the JHMC shall have transformed Camp John Hay into the primary catalyst for the tourism development within the Cordillera Region and the leader of environment and forest stewardship in the Philippines.

Mission : As the steward of Camp John Hay, John Hay Management Corporation develops the estate into a premier tourist and investment destination, that contributes to economic growth and job generation; ensures sustainable multiple use of the forest watershed; and enforces efficient and effective regulation in the Special Economic Zone.

Core Values :
Stewardship
Passion for the Environment
Integrity
Commitment
Excellence



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JOHN HAY MANAGEMENT CORPORATION

		Component				Baseline Data		Target
		Objective/Measure	Formula	Weight	Rating System	2013	2014	2015
SOCIAL IMPACT	SO 1	Develop Camp John Hay as a Premier Tourist and Investment Destination						
	SM 1	Number of jobs generated in the JHSEZ	Absolute number	12.5%	Actual Increase / Target Increase x Weight	3,473	4,050	4,100
	SM 2	Gross sales of business enterprises within the JHSEZ	Absolute number	12.5%	Actual / Target x Weight	-	-	₱200 M
FINANCIAL	SO 2	Ensure Sustainable Multiple Use of the Forest Watershed						
	SM 3	Issuance of ISO 14001 Environmental Management System	Absolute number	10%	All or Nothing	-	-	Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house) and Procurement of consultancy service for ISO 14001
	SM 4	Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ.	Non-exceedance in the JHMC set for Particulate Matter 10 (PM 10): less than 80µg/m3	10%	Actual / Target x Weight	11µg/ m3 (PM10)	22.95µg/ m3 (PM10)	less than 80µg/ Ncm (PM10)

Component					Baseline Data		Target	
Objective/Measure		Formula	Weight	Rating System	2013	2014	2015	
STAKEHOLDERS	SO 3	Enforce Efficient and Effective Regulation in the Special Economic Zone						
	SM 5	Stakeholder's Satisfaction Survey	95% or better rating	10%	Actual / Target x Weight	-	-	95%
		Sub-total		55%				
	SO 4	Increase JHMC Revenues to Attain Financial Viability						
	SM 6	Remittance of Collection from Lease rentals of BCDA Assets	Absolute number	10%	Actual / Target x Weight	-	₱25.8 M	₱27.3 M
		Sub-total		10%				
INTERNAL PROCESS	SO 5	Strengthen Compliance Monitoring of All Business Enterprises to the Rules and Regulations of the JHSEZ						
	SM 7	Frequency of Spot inspections per Business Enterprise	Average of 20 inspections per week	7.5%	Actual / Target x Weight	-	-	4,420
	SM 8	Frequency of Certificate of Environmental Compliance (CEC) monitoring	Average of 85 inspections every two (2) months	7.5%	Actual / Target x Weight	-	-	140
		Sub-total		15%				

Component					Baseline Data		Target	
Objective/Measure		Formula	Weight	Rating System	2013	2014	2015	
LEARNING AND GROWTH	SO 6	Improve Efficiency and Effectiveness of Processes as Stated in the Citizens' Charter and Operations Manual						
	SM 9	Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ upon receipt of complete requirements	For renewals: 30 minutes; For new/start-up business: 10 calendar days	5%	Actual / Target x Weight	20 mins. renewal and 30 days new application	30 mins. renewal and 10 calendar days for start-up	30 mins. for renewal 10 calendar days for start up
		Sub-total		20%				
LEARNING AND GROWTH	SO 7	Establish Quality Management System						
	SM 10	ISO Certification for all frontline services	Absolute number	5%	All or Nothing	-	6/6 process manualized	ISO Certification 9001:2008 of all frontline services
	SO 8	Improve Technology and Infrastructure Support						
	SM 11	No. of processes automated	Absolute number	5%	Actual / Target x Weight	1	1	2 Financial Information System and Human Resource Information System
	SO 9	Improve Knowledge and Skills, Professionalism and Career Development						
	SM 12	Overall Training Spread Index	95% of total annual target	5%	Actual / Target x Weight	-	Average: 14.2 hours/employee	95%
		Sub-total		15%				
		TOTAL		100%				

JOHN HAY MANAGEMENT CORPORATION

Component					Baseline Data		Target		
Objective/Measure		Formula	Weight	Rating System	2013	2014	2015	2016	
SOCIAL IMPACT	SO 1	Develop Camp John Hay as a Premier Tourist and Investment Destination							
	SM 1	Number of new locators or projects signed meeting best use criteria	Absolute number	7.5%	Actual / Target x Weight	-	-	1	2
	SM 2	Number of jobs generated in the JHSEZ	Absolute number	7.5%	Actual / Target x Weight		No Baseline Data Available	4,100	5,050
	SM 3	Gross sales of business enterprises within the JHSEZ	Absolute number	5%	Actual / Target x Weight	₱150M	₱200M	₱200M	₱550M
	SO 2	Ensure Sustainable Multiple Use of the Forest Watershed							
	SM 4	Issuance of ISO 14001 Environmental Management System	Based on milestones	10%	All or nothing	-	-	Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house) and procurement of consultancy service for ISO 14001	Formulation of the Environmental Management Plan
	SM 5	Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ	Number of tests which resulted in Good Air Quality (0-54 ug/ncm)/Total number of tests	5%	Actual/Target x Weight	100% (average of 11 ug/ncm)	100% (average of 11 ug/ncm)	100%	100% (8/8) of the tests resulted in Good Quality
	Sub-total			35%					

Component					Baseline Data		Target		
Objective/Measure		Formula	Weight	Rating System	2013	2014	2015	2016	
STAKEHOLDERS	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA							
	SM 6	Stakeholder's Satisfaction Survey	Based on result of survey 90%-100% = Excellent 80%-85% = Very Satisfactory 80%-84% = Satisfactory 75%-79% = Fair 74% and below = Poor	10%	Actual/Target x Weight	80% (SEZAD)	90% (SEZAD)	95% (SEZAD)	84%
FINANCIAL	SO 4	Increase JHMC Revenues to Attain Financial Viability							
	SM 7	Revenue generated by JHSEZ	Actual amount in Million Pesos	7.5%	Actual/Target x Weight	₱78.37 M	₱70.79 M	₱71 M	₱72 M
	SM 8	Zone Revenue Collection Efficiency	Actual Collection / Total Zone Revenue for the year	7.5%	Actual/Target x Weight	61%	84%	85%	86%
		Sub-total		15%					
INTERNAL PROCESS	SO 5	Improved Efficiency and Effectiveness							
	SM 9	Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ from the date of receipt of complete requirements	Average processing time for renewal	7.5%	Actual/Target x Weight	18 mins. For renewal	13 mins. For renewal	30 mins. for renewal	15 mins. for renewal
			Average processing time for start up	7.5%	Actual/Target x Weight	2 calendar days for start up	6.2 calendar days for start up	10 calendar days for start up	7 calendar days for start up

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2013	2014	2015	2016	
	SM 10	Asset Disposition Manual	Milestone achieved	7.5%	All or nothing	-	-	-	Board Approved Manual for the Asset Disposition
		Sub-total		22.5%					
LEARNING AND GROWTH	SO 6	Establish Quality Management System							
	SM 11	ISO Certification for all processes	Based on milestones	5%	All or nothing	4 processes documented	6 out of 6 documented	ISO Certification 9001:2008 of all frontline services	Passed Surveillance Audit
	SO 7	Improve Technology and Infrastructure Support							
	SM 12	No. of processes automated	Based on milestones	7.5%	All or nothing	1 Document Management System	1 Special Economic Zone Information System	2 Financial Information System and Human Resource Information System	SEZAD Information System (Phase 2)
	SO 8	Improve Knowledge and Skills, Professionalism and Career Development							
	SM 13	Establishment of a Competency Model	Based on milestones	5%	All or nothing	-	-	-	Board-approved Competency Model
			Sub-total		18%				
		TOTAL		100%					

**JOHN HAY MANAGEMENT CORPORATION
STRATEGIC INITIATIVE PROFILES**

I. STRATEGIC INITIATIVE PROFILE 1

1. Name of Project: **FORMULATION OF A SITE DEVELOPMENT PLAN
AND MARKET STUDY FOR THE CAMP JOHN HAY**

2. Contact Persons/Project Team Head:

ENGR. BOBBY V. AKIA

Environment and Asset Management Department Manager

Cell No. +63 908 501 8719

Email Address: bobby.akia@jhmc.com.ph

ENGR. VICTOR JOY D. LAGRIA

Business Development Department Manager

Cell No. +63 949 458 4204

Email Address: victor.lagria@jhmc.com.ph

FORESTER ALBERTO A. BANATAO

Environment Management Division Manager

Cell No. +63 908 551 4518

Email Address: alberto.banatao@jhmc.com.ph

3. Project Description:

The formulation of a Site Development Plan and Market Study shall allow JHMC to update the 1995 Master Development Plan of the John Hay Special Economic Zone in preparation for the turnover of the property to government. This will enable JHMC to determine the best land use of the remaining developable areas in the Camp such as, but not limited to mixed-used commercial, eco-tourism and protected forest.

The objectives of formulating the Land Use Plan for Cam John Hay are as follows:

- To promote the efficient utilization, acquisition and disposition of land and ensure the highest and best use of land;
- To direct, harmonize and influence discussions and activities of both the private and public sectors relative to the use and management of land;
- To reconcile land use conflicts and proposals between and among individuals, private and government entities relative to the present and future need for land;
- To promote desirable patterns of land uses that prevents wasteful development and minimize the cost of public infrastructure, utilities and other social services; and
- To conserve areas of ecological, aesthetic, historical and cultural significance.

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4. Project Milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Preparation of Terms-of-Reference (TOR) for the formulation of a Market Study and Site Development Plan	Jul. 2015	Jul. 2015		Supplemental Budget from BCDA	
Submission and approval by the JHMC-BOD of the TOR	Aug. 2015	Sept. 2015			
Submission and approval by the BCDA-BOD of the TOR	Oct. 2015	Dec. 2015			
Procurement of Consultancy for the formulation of a Market Study and Site Development Plan	Feb. 2016	Mar. 2016	5,000		
Contract Signing	Mar. 2016	Mar. 2016			
Issuance of Notice to Proceed for the formulation of a Market Study and Site Development Plan	Apr. 2016	Apr. 2016			
END OF JHMC DELIVERABLE					

Note: The time lines for the Project may vary depending on the on-going case of BCDA vs. CJHDevco in the Supreme Court.

5. Measures Affected:

SO 1. Develop Camp John Hay as a premier tourist and investment destination

- SM 1. Number of new locators or projects signed meeting best use criteria

SO 2. Ensure Sustainable Multiple-Use of the Forest Watershed

- SM 4. Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ

SO 4. Increase JHMC Revenues to Attain Financial Viability

- SM 6. Revenue Generated by JHMC

II. STRATEGIC INITIATIVE PROFILE 2

1. Name of Project: **DEVELOPMENT OF A MIXED-USE COMMERCIAL COMPLEX AT MILE-HI CENTER**

2. Contact Persons/Project Team Head:

ENGR. BOBBY V. AKIA
Environment and Asset Management Department Manager
Cell No. +63 908 501 8719

Email Address: bobby.akia@jhmc.com.ph

ENGR. VICTOR JOY D. LAGRIA
Business Development Department Manager
Cell No. +63 949 458 4204
Email Address: victor.lagria@jhmc.com.ph

3. Project Description:

The Mile-Hi Center is envisioned to be developed into a commercial center with family-oriented entertainment and a shopping center, office spaces and accommodation facilities.

The project is proposed on the assumption that the Camp John Hay Development Corporation (CJH DevCo) has turned-over the property to the Bases Conversion and Development Authority (BCDA) and the JHMC.

4. Project Milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Preparation of Terms-of-Reference (TOR) for the development of the Mile-Hi Center	Jan. 2016	Jan. 2016		COB 2016	
Contract drafting by the Legal Department	Feb. 2016	Feb. 2016			
Submission and approval of the TOR and draft contract for the proposed development by the JHMC-BOD.	Mar. 2016	Mar. 2016			
TOR submission, presentation and approval by the BCDA- BOD for the Development of the Mile-Hi Center	Apr. 2016	Apr. 2016			
Asset disposition process (bidding)	May 2016	Sept. 2016	200	COB 2016	
Contract Signing	Oct. 2016	Oct. 2016			
Issuance of Notice to Proceed (NTP) for the Development of the Mile-Hi Center	Nov. 2016	Nov. 2016			
END OF JHMC DELIVERABLE					

5. Measures Affected:

SO 1. Develop Camp John Hay as a premier tourist and investment destination

- SM 1. Number of new locators or projects signed meeting best use criteria

SO 4. Increase JHMC Revenues to Attain Financial Viability

- SM 6. Revenue Generated by JHMC

III. STRATEGIC INITIATIVE PROFILE 3

1. Name of Project: **ECO-TOURISM PARK DEVELOPMENT**

2. Contact Persons/Project Team Head:

ENGR. BOBBY V. AKIA
Environment and Asset Management Department Manager
Cell No. +63 908 501 8719
Email Address: bobby.akia@jhmc.com.ph

ENGR. VICTOR JOY D. LAGRIA
Business Development Department Manager
Cell No. +63 949 458 4204
Email Address: victor.lagria@jhmc.com.ph

FORESTER ALBERTO A. BANATAO
Environment Management Division Manager
Cell No. +63 908 551 4518
Email Address: alberto.banatao@jhmc.com.ph

3. Project Description:

To develop the Camp John Hay managed forest into an Eco-Tourism Park for educational and tourism purposes. It aims to showcase sustainable development that contributes to mitigating the effects of climate change in the country. The project is proposed on the assumption that the Camp John Hay Development Corporation (CJH DevCo) has turned-over the leased area to the Bases Conversion and Development Authority (BCDA) and the JHMC.

4. Project Milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Preparation of Terms-of-Reference (TOR) for the development of the managed forest into an Eco-Tourism Park	Jan. 2016	Feb. 2016			
Contract drafting by the Legal Department	Feb. 2016	Feb. 2016			
Submission and approval by the JHMC- BOD of the TOR and the draft contract.	Mar. 2016	Mar. 2016			
Submission and approval by the BCDA- BOD of the TOR.	Apr. 2016	Apr. 2016	200	COB 2016	
Bidding for the Development of the Managed forest into an Eco-Tourism Park	May 2016	Sept. 2016			
Contract Signing	Oct. 2016	Oct. 2016			
Issuance of Notice to Proceed for the Development of the Managed forest into an Eco-Tourism Park	Nov. 2016	Nov. 2016			
END OF JHMC DELIVERABLE					

5. Measures Affected:

SO 1. Develop Camp John Hay as a premier tourist and investment destination

- SM 1. Number of new locators or projects signed meeting best use criteria
- SM 2. Number of jobs generated in the JHSEZ

SO 2. Ensure Sustainable Multiple Use of the Forest Watershed

- SM 4. Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ

SO 4. Increase JHMC Revenues to Attain Financial Viability

- SM 6. Revenue Generated by JHMC

IV. STRATEGIC INITIATIVE PROFILE 4

1. Name of Project: **INCREASE EMPLOYMENT INSIDE THE JHSEZ**

2. Contact Person:

ZALDY A. BELLO

Special Economic Zone Administration Department Manager

Mobile No. +63 928 501 8719

Email Address: zaldy.bello@jhmc.com.ph

3. Project Description:

The project entails the conduct of jobs fairs in order to promote, create and increase employment inside the John Hay Special Economic Zone (JHSEZ). The JHMC, through its effective and efficient regulation in the JHSEZ, aims to continue to contribute significantly to job generation in the BLISTT and the Cordillera Administrative Region (CAR).

4. Project milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
First Quarter Locators' Meeting to set and discuss plans and activities with the Locators regarding the annual Jobs Fair	Feb 2016	Feb. 2016	25	COB 2016	
Coordination meetings with DOLE, PESO, PEZA, JHBC and various Colleges and Universities	Mar. 2016	Apr. 2016	50	COB 2015	Representation Expense Communication Expense
Annual Jobs Fair	May 2016	May 2016	50	COB 2016	

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Series of Skills Development Training Workshops within the JHSEZ in partnership with TESDA	Jun 2016	Dec. 2016	50		
END OF JHMC DELIVERABLE					

5. Measures Affected:

SO 1. Develop Camp John Hay as a premiere tourist and investment destination

- SM 1. Increase in the number of jobs generated in the JHSEZ

SO 3. Enforce Efficient and Effective Regulation in the Special Economic Zone

V. STRATEGIC INITIATIVE PROFILE 5

1. Name of Project: **BARANGAY SEGREGATION PROGRAM**
2. Contact Persons/Project Team Head:

ENGR. BOBBY V. AKIA
Environment and Asset Management Department Manager
Cell No. +63 908 501 8719
Email Address: bobby.akia@jhmc.com.ph

ENGR. VICTOR JOY D. LAGRIA
Business Development Department Manager
Cell No. +63 949 458 4204
Email Address: victor.lagria@jhmc.com.ph

3. Project Description:

The project is an on-going program under the Asset Disposition Program of the JHMC wherein BCDA land within the in the John Hay Reservation Area and portions of the John Hay Special Economic Zone that have been occupied by *bona fide* residents, as validated by the 1991 DENR Census, 2001 JPDC-NHA Census, and the most recent 2013 JHMC Structure Survey shall be awarded residential lots through a socialized housing scheme upon the issuance of an Executive Order to effect the same.

4. Project Milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
On-going research on legal basis for the disposition of government land within the JHRA.	July 2015	July 2015			
Submission for approval by BCDA of the legal basis and development plan for the	Aug. 2015	Aug. 2015			

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
JHRA					
Subdivision survey of residential clusters	Aug. 2015	Dec. 2015			
Drafting of Executive Order for the 11 Barangays within the JHRA	Sept. 2015	Sept. 2015			
Submission of draft Executive Order to BCDA for review and approval	Sept. 2015	Nov. 2015			
Submission to the Office of the President for approval	Dec. 2015	Feb. 2016			
Preparation of Implementing Rules and Regulation of the EO	Jan. 2016	Mar. 2016			
a. Preparation of Segregation Plan, Policy Guidelines and Pricing Scheme	Nov. 2015	Jan. 2016			
b. Approval of Segregation Plan, policy guidelines and pricing scheme by the JHMC BOD	Dec. 2015	Jan. 2016			
c. Submission of Segregation Plan, policy guidelines and pricing scheme to the BCDA for approval	Jan. 2016	Feb. 2016	1,446	COB 2016	
d. Conduct of Subdivision Lot Survey and Individual Lot Survey	Feb. 2016	June 2016			
Preparation of subdivision plan and survey returns for submission to DENR	Mar. 2016	Jul. 2016			
Submission of approved subdivision plan to Registry of Deeds for issuance of derivative titles (<i>Assumption: The Special Patent was issued</i>)	Jul. 2016	Sept. 2016			
Issuance of Certificate of Lot Award	Sept. 2016	Oct. 2016			
Issuance of individual Contract to Sell	Oct. 2016	Nov. 2016			
Execution of the Individual Deed of Sale (<i>Issued upon full payment</i>)	Nov. 2016	Dec. 2016			
Issuance of Transfer Certificate of Titles	Dec. 2016	Dec. 2016			
END OF JHMC DELIVERABLE					

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5. Measures Affected:

- SO 2. Ensure Sustainable Multiple Use of the Forest Watershed
 - SM 4. Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ
- SO 3. Enforce Efficient and Effective Regulation in the JHSEZ and JHRA
 - SM 5. Stakeholders' Satisfaction Survey
- SO 4. Increase JHMC Revenues to Attain Financial Viability
 - SM 6. Revenue Generated by JHMC

VI. STRATEGIC INITIATIVE PROFILE 6

1. Name of Project: **FORMULATION AND IMPLEMENTATION OF AN INTEGRATED AND SUSTAINABLE PEST MANAGEMENT PLAN FOR THE BENGUET PINE FORESTS OF CAMP JOHN HAY**
2. Contact Person/Project Team Head:

FORESTER ALBERTO A. BANATAO
Environment Management Division Manager
Cell No. +(63) 918 551 4518
Email Address: alberto.banatao@jhmc.com.ph

3. Project Description:

Camp John Hay has a total area of 625 hectares, its forests and watershed areas comprising about 52% of the remaining forest cover of the City of Baguio. Over the years, this natural resource has provided a myriad of benefits to Baguio City –economically, socially and ecologically. The **“GOOD” air quality index** within the Camp is attributed to the preserved Benguet Pine forest and watershed areas.

However, due to the heightened effects of climate change and increasing population growth which exerts greater demands upon the forest resources, there is therefore a need to manage our forests in accordance with the principles of sustainable development.

One important area of concern is the preservation of the precious Benguet pine trees in Camp John Hay which is currently beset with pest infestation problem. As such, there is a need to formulate an integrated and sustainable pest management plan for the Benguet pine forest in Camp John Hay.

4. Project Milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
FORMULATION OF AN INTEGRATED AND SUSTAINABLE PEST MANAGEMENT PLAN	Jan. 2016	Mar. 2016	1,000	COB 2016	Tripartite MOA among BSU-CHED – JHMC on process.

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Milestones :					
1. Finalization of the tripartite MOA	Dec. 2015	Jan. 2016		COB 2015-2016	The MOA is being reviewed by CHED.
2. Presentation of the finalized MOA to the JHMC Board for review and approval.	Feb. 2016	Feb. 2016		COB 2016	
3. MOA signing by the three institutions.	Feb. 2016	Feb. 2016			
4. Formulation of the TOR and the Agreement on the formulation of the Integrated and Sustainable Pest Management Plan for the Benguet pine forest in Camp John Hay (to be formulated by BSU based on the MOA to be forged)	Mar. 2016	Mar. 2016			
5. Approval of the TOR by Management and the JHMC Board.	Mar. 2016	Mar. 2016			
6. Procurement of the consultancy service on the formulation of the Pest Management Plan (Agency to Agency mode of procurement)	Apr. 2016	Jun. 2016		COB 2016	
7. Implementation of the Pest Management Plan	Jul. 2016	Jul. 2016			
END OF JHMC DELIVERABLE					

5. Measures Affected:

- SO 2. Ensure Sustainable Multiple Use of the Forest Watershed
- SM 3. ISO Certification 14001 Environment Management System (EMS)
 - SM 4. Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ










VII. STRATEGIC INITIATIVE PROFILE 7

1. Name of Program: **SUPPORT IN THE PREPARATION OF A PROGRAMATIC ENVIRONMENT MANAGEMENT PLAN FOR NEW DEVELOPMENT PROJECTS**

2. Contact Person/Project Team Head:

FORESTER ALBERTO A. BANATAO
Environment Management Division Manager
Cell No. +(63) 928 551 4518
Email Address: alberto.banatao@jhmc.com.ph

ENGR. EDITHA M. MEJIA
Environment Officer
Cell No. +63 916 223 2392
Email Address: editha.mejia@jhmc.com.ph

3. Project Description:

Within the Leased Area of Camp John Hay, an Environment Management Plan (EMP) is in place which describes the necessary mitigating measures to be undertaken before, during and after project development in order to protect the environment. However, for new development projects proposed by JHMC and/or BCDA for future implementation (e.g. the Sheridan Drive), there is a need to come up with a programmatic environment management plan (PEMP) which defines the mitigating measures to protect the environment.

In view of the foregoing, the preparation of a programmatic environment management plan for new development projects is imperative.

4. Project Milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
1. Submission of the development plans / Terms of Reference for new projects.	Jan. 2016	Dec. 2016	100	COB 2016 – 2017	
2. Programmatic EIA process	To be developed by the consultant of the proponent / lessee. JHMC monitors the EIA process as its regulatory function.			Proponent / Lessee	
• Review/ evaluation of the Plan, and the preparation of the Programmatic Environmental Impact Statement (PEIS), and the Programmatic Environment Management Plan (PEMP)	Jan. 2017	May 2017			

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Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
3. Issuance of the project ECC	Jun. 2017	Jul. 2017			Dependent upon the issuance and positive review of EMB-CAR
END OF JHMC DELIVERABLE					

5. Measures Affected:

- SO 2. Ensure Sustainable Multiple Use of the Forest Watershed
- SM 3. ISO Certification 14001 Environment Management System (EMS)
 - SM 4. Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ
- SO 3. Enforce Efficient and Effective Regulation in the Special Economic Zone
- SM 5. Stakeholders' Satisfactory Survey

VIII. STRATEGIC INITIATIVE PROFILE 8

1. Name of Project: **AMBIENT AIR EMISSION AND GREENHOUSE GAS INVENTORY WITHIN THE JHSEZ**
2. Contact Persons/Project Team Head:

ENGR. EDITHA M. MEJIA
Environment Officer
Cell No. +63 916 223 2392
Email Address: editha.mejia@jhmc.com.ph

FOR. ALBERTO A. BANATAO
Environment Manager
Cell No. +63 928 551 4518
Email Address: alberto.banatao@jhmc.com.ph

3. Project Description:

Maintenance of good air quality is an indicator that the forest and watershed Reservation is being maintained and managed well. Improvement in air quality is attributed to the preservation of forested areas. Good air quality is not only achieved in Camp John Hay by the strict compliance of motor vehicles and other air pollution sources on emission standards but can very well be attributed to the sequestration of Carbon Dioxide and the filtering of particulate matters by the surrounding forest. This is because trees play a major role in intercepting and filtering particulate matter in the air.

With the National Ambient Air Quality Standards set forth in the Philippine Clean Air Act, Camp John Hay has the "GOOD" air quality index within the John Hay Special Economic Zone. It is then clear that Camp John Hay needs to maintain its "good" air quality index to be considered as a top

performer in comparison with other similar economically and commercially active areas within Baguio City and in the BLISTT.

The next milestone is to undertake an ambient air emission inventory which is the record that shows the amount of air pollutant discharged within a time period and location of the emission sources.

This will give a quantitative understanding of actual emissions from the JHSEZ and will guide JHMC in future projections and air pollution measure policies that may be set.

It is an indispensable tool widely used when formulating policies on anti-air pollution measures.

Emission Inventories are the basis for numerous efforts including trends analysis, regional, and local scale air quality modeling, regulatory impact assessments, and human exposure modeling. (EPA)

4. Project Milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Studying historical references on ambient air quality within the JHSEZ.	Jan. 2016	Feb. 2016	105	COB 2016	One (1) JL8 Personnel
Inventory of all stationary and approximation of mobile sources plying within the JHSEZ for peak and off-peak season.	Mar. 2016	May 2016			
Inventory of greenhouse gas sources within the JHSEZ.					
Actual emission and greenhouse gas computation and data analysis.	June 2016	Sept 2016	100	COB 2016	One (1) JL8 Personnel
Submission of inventory to the DENR-EMB-CAR for further guidance and revisions, if any.	Nov. 2016	Dec. 2016	70		The finalization of the emission inventory results is dependent upon DENR-EMB-CAR verification.
Policy formulation on Anti-Air Pollution within the JHSEZ with its corresponding IRR.	Jan. 2017	April 2017	135	2017 COB	One (1) JL 8 Personnel
Implementing Rules and Regulations for the policy	July 2017	Dec. 2017			









Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
on anti-air pollution within the JHSEZ					
Implementation of Anti Air Pollution Policy and its IRR within the JHSEZ.	June 2018	Continuing			
END OF JHMC DELIVERABLE					

5. Measures Affected:

- SO 2. Ensure Sustainable Multiple Use of the Forest Watershed
- SM 3. ISO Certification 14001 Environment Management System (EMS)
 - SM 4. Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ

IX. STRATEGIC INITIATIVE PROFILE 9

1. Name of Project: **ESTABLISHMENT OF FIRELINES WITHIN THE JOHN HAY RESERVATION AREA (JHRA)**

2. Contact Person/Project Team Head:

FORESTER ALBERTO A. BANATAO
Environment Management Division Manager
Cell No. +(63) 918 551 4518
Email Address: alberto.banatao@jhmc.com.ph

ENGR. EDITHA M. MEJIA
Environment Officer
Cell No. + (63) 9178279678
Email Address: editha.mejia@jhmc.com.ph

3. Project Description:

Forest fires are considered among the potentially dangerous disasters that the thickly-forested Camp John Hay Reservation may encounter especially during the dry months.

The establishment of Firelines within the Reservation is of paramount importance in sound forest management, wherein a gap is created in vegetation or other combustibles within the forest that acts as a barrier to slow down, and/or prevent the spread of forest fires. The main objective is to create a break in the path of the fire, providing the fire-fighters an opportunity to suppress and place the forest fire under control.



4. Project Milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Identification of areas, completion of a project proposal or completed staff work on fireline establishment.	Nov. 2015	Dec. 2015			
Approval of management.					
Fireline establishment and maintenance activities proper.	Mar. 2016	May 2016	300	COB 2016	(7 personnel to accomplish tasks at a minimum rate of ₱ 282.00/day)
	Oct. 2016 (2nd week)	Dec. 2016			
END OF JHMC DELIVERABLE					
Note: A budget amounting to 300,000.00 is being proposed for CY 2016.					

5. Measures Affected:

- SO 2. Ensure Sustainable Multiple Use of the Forest Watershed
- SM 3. ISO Certification 14001 Environment Management System (EMS)
 - SM 4. Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ

X. STRATEGIC INITIATIVE PROFILE 10

1. Name of Project: **COMPLIANCE TO GOVERNMENT QUALITY MANAGEMENT SYSTEMS UNDER EXECUTIVE ORDER (E.O.) 605**

2. Contact Person/Project Team Head:

BEVIENNE G. MALATEO-APALING
Compliance Officer to GCG/Community Relations Officer
Mobile No. +63 999 885 6434
Email Address: beviennemalateo@jhmc.com.ph

3. Project Description:

The project aims a continuing compliance with the requirements set forth in the E.O 605 and accomplishment of the following objectives:

- a. Promote and enhance public sector performance through the maintenance of ISO 9001:2008 Quality Management Systems in all agencies of government;

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- b. Adhere to the institutionalized infrastructure that shall provide a venue for the continuing certification with international accreditation;
- c. Improvement of the existing Citizens' Charter of key government offices that shall be provided to the transacting public as government's manifestation of service guarantee; and
- d. Recognize citizen-driven government organizations that have attained ISO 9001:2008 certification

4. Project milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
1. Development of JHMC Quality Management System Certifiable to ISO 9001:2008	Apr. 2015	Dec. 2015	900	COB 2015	On-going
2. Preparation of the QMS plans and programs to enhance or improve the JHMC implemented through the following: a. Training and Education; b. Work Place Committee; c. Audit Committee; and d. Documents and Records Committee.	Jul. 2015	Oct. 2015	500	COB 2015	
3. Program Implementation of the four (4) QMS Committees	Jan. 2016	Dec. 2016	500	COB 2016	
4. ISO 9001:2008 Certification	Jan. 2016	Mar. 2016	250		
5. Advocacy and Capability Building- to promote awareness, generate support, harness resources, and develop organizational capabilities in the establishment, implementation and continuing improvement of	Jun. 2016	Jul. 2016	250	COB 2016	

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Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
quality management systems					
6. QMS Audit Implementation	Dec. 2017	Dec. 2017	50	COB 2017	
7. 2017 ISO Surveillance Audit	Jan. 2017	Dec. 2017	50	COB 2017	
END OF JHMC DELIVERABLE					

5. Measures Affected:

- SO 6. Establishment of the Quality Management System (QMS)
- SM 10. ISO 9001: 2008 Certification for all process

XI. STRATEGIC INITIATIVE PROFILE 11

1. Name of Project: **ORGANIZATIONAL LEARNING AND GROWTH PROGRAM TO ARRIVE AT THE OVERALL TRAINING SPREAD INDEX TARGET**

2. Contact Person/Project Team Head:

DANNY B. LATAWAN
HR Manager
Mobile No. 0908-880-3703
Email Address: danny.latawan@jhmc.com.ph

3. Project Description:

The project aims to promote continuous learning and growth among the JHMC employees with the following objectives:

- a) Personnel Development.
- b) Personnel Health and Wellness.
- c) Productivity Enhancement Program
- d) Excellent Government Service

4. Project milestones:

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Conduct a Training Needs Analysis as a basis in developing a Training Program for CY 2016.	Dec. 1, 2015	Dec. 31, 2015		2016 COB	

Activities	Timeline		Budget (in '000)	Funding Source	Status
	Start	End			
Develop a Policy on Attendance to Trainings (Personnel Development)	Aug. 2015	Aug. 2015		2015 COB	Start to implement on Nov. 2015
Develop a Health and Wellness Program for CY 2016.	Dec. 1, 2015	Dec. 31, 2015		2016 COB	
Implementation of the Training Program and Health and Wellness Program.	Jan. 2016	Dec. 2016	3.5 M	2016 COB	

5. Measures Affected:

- SO 8. Improve Knowledge and Skills, Professionalism and Career Development
- SM 12. Overall Training Spread Index

