

JHMC

JOHN HAY MANAGEMENT CORPORATION

29 October 2015

HONORABLE CESAR L. VILLANUEVA

Chairman

Governance Commission for GOCCs (GCG)

3/F Citibank Centre, Citibank Plaza,
Paseo de Roxas Cor. Villar St., Makati City

Attention: **Ralph Owen V. de Castro**
Corporate Governance Officer IV

Subject: **Submission of the CY 2015 3rd Quarter Performance Monitoring Report
(PES Form 3) of the John Hay Management Corporation (JHMC)**

Dear **Chairman Villanueva:**

May we respectfully submit the CY 2015 3rd Quarter Performance Monitoring Report (PES Form 3) relative to the JHMC- GCG Performance Agreement for CY 2015.

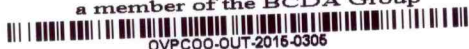
For **SM 4: Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ**, JHMC will be forwarding the letter from the Department of Environment and Natural Resources- Environment Management Bureau (DENR-EMB) certifying the breakdown of PM 10 "BGI PQ100" High Volume Sampler during its installation at Mile-Hi Center, Camp John Hay, Baguio City on 24 June 2015 upon receipt of the document.

Thank you.

Truly yours,


ATTY. MICHELLE T. REGALA-NIEBRES
Officer-in-Charge
Vice President and COO

John Hay Management Corporation
a member of the **BCDA Group**



JOHN HAY MANAGEMENT CORPORATION
PERFORMANCE EVALUATION SYSTEM
 Performance Monitoring Report

Strategic Measure	Formula	Weight	Rating System	Baseline		2015				2015			
				2013	2014	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter	
						Target	Actual	Target	Actual	Target	Actual	Target	Actual
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	1,025	-	1,025	4,554 (as of 30 June 2015)	1,025	4,554 (as of 30 September 2015)	1,025	
SM 2: Gross sales of business enterprises within the JHSEZ	Absolute Number	12.5%	Actual / Target x Weight	No Baseline Data Available	150M	50M	-	50M	₱450.4 M	50M	₱51 M	50M	
SO 2: Ensure Sustainable													
SM 3: Issuance of ISO 14001 Environmental Management System	Absolute Number	10.0%	All or Nothing	No Baseline Data Available	No Baseline Data Available	Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house).	Preparation of the Terms of Reference for the formulation of the "Sustainable Forest Management Plan"	Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house).	The Terms of Reference (TOR) for a Forest Management Program funding for the JHMC-BOD. To date, letters were sent to KOICA, JICA, ADB, ISAID, AUSAID and Israel Embassy, for possible funding. Further, the JHMC-Benguet State University (BSU)- Commission on Higher Education (CHED) on long term partnership for the "Sustainable Forest Management Plan for Camp John Hay has been approved by the JHMC-BOD.	- Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house)	On- going activities for the following milestone towards ISO 14001 : a. Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house); and b. Establishment of the JHMC-QMS	- Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house)	

SOCIAL IMPACT / STAKEHOLDERS

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JOHN HAY MANAGEMENT CORPORATION
PERFORMANCE EVALUATION SYSTEM
 Performance Monitoring Report

Strategic Measure	Formula	Weight	Rating System	Baseline		2015								
				2013	2014	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		
						Target	Actual	Target	Actual	Target	Actual	Target	Actual	
SOCIAL IMPACT / STAKEHOLDERS 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 (PM10); less than 80 µg/m ³	10.0%	Actual / Target x Weight	11 µg/m ³ (PM 10)	22.95 µg/Ncm	No scheduled DENR-EMB reading for the quarter	1st Quarter Ambient Air Quality Readings were conducted on the following dates and place with corresponding results: a. Date: 03-04 Feb. 2015 Mile Hi Center- 22 µg/Ncm; and b. Feb. 4-5, 2015 Baguio Ayala Techno Hub- 38 µg/Ncm.	less than 80 µg/Ncm	2nd Quarter Readings were conducted on the following dates and place with which the reading were not yet released by the City Environment Parks and Management Office (CEPMO): a. 01-07 June 2015- Mile Hi Center; and b. 08-14 June 2015- Baguio Ayala Technohub.	less than 80 µg/Ncm	The ambient air sampling equipment of the DENR-EMB-CAR for PM 10 "BGI PQ100" high Volume Sampler equipment broke down during its installation at Mile-Hi Center on 24 June 2015. Based on the consultation with EMB personnel, the damaged part was not yet repaired and has to be procured overseas.	No scheduled DENR-EMB reading for the quarter		
							SO 3: Enforce Efficient and Effective Regulation in the Special Economic Zone							
SM 5: Stakeholders' Satisfaction Survey	95% or better rating	10.0%	Actual / Target x Weight	No Baseline Data Available	87%	95%	Overall Rating is "Excellent" based on adjectival rating. The percentage guide will be finalized with the Development of the JHMC-Quality Management System (QMS).	95%	Overall Rating is "Excellent" based on adjectival rating. The percentage guide will be finalized with the on-going Development of the JHMC-Quality Management System (QMS).	95%	Overall Rating is "Very Satisfactory" to "Excellent" based on adjectival rating.	95%		
SO 4: Increase JHMC Revenues to Attain Financial Viability														
FINANCIAL SM 6: Remittance of Collection from Lease rentals of BCDA Assets	Absolute Number	10.0%	Actual / Target x Weight	25.8 M	16.4 M	6.83 M	9.29 M	6.83 M	7.56 M	6.83 M	8.914 M	6.83 M		

JOHN HAY MANAGEMENT CORPORATION
PERFORMANCE EVALUATION SYSTEM
 Performance Monitoring Report

Strategic Measure	Formula	Weight	Rating System	Baseline		2015				2015			
				2013	2014	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter	
						Target	Actual	Target	Actual	Target	Actual	Target	Actual
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	No Baseline Data Available	No Baseline Data Available	Average of 20 inspections per week	280 (average of 23.33 inspections per week)	Average of 20 inspections per week	242 (average of 20.17 inspections per week)	Average of 20 inspections per week	298 (average of 20.17 inspections per week)	Average of 20 inspections per week	
SM 8: Frequency of Certificate of Environmental Compliance (CEC) Monitoring	Average of 85 inspections every two (2) months	7.5%	Actual / Target x Weight	No Baseline Data Available	No Baseline Data Available	130	32 inspections/ environment audits	130	31 inspections/ environment audits	124	- 88 locator inspections/ environment audits - A justification for the reduction on the frequency of CEC Monitoring was forwarded to GCG on 21 September 2015.	126	
SO 6: Improve Efficiency and Effectiveness of Processes													
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	5.0%	Actual / Target x Weight	20 mins. renewal and 30 days new application	30 mins. for renewal 10 calendar days for start-up	30 mins. for renewal 5 calendar days for start-up	10 mins. renewal 5 calendar days start-up application	30 mins. for renewal 5 calendar days for start-up	10 mins. renewal 5 calendar days start-up application	30 mins. for renewal 5 calendar days for start-up	No PTO (new and renewal) processed within the 3rd Quarter.	30 mins. for renewal 5 calendar days for start-up	

JOHN HAY MANAGEMENT CORPORATION
PERFORMANCE EVALUATION SYSTEM
 Performance Monitoring Report

Strategic Measure	Formula	Weight	Rating System	Baseline		2015							
				2013	2014	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter	
						Target	Actual	Target	Actual	Target	Actual	Target	Actual
SO 7: Establish Quality Management System													
SM 10: ISO Certification for all frontline services	Absolute Number	5.0%	All or Nothing	No Baseline Data Available	6/6 process manualized	-	Procurement of Consultancy Services for the "Development of JHMC Quality Management System Certifiable to ISO 9001:2008".	-	On-going conduct of the "Development of JHMC- Quality Management System Certifiable to ISO 9001:2008" with the Development Academy of the Philippines (DAP).	-	- On-going Development of the JHMC- QMS Manual - Status: IQA Stage	1	
SO 8: Improve Technology and Infrastructure Support													
SM 11: No. of processes automated	Absolute Number	5.0%	Actual / Target x Weight	1	1	-	Start of the procurement process for the HRIS	2 (FIS and HRIS)	a. Human Resource Information System- on going procurement process; and b. Finance Information System- for procurement of the Bases Conversion and Development Authority (BCDA) to have a parallel FIS for all the subsidiaries.	-	- Human Resource Information System was in place and undergoing testing and validation	-	
SO 9: Improve Knowledge and Skills, Professionalism and Career Development													
SM 12: Overall Training Spread Index	95% of total annual target	5.0%	Actual / Target x Weight	No Baseline Data Available	Average: 14.2 hour/employee per year	16	37 employees trained during the quarter	16	a. 43 employees attended various trainings as of the report date b. The average training hours for the 2nd Quarter is 28.21 hours per employee.	14	a. 50 employees attended various trainings as of 30 September 2015 b. The average training hours for the 1st-3rd Quarter is 39.72 hours per employee.	13	

Prepared by


BEVIENNE G. MALATEO- APALING
 Community Relations Officer

Approved by:


ATTY. MICHELLE T. REGALA-NIEBRES
 Vice President and COO



JHMC

JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group

TO : **BEVIENNE M. APALING**
Corporate Planning Manager 10-29-2015
8032 Jm

FROM : **ZALDY A. BELLO**
SEZAD Manager

DATE : 28 October 2015

SUBJECT : **Report of SEZAD for the Third Quarter, CY 2015**

Respectfully submitting the following reports of SEZAD for the third quarter, CY 2015, to be submitted with GCG.

For your information. Thank you.



JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group

REPORT
Special Economic Zone Authority Department
For the Third Quarter, CY 2015

CUSTOMER SATISFACTION SURVEY FOR THE THIRD QUARTER, CY 2015

Summary for the Months of July- September 2015

ADJECTIVAL RATING	NO. OF RESPONDENTS	PERCENTAGE
Excellent	1017	85.75 %
Very Satisfactory	101	8.52 %
Satisfactory	28	2.36 %
Fair	22	1.85 %
Poor	18	1.52 %
Total	1186	100 %

For the Month of July 2015

ADJECTIVAL RATING	NO. OF RESPONDENTS	PERCENTAGE
Excellent	342	85.29 %
Very Satisfactory	35	8.73 %
Satisfactory	10	2.49 %
Fair	9	2.24 %
Poor	5	1.25 %
Total	401	100 %

For the Month of August 2015

ADJECTIVAL RATING	NO. OF RESPONDENTS	PERCENTAGE
Excellent	345	87.79 %
Very Satisfactory	29	7.38 %
Satisfactory	7	1.78 %
Fair	5	1.27 %
Poor	7	1.78 %
Total	393	100 %

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For the Month of September 2015

ADJECTIVAL RATING	NO. OF RESPONDENTS	PERCENTAGE
Excellent	330	84.18 %
Very Satisfactory	37	9.44 %
Satisfactory	11	2.81 %
Fair	8	2.04 %
Poor	6	1.53 %
Total	392	100 %

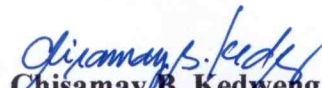
EMPLOYMENT REPORT FOR THE THIRD QUARTER, CY 2015

Month	BLISTT	%	Non-BLISTT	%	Total	%
July	3,810	87.85 %	527	12.15 %	4337	100 %
August	4,383	89 %	530	11 %	4913	100 %
September	4,393	88.86 %	551	11.14 %	4944	100 %


TOTAL NUMBER OF LOCATORS FOR THE THIRD QUARTER, CY 2015

Month	No. of Locators
July	118
August	118
September	118

Prepared by:


Chisamay B. Kedweng
Labor Center Processor

Certified by:


Zaldy A. Bello
SEZAD Manager



JOHN HAY MANAGEMENT CORPORATION
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SCHEDULE OF REMITTANCES OF REVENUES EARNED FROM BASES CONVERSION AND DEVELOPMENT AUTHORITY (BCDA) ASSETS
As of September 30, 2015

PERIOD	ACTUAL REMITTANCES						ASIAN INSTITUTE OF MANAGEMENT (Directly remitted by locator to BCDA)	GRAND TOTALS	
	SC RESERVATIONS, INC. (IHG)	TREETOP ADVENTURE BAGUIO, INC. (TABI)	SCOUT BARRIO HOUSING PROJECT (SBHP)	PHILIPPINE ECONOMIC ZONE AUTHORITY (PEZA)					SUB - TOTAL
				(US\$)	Conversion Rate	(Php)			
JANUARY	Php 1,363,052.68	Php 237,500.00	Php 1,346,438.71	\$ 11,749.38	44.740	Php 525,667.26	Php 3,472,658.65	Php 230,414.55	Php 3,703,073.20
FEBRUARY	2,726,105.36	-	-	11,749.38	44.053	517,595.44	3,243,700.80	230,414.55	3,474,115.35
MARCH	1,363,052.68	-	-	11,749.38	44.129	518,488.39	1,881,541.07	230,414.55	2,111,955.62
SUB TOTAL (1st QUARTER)	5,452,210.72	237,500.00	1,346,438.71	35,248.14		1,561,751.09	8,597,900.52	691,243.66	9,289,144.18
APRIL	-	-	-	11,749.38	44.725	525,491.02	525,491.02	240,527.19	766,018.21
MAY	1,363,052.68	261,250.00	2,239,280.46	11,749.38	44.611	524,151.59	4,387,734.73	240,527.19	4,628,261.92
JUNE	1,397,129.00	-	-	11,749.38	44.808	526,466.22	1,923,595.22	240,527.19	2,164,122.41
SUB TOTAL (2nd QUARTER)	2,760,181.68	261,250.00	2,239,280.46	35,248.14		1,576,108.83	6,836,820.97	721,581.57	7,558,402.55
JULY	2,862,410.64	-	585,818.14	11,749.38	45.137	530,331.77	3,978,560.55	241,935.29	4,220,495.84
AUGUST	-	261,250.00	-	11,749.38	45.674	536,641.18	797,891.18	241,935.29	1,039,826.48
SEPTEMBER	2,862,410.64	-	-	11,749.38	46.766	549,471.51	3,411,882.15	241,935.29	3,653,817.44
SUB TOTAL (3rd QUARTER)	5,724,821.28	261,250.00	585,818.14	35,248.14		1,616,444.45	8,188,333.87	725,805.88	8,914,139.75
GRAND TOTALS	Php 13,937,213.68	Php 760,000.00	Php 4,171,537.31	\$ 105,744.42		Php 4,754,304.37	Php 23,623,055.36	Php 2,138,631.11	Php 25,761,686.48

Prepared by:

FLORENCE JOY MALLARE-ABAD
Treasury and Investment Officer

Certified:

RONALD B. ZAMBRANO
Finance Manager



JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group

REVENUE GENERATED FROM TICKET SALES AT THE HISTORICAL CORE
As of September 30, 2015

Collection Month	Revenue Collections	
JANUARY	Php	394,060.00
FEBRUARY		294,040.00
MARCH		305,910.00
<i>SUB TOTAL (1st QUARTER)</i>		994,010.00
APRIL		456,550.00
MAY		388,100.00
JUNE		296,990.00
<i>SUB TOTAL (2nd QUARTER)</i>		1,141,640.00
JULY		121,460.00
AUGUST		108,180.00
SEPTEMBER		208,860.00
<i>SUB TOTAL (3rd QUARTER)</i>		438,500.00
GRAND TOTAL	Php	2,574,150.00

Prepared by:


FLORENCE JOY MALLARE- ABAD
Treasury & Investment Officer

Certified:


RONALD B. ZAMBRANO
Finance Manager



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SCHEDULE OF COLLECTIONS FROM THE ECONOMIC ZONE
As of September 30, 2015

NATURE OF COLLECTIONS	1st Quarter	2nd Quarter	3rd Quarter	Sum of Collections
Income from Economic Zone				
One Stop Action Center (OSAC)				
Gate Pass	50,400.00	50,640.00	26,460.00	127,500.00
Permit to Bring In (PBI) / Permit to Bring Out (PBO)	42,060.00	42,660.00	36,180.00	120,900.00
Permit & License application fee as locator/ Registration of Enterprise	4,513.50	-	-	4,513.50
Accreditation Fee / Permit to Operate (PTO)	255,057.26	128,347.89	-	383,405.15
Temporary Permit to Operate (TPTO)	102,600.00	63,600.00	7,200.00	173,400.00
Special Permit fee for local and imported critical products	6,834.41	8,245.83	-	15,080.24
Local Purchase Form (LPF)	8,280.00	6,000.00	5,700.00	19,980.00
Overtime and Night Pay	185,850.76	139,433.35	71,728.19	397,012.30
Special Economic Zone (SEZ) Labor Center ID Fees	49,500.00	6,500.00	2,700.00	58,700.00
Fines and Penalties	-	1,640.00	-	1,640.00
Certification of Permit	720.00	900.00	180.00	1,800.00
Subtotal for OSAC	705,815.93	447,967.07	150,148.19	1,303,931.19
Office of the Building Official (OBO)				
OBO - Building Permits	4,529.19	-	-	4,529.19
OBO - Signboard Permits	-	4,147.68	-	4,147.68
OBO - Certificate of Operation	1,236.00	-	-	1,236.00
OBO - Annual Inspection Fees	19,817.30	-	-	19,817.30
Fines and Penalties on Permits	25.00	-	-	25.00
Fines and Penalties on Service Income	-	431.28	-	431.28
Subtotal for OBO	25,607.49	4,578.96	-	30,186.45
Environment Management Division (EMD)				
Certificate of Environmental Compliance (CEC)	7,050.00	6,735.07	1,250.00	15,035.07
House Repair / Conditional Permit	15,197.10	11,569.50	8,666.73	35,433.33
PBO-Forest Products **	740.00	840.00	120.00	1,700.00
Endorsement fee for tree Pruning / Cutting **	-	-	150.00	150.00
Sale of Benguet Pine Seedlings	-	-	10,500.00	10,500.00
Fines and Penalties on Service Income (EPSD)	102.50	669.86	718.00	1,490.36
Subtotal for EPSD	23,089.60	19,814.43	21,404.73	64,308.76
GRAND TOTAL (in PhP)	754,513.02	472,360.46	171,552.92	1,398,426.40

Prepared by:

FLORENCE JOY MALLARE-ABAD
Treasury and Investment Officer

Certified:

RONALD B. ZAMBRANO
Finance Manager

JOHN HAY MANAGEMENT CORPORATION
UPDATED EMPLOYEE TRAININGS
AS OF SEPTEMBER 30, 2015

NO.	EMPLOYEE NAME	TITLE OF TRAINING ATTENDED									# of hours	REMARKS
		JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER		
1	Abad, Florence Joy Mallare	Best practices and remedies to avoid COA disallowance (8)	Planning Workshop (16)	QMS Training(64)	Annualized Government Compensation (32), QMS Training (24)		Leadership in Action, Mastering EQ and Body Language (8)	Internal Audit Training (24)		Basic Life Support Training (24)	112	
2	Adviento, Mark Jason Bustarde			QMS Training	Use of the Agency Procurement Compliance and Performance Indicator System (32)			Internal Audit Training (24)			56	
3	Agbayani, Jamie Eloise Manzano		Planning Workshop (16)								16	
4	Akia, Bobby Viray		Planning Workshop (16)	Keeping up with changing times (8), QMS Training (32)	QMS Training (24)						24	
5	Almazan, Amparito Rosario Molina	Best practices and remedies to avoid COA disallowance (8)		QMS Training							8	
6	Apaling, Beviene Malateo		Planning Workshop (16)	QMS Training(64)	QMS Training(32)			Internal Audit Training (24)	Best practices on How to Conduct Strategic Planning and Prepare Action Plan (16)		56	
7	Aquino, Haydee Basco											Appointed July 1, 2015
8	Ayco-oo, Joey Bongdoen	-	-	-			Property and Supply Management (32)				32	
9	Ayochok, Genevieve Padua	-	-	-								No training yet
10	Bahatan, Beryl Blanche Singca											Appointed July 22, 2015
11	Banatao, Albert Arcalas		Pollution Control Officers (40)	3rd Annual Industrial Estates and Business Parks							40	
12	Banton, Jeffrey Balunzo		Planning Workshop (16)	QMS Training				Internal Audit Training (24)	9th National Security Management Convention (16)	Basic Life Support Training (24)	80	
13	Bayog, Renegade Cuadra			QMS Training			Internal Control System (24), Property and Supply Management (32),	Internal Audit Training (24)			80	
14	Bello, Zaldy A.	Best practices and remedies to avoid COA disallowance (8)	Planning Workshop (16)	QMS Training (8)							24	
15	Boncodin, Rodel Maglaya	-	-	-		Construction and Safety Training (40)	Property and Supply Management (32)			Basic Life Support Training (24)	96	
16	Cabuhat, Mary Ellen Sengco		Planning Workshop (16)	QMS Training					Best Practices in Crafting HR Policies and Contracts (8)		24	

Recorded:
 For XFF 10/22/15

JOHN HAY MANAGEMENT CORPORATION
UPDATED EMPLOYEE TRAININGS
AS OF SEPTEMBER 30, 2015

NO.	EMPLOYEE NAME	TITLE OF TRAINING ATTENDED									# of hours	REMARKS
		JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER		
17	Certeza, April Dianne Dofredo			PhilGeps Training(16)		Refresher Course on English (16)				Basic Life Support Training (24)	56	
18	Chopchopen, Beverly Anongos			QMS Training		Annualized Government Compensation (32)	Property and Supply Management (24), Leadership in Action, Mastering EQ and Body Language(8)	Internal Audit Training (24)			88	
19	Colcol, Edsel Undalos	Best practices and remedies to avoid COA disallowance (8)	Planning Workshop (16)	QMS Training		Refresher Course on English (16)			Best Practices in Crafting HR Policies and Contracts (8)		48	
20	Dawagui, Julie Ann Sucalo			QMS Training					Refresher course on Bookkeeping (24)		24	
21	Delos Reyes, Ponciano Jr. Estipular			QMS Training		Construction and Safety Training (40)				Basic Life Support Training (24)	64	
22	Demot, Rowena Faye Cabusas			QMS Training			Asia Sales and Marketing (8), Leadership in Action, Mastering EQ and Body Language (8)	Internal Audit Training (24)			40	
23	Domingo, Evangeline Talavera		Planning Workshop (16)	PhilGeps Training(16)	Use of the Agency Procurement Compliance and Performance Indicator System (32)						64	
24	Esposo, Jennylyn Anengyao	Best practices and remedies to avoid COA disallowance (8)	Planning Workshop (16)	QMS Training	Annualized Government Compensation (32)		Leadership in Action, Mastering EQ and Body Language (8)				64	
25	Figuerres, Ferdinand Loyola		Planning Workshop (16)		Short and Medium Storey Building Design (8)		Contractors Performance Evaluators Accreditation and Seminar Workshop (24)				48	
26	Garcia, Eralie-Orenza Abon			QMS Training			Asia Sales and Marketing (8)				8	
27	Kedweg, Chisamay Badbadan											Appointed September 16, 2015
28	Lagria, Victor Joy Delim		Planning Workshop (16)	Keeping up with changing times (8)							24	
29	Latawan Danny Betaga		Planning Workshop (16)	QMS Training				Internal Audit Training (24)	Best Practices in Crafting HR Policies and Contracts (8)		48	
30	Ligante, Cesar Gangod	-	-	-						Basic Life Support Training (24)	24	
31	Lopez, Anna Maria Guilas		Planning Workshop (16)	QMS Training		Refresher Course on English (16)					32	
32	Lositano, Eldie Lita	-	-	-								No training yet

JOHN HAY MANAGEMENT CORPORATION
UPDATED EMPLOYEE TRAININGS
AS OF SEPTEMBER 30, 2015

NO.	EMPLOYEE NAME	TITLE OF TRAINING ATTENDED									# of hours	REMARKS
		JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER		
33	Maguilao, Lea Quisoben	Best practices and remedies to avoid COA disallowance (8)	Planning Workshop (16)	Keeping up with changing times (8), QMS Training (64)	QMS Training (16)		Internal Control System (24), Property and Supply Management (32)	Internal Audit Training (24)			112	
34	Mejia, Editha Malong		Pollution Control Officers (40)	QMS Training							50	
35	Nigos, Luzviminda Monis		Planning Workshop (16)	QMS Training				Internal Audit Training (24)			40	
36	Novencido, Arlene Reyes	-	-	-		Refresher Course on English (16)					16	
37	Novencido III, Daniel Castillo	-	-	-						Basic Life Support Training (24)	24	
38	Pascua, Noel Crisanto Tadifa		Planning Workshop (16)	QMS Training(56)	QMS Training(32)			Internal Audit Training (24)			40	
39	Perez, Darwin Cachero		Planning Workshop (16)	QMS Training(64)	QMS Training(32)						16	
40	Piquis, Manuel Bautista	-	-	-								No training yet
41	Quiño, Benjamin Padingan Jr.			Keeping up with changing times (8)			Internal Control System (24),Property and Supply Management (24)				56	
42	Ramirez, Jun Ceasar Salazar			QMS Training								
43	Rimas, Juvy Cosme			Keeping up with changing times (8)	QMS Training			Internal Audit Training (24)		Basic Life Support Training (24)	56	
44	Santos, John Ronald Corpuz			QMS Training								
45	Sereño, Manuel Jr. Dumo		Planning Workshop (16)	QMS Training			Contractors Performance Evaluators Accreditation and Seminar Workshop (24)	Internal Audit Training (24)			64	
46	Tagle, Jose Batang			QMS Training		Annualized Government Compensation (32)				Basic Life Support Training (24)	56	
47	Tecan, Josephine Quela	Best practices and remedies to avoid COA disallowance (8)	Planning Workshop (16)	QMS Training		Annualized Government Compensation (32)	Internal Control System (24),Property and Supply Management (32)				112	
48	Villanueva, Avigale Cenon											Appointed September 10, 2015
49	Villanueva, Rodel Paciteng			QMS Training				Internal Audit Training (24)			24	
50	Zambrano, Ronald Bulan		Planning Workshop (16)	QMS Training (56)				Internal Audit Training (24)			40	
TOTAL NUMBER OF HOURS:											1,986	

Total Number of employees who attended trainings for atleast 16 hours: 43
Total Number of employees as of September 30, 2015: 50
Percentage of employees who attended training/Seminar: 86%

Total number of training hours attended as of September 30, 2015: 1,986
Total Number of employees as of September 30, 2015: 50
Average number of training hours attended per employee: 39.72

JOHN HAY MANAGEMENT CORPORATION

OVERALL TRAINING SPREAD INDEX

THIRD QUARTER OF 2015

LEARNING AND GROWTH	PAN AGREEMENT								REMARKS	
	Component									
	SO 9	Improve Knowledge and skills, Professionalism and Career Development	Weight	Rating Scale	Full Year 2015 Target	2015 Target				
						1st Q.	2nd Q.	3rd Q.		4th Q.
SM 12	Overall Training Spread Index	5%	Actual / Target x Weight	95%	4.00%	5.00%	5.00%			

Prepared by:


AVIGALE C. VILLANUEVA
 HR Officer

Certified by:


DANNY B. LATAWAN
 HR Manager

CRITERIA			WEIGHT	RATING SCALE	FULL YEAR 2015 TARGET	2015 TARGET	
	SO2	ENSURE SUSTAINABLE MULTIPLE USE OF THE FOREST WATERSHED		Actual / Target X weight			Second Quarter
	SM3	Issuance of ISO 14001 Environmental Management System	10%		JHMC TO IDENTIFY THE MILESTONES		<p>Milestones towards the establishment of Camp John Hay's "Sustainable Forest Management Plan" SFMP are being undertaken.</p> <p>The Draft Terms of Reference for the Consultancy services for the "Sustainable Forest Management Plan (SFMP)" for Camp John Hay Reservation has undergone JHMC -BOD review.</p>
	SM4	Compliance of JHMC to National Ambient Air Quality Standards n Particulate Matter (PM10) within the JHSEZ	10%			No ambient air monitoring conducted for the third quarter 2015 due to equipment breakdown.	The ambient air sampling equipment of EMB-CAR PM10 "BGI PQ100" High Volume Sampler encountered an equipment breakdown during its installation at the Mile Hi Center on 24 June 2015 and as of September 30, 2015, said equipment is not yet being used based on the consultation with the EMB -CAR. The damaged spare part is only available overseas.
	S05	STRENGTHEN COMPLIANCE MONITORING OF ALL BUSINESS ENTERPRISES TO THE RULES AND REGULATIONS OF THE JHSEZ					

CRITERIA			WEIGHT	RATING SCALE	FULL YEAR 2015 TARGET	2015 TARGET
	SM8	Frequency of Certificate of Environmental Compliance (CEC) Monitoring	7.50%		85 inspections every month	<p>52 / 52 applications were processed as of September 30, 2015.</p> <p>88 locator inspections/ environment audits were done as of third quarter 2015.</p> <p>A letter dated 21 September 2015 was sent to the Honorable Cesar Villanueva from the JHMC President and CEO Jamie Agbayani requesting to reconsider reducing the number of environment (CEC) inspections to 35 per quarter.</p>
		Compliance of JHMC to Environment and Forestry Standards, Laws, Rules and Regulations in the JHSEZ.			Zero Notices of Violation	No Notice of Adverse Violation was received by the JHMC for the third quarter of 2015.

JHMC

JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group

TO :  **BEVIENNE M. APALING** 10-29-2015
Corporate Planning Manager 8:32 am

FROM :  **ZALDY A. BELLO**
SEZAD Manager

DATE : 28 October 2015

SUBJECT : **Report of SEZAD for the Third Quarter, CY 2015**

Respectfully submitting the following reports of SEZAD for the third quarter, CY 2015, to be submitted with GCG.

For your information. Thank you.



JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group

REPORT
Special Economic Zone Authority Department
For the Third Quarter, CY 2015

CUSTOMER SATISFACTION SURVEY FOR THE THIRD QUARTER, CY 2015

Summary for the Months of July- September 2015

ADJECTIVAL RATING	NO. OF RESPONDENTS	PERCENTAGE
Excellent	1017	85.75 %
Very Satisfactory	101	8.52 %
Satisfactory	28	2.36 %
Fair	22	1.85 %
Poor	18	1.52 %
Total	1186	100 %

For the Month of July 2015

ADJECTIVAL RATING	NO. OF RESPONDENTS	PERCENTAGE
Excellent	342	85.29 %
Very Satisfactory	35	8.73 %
Satisfactory	10	2.49 %
Fair	9	2.24 %
Poor	5	1.25 %
Total	401	100 %

For the Month of August 2015

ADJECTIVAL RATING	NO. OF RESPONDENTS	PERCENTAGE
Excellent	345	87.79 %
Very Satisfactory	29	7.38 %
Satisfactory	7	1.78 %
Fair	5	1.27 %
Poor	7	1.78 %
Total	393	100 %

94 8



JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group

For the Month of September 2015

ADJECTIVAL RATING	NO. OF RESPONDENTS	PERCENTAGE
Excellent	330	84.18 %
Very Satisfactory	37	9.44 %
Satisfactory	11	2.81 %
Fair	8	2.04 %
Poor	6	1.53 %
Total	392	100 %

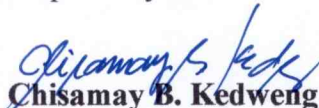
EMPLOYMENT REPORT FOR THE THIRD QUARTER, CY 2015

Month	BLISTT	%	Non-BLISTT	%	Total	%
July	3,810	87.85 %	527	12.15 %	4337	100 %
August	4,383	89 %	530	11 %	4913	100 %
September	4,393	88.86 %	551	11.14 %	4944	100 %

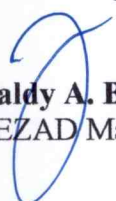
TOTAL NUMBER OF LOCATORS FOR THE THIRD QUARTER, CY 2015

Month	No. of Locators
July	118
August	118
September	118

Prepared by:


Chisamay B. Kedweng
Labor Center Processor

Certified by:


Zaldy A. Bello
SEZAD Manager



JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group

JOHN HAY MANAGEMENT CORPORATION
Quarterly Accomplishment Report
July-September 2015

Team Members: Engr. Victor Joy D. Lagria / For. Juvy C. Rimas
Department: Land and Asset Management Division, EAMD

Date: 21 October 2015

OBJECTIVES	STRATEGIES	PROGRAMS / ACTIVITIES	ACTUAL ACTIVITIES ACCOMPLISHED	REMARKS
LAND MANAGEMENT	Implementation of Proclamation No. 198 for the purpose of "governing the conversion, development and conservation of natural resources within the area" and a part of it having been declared by Proclamation No. 420 as SEZ for the development of the national wealth by virtue of RA 7227 also known as the BCDA Law.	Special Patent Application	a. Attended several meetings with DENR and BCDA officials regarding the status of the BCDA's application for Special Patent	<input type="checkbox"/> A meeting with BCDA, JHMC, DENR-ERDB, DENR-EMB, DENR-CAR Technical personnel and DENR Legal Affairs was held on 10 October 2015 regarding the same. Updates regarding the same were presented to JHMC and BCDA Board on 19 October 2015.
			b. Resubmitted complete survey returns for the new subdivision and consolidation survey of the John Hay Reservation covering 258.7614-hectare cleaned areas of BCDA untitled lands	<input type="checkbox"/> Final revision of lot data computations was submitted to DENR on 27 August 2015. On 11 September 2015, the five (5) new consolidation and subdivision survey were approved by DENR-LMS. To date, fourteen (14) Special Patents after the name of BCDA are expected to be released.



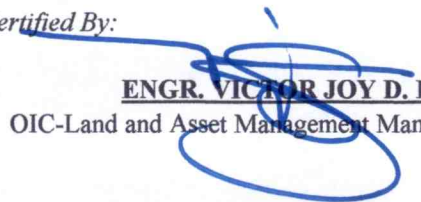
JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group

		<p>Asset Disposition</p>	<p>JHMC Board approved the conduct of Individual Lot Survey and Subdivision Survey of Barangay Upper Dagsian, Country Club Village, Lucnab, Outlook Drive, Greenwater and Sta. Escolastica of the CJHRA subject to Barangay Segregation.</p> <p><input type="checkbox"/> Implementation Plan of the same was crafted for management approval</p>	<p><input type="checkbox"/> Subsequently, hiring of survey personnel is on-going.</p> <p><input type="checkbox"/> For the Census and Tagging, on the other hand, joint-validation on-ground and technical review of all the documents collected, collated and generated from the possible beneficiaries of the said barangays were being conducted by LAMD and Community Relations Division.</p>
		<p>Ancestral Land Validation</p>	<p><input type="checkbox"/> Presented to the JHMC Board the draft Executive Order for JHRA and portion of the John Hay Special Economic Zone specifically for Asset Disposition through Barangay Segregation Program</p> <p><input type="checkbox"/> Maps related to the same were generated</p>	<p><input type="checkbox"/> awaiting for BCDA's legal opinion regarding the same</p>
		<p>John Hay Special Economic Zone and John Hay Reservation Area</p>	<p>Prepared and served letter to DESFA Ronald A. Geron on September 23, 2015 informing them that JHMC will no longer be collaborating to NCIP for any concerns on Ancestral Claims within the Camp John Hay Reservation. Nonetheless, BCDA and JHMC are in a joint effort to pursue the pending cases against NCIP regarding the same</p> <p><input type="checkbox"/> Prepared maps and/or certifications upon request of concerned departments and division for validation and verification purposes</p>	<p><input type="checkbox"/> For follow-up. Awaiting for response from the Office of the DESFA.</p> <p>Said action was recommended by the JHMC and BCDA Board upon the presentation of the result of review and verifications made by LAMD and Legal Department</p>

Prepared By:


FOR. JUVY C. RIMAS
Land and Asset Management Officer

Reviewed and Certified By:


ENGR. VICTOR JOY D. LAGRIA
OIC-Land and Asset Management Manager/BDD Manager

Nº 242862

A^{*}Best PICK-UP RECEIPT**

Date _____, 20__

SHIPPER (FROM)

JHMC

CONSIGNEE (TO)

C. Villanueva

SHIPMENT BREAKDOWN

PRODUCTS			CASH PAID AMOUNT	CHARGE AMOUNT
	UNITS	PRICE		
EP SMAL		P	P	P
MED				
LRG	1	90		
EPK				
AC				

CONTENTS:

DECLARED VALUE:

ACTUAL WT (KILO):

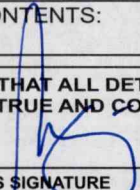
DIMENSION): (cm)

P

x x

I CONFIRM THAT ALL DETAILS HEREIN ARE TRUE AND CORRECT

RECEIVED ABOVE MENTIONED ITEMS IN GOOD ORDER AND CONDITION


SHIPPER'S SIGNATURE

11/5/15
DATE

1 # Pcs
90 Cash
V. JANE
Abest Pick-up Courier

11/5/15
Date

Pcs
P
Abest Checker
Date

TO BE PREPARED IN TRIPLICATE COPIES : ORIGINAL - SHIPPER BLUE - BRANCH YELLOW - FINANCE