

SECRETARY'S CERTIFICATE

REPUBLIC OF THE PHILIPPINES) Sc.

~~QUEZON CITY~~)

I, **TEDDY ESTEBAN F. RIGOROSO**, of legal age, married, with office address at the Rigoroso Galindez and Rabino Law Offices, 901 Fil Garcia Tower, 140 Kalayaan Avenue, Diliman, Quezon City, Metro Manila, Philippines, being the Corporate Secretary of JHMC, after having been duly sworn in accordance with law, hereby **CERTIFY**, that during the 241st Special Meeting of the JHMC Board of Directors held on January 27, 2020 in the Function Room, Hotel Celeste, 02 San Lorenzo Drive corner A. Arnaiz Avenue, San Lorenzo Village, Makati City, where a quorum was present, upon motion made and duly seconded, the Board passed and approved the following resolution:

*John Hay Management Corporation
Board Resolution No. 2020-0127-013*

Resolve, as it is hereby **resolved**, that the **John Hay Management Corporation ("JHMC") Board of Directors** hereby **approves** the Performance Scorecard (PES Form 4) of JHMC for the 4th Quarter of CY 2019; and

Resolved, finally, that this Resolution shall take effect immediately on January 27, 2020 and shall supersede all prior JHMC resolutions, instructions, memoranda, circulars, or instruments inconsistent herewith.


This certification is subject to the final approval of the Minutes of the January 27, 2020 JHMC Board meeting.

IN WITNESS WHEREOF, I have set my hand this 28th day of January 2020 in Quezon City.

ATTY. TEDDY ESTEBAN F. RIGOROSO
Corporate Secretary

SUBSCRIBED AND SWORN TO before me this 28 day of January 2020 in QUEZON CITY affiant exhibiting to me his IBP Identification Card No. 42240.


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Series of 2020


KEITH ALEXANDRA S. VALCOS
NOTARY PUBLIC FOR AND IN QUEZON CITY
APPOINTMENT NO. 282(2019-2020)
COMMISSION EXPIRES ON 31 DECEMBER 2020
SUITE 303C, FIL GARCIA TOWER, 140 KALAYAAN AVENUE DILIMAN, QUEZON CITY
PTR NO. 7324781; Quezon City 01/04/19
BORDER NO. AR19048237; Quezon City 01/03/19
Attorney's Roll No. 93236
PTR No.: 9264617C; Quezon City; 01/07/20
IBP OR No.: AR19048237; Quezon City; 01/07/20

JOHN HAY MANAGEMENT CORPORATION
CY 2019 Performance Evaluation Scorecard

Objective/ Measure	Formula	Weight	Rating System	Baseline					Target (2019)	Jan 01, 2019 -December 31, 2019 (4th Quarter)	
				2013	2014	2016	2017	2018		Actual	Weight (in %)

Prepared by:


BEVERLEE Q. GUNADEN
 Corporate Planning Assistant
 Date: 23 January 2020


Reviewed by:



LEA C. QUISOBEN-MAGUILAO
 Corporate Planning Manager
 Date: JAN 23 2020


RONALD B. ZAMBRANO
 Finance Manager
 Date: JAN 23 2020


JANE THERESA S. TABINGCOS
 Vice President and COO
 Date: JAN 23 2020

Approved by:


ALLAN R. GARCIA
 President and CEO
 Date: JAN 27 2020


SILVESTRE C. AFABLE
 Chairman of the JHMC BOD
 Date: JAN 27 2020