

**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 2020**

## **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 regularly 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 Composition of Change Management Team, the Composition of the Core Group; and the Composition of the Technical Working Group for the JHMC Reorganization for the Board's approval.
2. Reviewed the Proposal of the Development Academy of the Philippines on the Reorganization of JHMC.
3. Reviewed and recommended the Conversion of the Electrical Engineer/ Project Management Officer to Senior Quantity Surveyor by abolishing the Electrical Engineer/ Project Management Officer position and creating a Senior Quantity Surveyor for the Board's approval.
4. Reviewed and recommended the Amendment of the Duties and Responsibilities of the Civil/ Structural Engineer for the Board's approval.
5. Reviewed and recommended the Timeline for the Implementation of the Strategic Performance Management System for the Board's approval.
6. Reviewed and recommended the Amended JHMC Policy on Benefits for the Board's approval.
7. Reviewed and recommended the Amended JHMC Policy on Leave Benefits for the Board's approval.
8. Reviewed and recommended the grant of Gratuity Pay to Fixed-Term and Project-Based Employees of JHMC pursuant to *Administrative Order No. 20, s. 2019* for the Board's approval.
9. Reviewed and recommended the JHMC Gender and Development's Vision and Mission Statement, Strategic Directions, and Functional Policy Directions for the Board's approval.
10. Reviewed and recommended the Gender and Development (GAD) Plan for CY 2021 and GAD Program Attributions for CY 2021.
11. Reviewed and recommended the request for Supplemental Budget for the JHMC GAD for the Board's approval.
12. Reviewed and recommended the Revised JHMC Operations Manual (Part 1) and the Timeline for the Revision of the JHMC Operations Manual Part 2 for the Board's approval.
13. Reviewed and recommended the Amended Operations Manual of the Finance Department on Liquidation of Cash Advances Process for the Board's approval.

#### IV. Meetings

A total of eight (8) meetings were conducted by the Nominations and Remunerations and Organizational Development Committee in 2020.

| No. | Date of Meetings   |
|-----|--|
| 1.  | January 13, 2020 (joint meeting with the Finance Committee)    |
| 2.  | January 27, 2020 (joint meeting with the Governance Committee) |
| 3.  | February 10, 2020  |
| 4.  | February 24, 2020  |
| 5.  | June 29, 2020  |
| 6.  | October 26, 2020   |
| 7.  | November 09, 2020 (joint meeting with the Finance Committee)   |
| 8.  | December 21, 2020  |

#### V. Attendance Record of the Members

| Members                   | Date of Meetings |            |            |            |
|---------------------------|------------------|------------|------------|------------|
|                           | 01/13/2020       | 01/27/2020 | 02/10/2020 | 02/24/2020 |
| Allan R. Garcia           | P                | P          | P          | P          |
| Eduardo B. Davalan        | P                | P          | P          | P          |
| Charito R. Dulay          | P                | P          | P          | P          |
| Gloria F. Peralta         | P                | P          | P          | P          |
| Christian Paul L. Ulpindo | P                | P          | P          | P          |

| Members                   | Date of Meetings |            |            |            |
|---------------------------|------------------|------------|------------|------------|
|                           | 06/29/2020       | 10/26/2020 | 11/09/2020 | 12/21/2020 |
| Allan R. Garcia           | P                | P          | P          | P          |
| Eduardo B. Davalan        | P                | P          | P          | P          |
| Charito R. Dulay          | P                | P          | P          | P          |
| Gloria F. Peralta         | P                | P          | P          | P          |
| Christian Paul L. Ulpindo | P                | P          | P          | P          |

Note:

P - present

A - absent