

JOHN HAY MANAGEMENT CORPORATION
CY 2020 Performance Evaluation Scorecard

Component					Baseline Data			Target (2020)	Jan 01, 2020 - September 30, 2020	
Objective/ Measure	Formula	Weight	Rating System	2017	2018	2019	Actual		Weight (in %)	
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	6	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	4,547,507 f	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	₱ 279,665,614.13 279,675,844.13	2.43
SO 2 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	On-going procurement process for a Third Party to conduct the "Ambient Air Monitoring"	0

CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT

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SO 3 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%	On-going conduct of the survey by the Consultant	0	
<i>Sub-total</i>			50%								
SO 4 Increase JHMC Revenues to Attain Financial Viability											
FINANCIAL	SM 6	Increase Internally Generated Revenue of JHMC	Actual amount	10%	(Actual / Target) x Weight 0%=if less than P9 Million	₱ 9.02 M	₱ 10.63 M	₱ 11.212M	₱ 12.56 M	₱2,443,715.07	1.95
	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%	54%	5.40
	<i>Sub-total</i>			20%							

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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 is scheduled on 24 November 2020.	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: <u>139/139</u> Regulatory Permits for Business Enterprises were issued within applicable processing time. <u>36 out of 36</u> CECs were issued and processed within 14 working days <u>26 out of 26</u> Annual Mechanical Certificates of Operation and; <u>23 out of 23</u> Certificate of Annual Electrical Inspection were issued and processed within five (10) working days from receipt of complete requirements up to issuance of certification. <u>54 out of 54</u> PTOs were processed within 40 minutes for renewal from receipt of complete requirements up to issuance of permit.	10
	Sub-total			15%							

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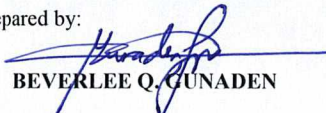
Component					Baseline Data			Target (2020)	Jan 01, 2020 - September 30, 2020	
Objective/ Measure	Formula	Weight	Rating System	2017	2018	2019	Actual		Weight (in %)	
SO 6 Establish and Maintain the Quality Management System										
SM 10	ISO Certification for all Processes	Actual accomplishment	5%	All 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 is scheduled on 25 November 2020.	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)	The contract is for signature of the winning bidder.	0

LEARNING AND GROWTH

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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
<i>Sub-total</i>			15%							
TOTAL			100%							39.77

Prepared by:


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Corporate Planning Assistant

Date: **OCT 21 2020**

Reviewed by:


LEA C. QUISOBEN-MAGUILA

Corporate Planning Manager

Date: **OCT 21 2020**


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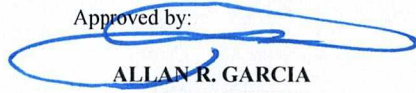
Date: **OCT 21 2020**


JANE THERESA G. TABALINGCOS

Vice President and COO

Date: **OCT 26 2020**

Approved by:



ALLAN R. GARCIA

President and CEO

Date: **OCT 26 2020**


SILVESTRE C. AFABLE

Chairman of the JHMC-BOD

Date: **OCT 26 2020**