

**Republic of the Philippines
Office of the President**

JHMC

JOHN HAY MANAGEMENT CORPORATION
a member of **The BCDA Group**

**NOMINATIONS, REMUNERATIONS
AND ORGANIZATIONAL
DEVELOPMENT COMMITTEE**

REPORT

CY 2019

I. JHMC Board Nominations, Remunerations and Organizational Development Committee

The Nominations, Remunerations and Organizational Development Committee has five (5) members, to wit:

Chairperson: Mr. Allan R. Garcia

Members: BGen. Eduardo B. Davalan (Ret.)
Ms. Charito R. Dulay
Ms. Gloria F. Peralta
Atty. Christian Paul L. Ulpindo

II. Committee Members' Responsibilities

The Committee shall consist of at least three (3) members of the Board. It shall be responsible for the following:

1. Establishing formal and transparent procedures for the development of policies on remuneration or determination of remuneration levels for individual directors and officers depending on the particular needs of the corporation.
2. Periodically reviewing and evaluating the table of organization and ensure that it is aligned with the mission and vision of the corporation.
3. Evaluating on a regular basis the needs for organizational growth and ensure that compensation packages are equitable and competitive to corporations in the same industry.
4. Installing and maintaining a process to ensure that Officers to be nominated or appointed shall have the qualifications and none of the disqualifications mandated under the laws, rules and regulations;
5. Reviewing and evaluating the qualifications of all persons nominated to positions in the GOCC which require appointment by the Board;
6. Recommending to the GCG nominees for the shortlist in line with the GOCCs and its subsidiaries' Board composition and succession plan; and
7. Developing recommendations to the GGG for updating the CPCS and ensuring that the same continues to be consistent with the GOCCs culture, strategy, control environment, as well as the pertinent laws, rules and regulations.

III. Accomplishments

1. Reviewed and recommended the Amended Qualification Standards of the Land and Assets Management Division (LAMAD) Manager for the Board's approval.
2. Reviewed and recommended the Amended JHMC Policy on Overtime for the Board's approval.
3. Reviewed the Internal Guidelines on Local Travel in relation to Executive Order No. 77.
4. Reviewed the personnel policies and processes in relation to employee's salary loan under the Memorandum of Agreement with the Development Bank of the Philippines (DBP), and recommended the amendments to the policies and processes for the Board's approval.
5. Recommended the supplemental budget for the salaries and benefits of the Executive Assistant to the President and CEO due to the adjustment of the Salary Grade in accordance with the letter of the Governance Commission for Government-Owned or –Controlled Corporations (GCG).
6. Reviewed the proposals for Organization Review and Restructuring Plan of JHMC.
7. Recommended the reconstitution of the Gender and Development Focal Point System of JHMC for the Board's approval.
8. Reviewed and recommended the Grant of the Service Incentive Leave Benefit to Contractual Employees of JHMC for the Board's approval.
9. Reviewed and recommended the JHMC Strategic Performance Management System Manual for the Board's approval.
10. Recommended the appointment of Data Protection Officers and Compliance Officers for Privacy Committee in compliance with the Data Privacy Act of 2012 to the Board.
11. Recommended the supplemental budget for the monetization of Leave Credits of qualified JHMC Officers and Employees for the Board's approval.
12. Recommended the supplemental budget to cover the release of the Service Recognition Incentive to JHMC Employees.

IV. Meetings

A total of nine (9) meetings were conducted by the Nominations and Remunerations and Organizational Development Committee in 2019.

No.	Date of Meetings
1.	April 22, 2019
2.	May 20, 2019 (joint meeting with the Business Development Committee, and Finance Committee)
3.	June 03, 2019 (joint meeting with the Finance Committee)
4.	June 17, 2019 (joint meeting with the Finance Committee)
5.	August 05, 2019
6.	August 19, 2019 (joint meeting with the Business Development Committee, and Finance Committee)
7.	September 09, 2019 (joint meeting with the Risk Management Committee)
8.	November 08, 2019 (joint meeting with the Finance Committee, and Risk Management Committee)
9.	December 09, 2019 (joint meeting with the Business Development Committee, and Finance Committee)

V. Attendance Record of the Members

Members	Date of Meetings								
	04/22/19	05/20/19	06/03/2019	06/17/19	08/05/2019	08/19/19	09/09/2019	11/08/2019	12/09/2019
Allan R. Garcia	P	P	P	P	P	P	P	P	P
Eduardo B. Davalan	P	P	P	P	P	P	P	P	P
Charito R. Dulay	P	P	P	P	P	P	P	P	P
Gloria F. Peralta	P	P	P	P	P	P	P	P	P
Christian Paul L. Ulpindo	P	P	P	P	P	P	P	P	P

P -present
A -absent