

Allan R. Garcia

President and CEO

25 June 2020

MR. SAMUEL G. DAGPIN JR.

Chairman

Governance Commission for GOCCs (GCG)

3/F Citibank Centre, Citibank Plaza

Paseo de Roxas Cor. Villar St., Makati City

Attention: **Mr. Aldrin R. Mojica**
Corporate Governance Officer II
Corporate Governance Office - A

Subject: **Submission of the CY 2020 First Quarter Performance
Monitoring Report of JHMC**

Dear **Chairman Dagpin**:

This is to respectfully submit the CY 2020 1st Quarter Performance Monitoring Report of the John Hay Management Corporation as part of the compliance on the GCG Memorandum Circular No. 2017-02, which requires the submission of the monitoring reports and uploading of the same in the GOCC's website.

Should there be concerns on the aforementioned, the GCG may coordinate with Ms. Lea C. Quisoben-Maguilao, Corporate Planning Manager or Ms. Beverlee Q. Gunaden, Corporate Planning Assistant at telephone number (074) 444-5823.

We hope that you find things in order.

Thank you very much.

Very truly yours,


ALLAN R. GARCIA

SECRETARY'S CERTIFICATE

REPUBLIC OF THE PHILIPPINES) Sc.
Baguio 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 Organizational and 204th Regular Meeting of the JHMC Board of Directors held on June 01, 2020 in the Conference Room, John Hay Management Corporation (JHMC) Office, Camp John Hay, Baguio 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. 2020-0601-086

Resolve, as it is hereby resolved, that the **John Hay Management Corporation ("JHMC") Board of Directors** hereby approves the Performance Evaluation Scorecard (PES Form 4) of JHMC for the First Quarter of CY 2020; and

Resolved, finally, that this Resolution shall take effect immediately on June 01, 2020 and shall supersede all prior JHMC resolutions, instructions, memoranda, circulars, or instruments inconsistent herewith.

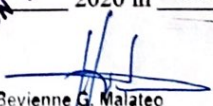
This certification is subject to the final approval of the Minutes of the June 01, 2020 JHMC Board meeting.

IN WITNESS WHEREOF, I have set my hand this 24 day of June 2020 in Baguio City

ATTY. TEDDY ESTEBAN F. RIGOROSO
Corporate Secretary

SUBSCRIBED AND SWORN TO before me this 24 day of June 2020 in Baguio City,
affiant exhibiting to me his IBP Identification Card No. 42240.

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Series of 2020


Beviene G. Malateo
N.A. NC-9-NEW-19: Valid until 31 Dec. 2020
Roll No. 68547: 29 May 2017
IBP (Lifetime) No. 017483: 21 May 2017
PTR No. 4533749: Baguio City: 31 Jan. 2020
MCLE Compliance No. VI-0015875
Unit C, Baguio Masonic Center
180 Y:ndoc Baguio City
Mobile No. 09178532244

JOHN HAY MANAGEMENT CORPORATION
CY 2020 Performance Evaluation Scorecard

Component					Baseline Data			Target (2020)	Jan 01, 2020- March 31, 2020 (1st Quarter)	
Objective/ Measure	Formula	Weight	Rating System	2017	2018	2019	Actual		Weight (in %)	
FINANCIAL	SO 4 Increase JHMC Revenues to Attain Financial Viability									
	SM 6 Increase Internally Generated Revenue of JHMC	Actual amount	10%	(Actual / Target) x Weight 0%=if less than	₱ 9.02 M	₱ 10.63 M	₱ 11.212M	₱ 12.56 M	₱ 2,108,921.77	1.68
	SM 7 Zone Revenue Collection Efficiency (includes Business Center for CUSA collection)	Actual Collection / Total Zone Revenue due for collection (both to exclude advance payments and penalties collected)	10%	(Actual / Target) x Weight 0%=if less than 95%	103.02%	103.78%	100%	100%	36%	3.60
	Sub-total		20%							
INTERNAL PROCESS	SO 5 Improve Efficiency and Effectiveness									
	SM 8 Issuance of ISO 14001 Environmental Management System	Actual accomplishment	5%	All or Nothing	None	Certification under ISO 14001:2015 Standards	Passed the Surveillance Audit	Pass Surveillance Audit	The Surveillance Audit will be conducted bt the 4th Quarter.	0
	SM 9 Percentage of Regulatory Permits for Business Enterprises issued within Applicable Processing Time	Number of requests processed within applicable processing time/ Total number of requests received	10%	(Actual/Target) x Weight 0% = if less than 95%	100% of requests processed within applicable time	97.39% (261 out of 268)	100% of requests processed within applicable time	100%	Total: 78/78 Regulatory Permits for Business Enterprises were issued within applicable processing time. 29 out of 29 CECs were issued and processed within 14 working days 11 out of 11 Annual Mechanical Certificates of Operation and; 16 out of 16 Certificate of Annual Electrical Inspection were issued and processed within five (10) working days from receipt of complete requirements up to issuance of 22 out of 22 PTOs were processed within 40 minutes for renewal from receipt of complete requirements up to issuance of permit.	10
	Sub-total		15%							

JOHN HAY MANAGEMENT CORPORATION
CY 2020 Performance Evaluation Scorecard

Component					Baseline Data			Target (2020)	Jan 01, 2020- March 31, 2020 (1st Quarter)		
Objective/ Measure		Formula	Weight	Rating System	2017	2018	2019		Actual	Weight (in %)	
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO1 John Hay as a Premier Tourist and Investment Destination										
	SM 1	Number of New Locators or Developmental Projects Signed	Absolute number	10%	(Actual/Target) x Weight	3	4	6	4	5	10
	SM 2	Number of Jobs Generated in the JHSEZ	Total Number of Jobs Generated by Locators for the Year/ 12 months	10%	All or Nothing	N/A	N/A	N/A	Establish Baseline	4,508	10
	SM 3	Gross Sales of Business Enterprises within the JHSEZ	Actual amount	10%	(Actual/Target) x Weight	₱ 967.48 Million	₱ 1.084 Billion	₱ 1.095 Billion	₱ 1.152 Billion	₱182,137,778.79	1.58
	SO2 Ensure Sustainable Multiple Use of Forest Watershed										
	SM4	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ	Number of tests which resulted in Good Air Quality (0-54µg/ncm)/Total number of tests	10%	All or Nothing	100% (8/8) of the tests resulted in Good Quality	100% (8/8) of the tests resulted in Good Quality	100% (8/8) of the tests resulted in Good Quality	100% tests resulted in Good Quality	Letter requests were sent to CEPMO and EMB CAR for the conduct of ambient air monitoring	0
	SO3 Enforce Efficient and Effective Regulation in the JHSEZ and JHRA										
	SM 5	Percentage of Satisfied Customers	Number of respondents who rated atleast Satisfactory/ Total number of respondents	10%	(Actual/Target) x Weight 0% = if less than 80%	92.76%	94.74%	92.54%	90%	Under procurement process	0
	Sub-total			50%							

JOHN HAY MANAGEMENT CORPORATION
CY 2020 Performance Evaluation Scorecard

Component					Baseline Data			Target (2020)	Jan 01, 2020- March 31, 2020 (1st Quarter)		
	Objective/ Measure	Formula	Weight	Rating System	2017	2018	2019		Actual	Weight (in %)	
LEARNING AND GROWTH	SO 6 Establish and Maintain the Quality Management System										
	SM 10	ISO Certification for all Processes	Actual accomplishment	5%	All or Nothing	Passed Surveillance Audit (Re-certification of ISO 9001:2008)	Certification under ISO 9001:2015 Standards	Passed the Surveillance Audit	Pass Surveillance Audit	The Surveillance Audit will be conducted by the 4th Quarter.	0
	SO 7 Improve Technology and Infrastructure Support										
	SM 11	Number of processes automated	Absolute Number	5%	All or Nothing	Board- Approved ICT Road Map	2 (Roll out/ implementation of Board-approved ICT Disaster Recovery Plan; and Full Roll out/implementation of a Help Desk Information System)	1 (Roll-out/implementation of Board approved Document Tracking System (DTS))	1 (Roll out/ Implementation of the Environment and Forest Management Information System (EFMIS))	On-going procurement process.	0
	SO 8 Improve Knowledge and Skills, Professionalism and Career Development										
	SM 12	Percentage of Employees Meeting Required Competencies	Total number of employees meeting required competencies/ Total number of employees	5%	All or Nothing	Assess and Establish Competency Baseline of the Organization, approved by the Board	Five (5) or 10% of the fifty (50) employees with competency gaps identified in 2017 meets required competencies	96.71% of gaps for competencies on Quality and Environmental Management System identified in the 2018 assessment addressed	Improve Competency Baseline of the Organization	On-going implementation of HRDP	0
	Sub-total		15%								
	TOTAL		100%								
36.86											

Prepared by:

BEVERLEE Q. GONADEN
Corporate Planning Assistant
Date: _____

Reviewed by:

LEA C. QUI-TOBEN MAGULAO
Corporate Planning Manager
Date: _____

RONALD B. ZAMBRANO
Finance Manager
Date: _____

JANE THAR S. C. TABALINGCOS
Vice President and COO
Date: _____

Approved by:

ALLAN R. GARCIA
President and CEO
Date: _____

SILVESTRE C. AFABLE
Chairman of the JHMC-BOD
Date: _____