

JOHN HAY MANAGEMENT CORPORATION

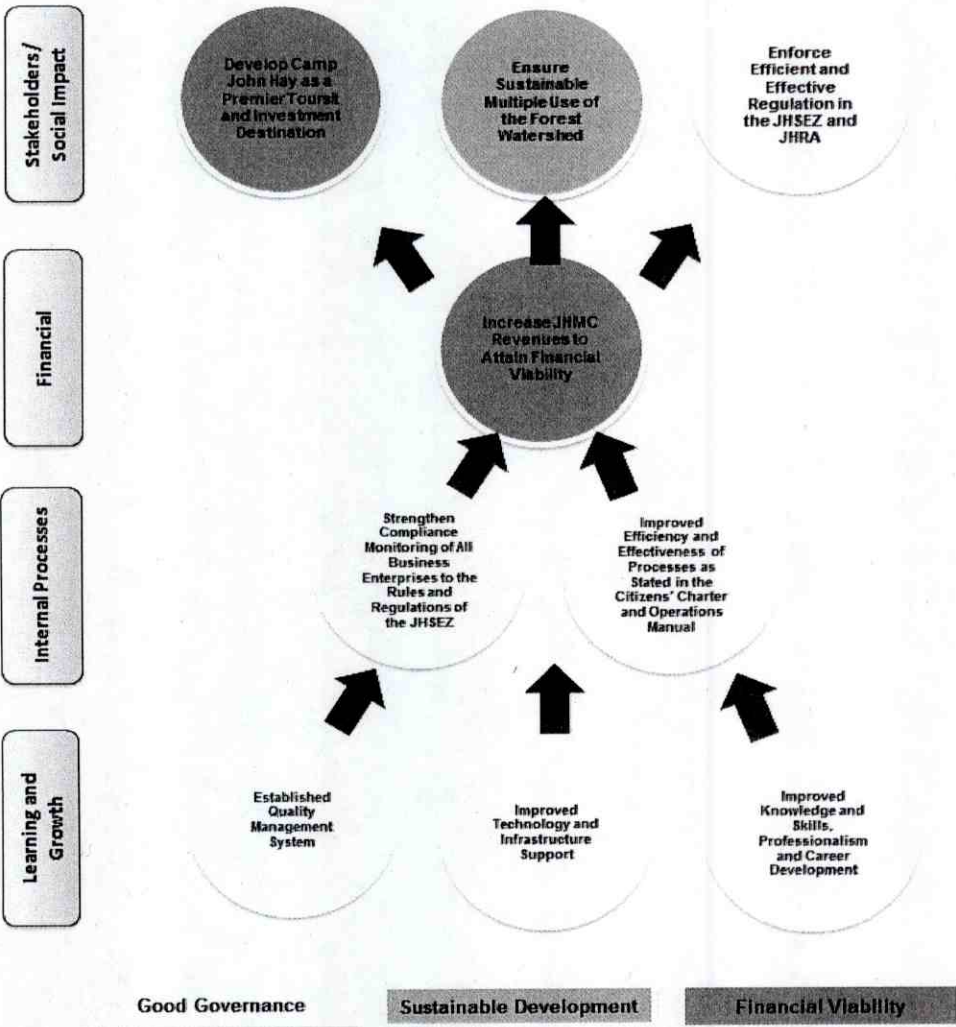


CHARTER STATEMENT AND STRATEGY MAP

Vision : By 2018, the JHMC shall have transformed Camp John Hay into the primary catalyst for the tourism development within the Cordillera Region and the leader of environment and forest stewardship in the Philippines.

Mission : As the steward of Camp John Hay, John Hay Management Corporation develops the estate into a premier tourist and investment destination, that contributes to economic growth and job generation; ensures sustainable multiple use of the forest watershed; and enforces efficient and effective regulation in the Special Economic Zone.

Core Values :
 Stewardship
 Passion for the Environment
 Integrity
 Commitment
 Excellence



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JOHN HAY MANAGEMENT CORPORATION
Performance Monitoring Report

	Objective/ Measure	Component				Baseline Data (Actual)			CY 2016		RATING
		Formula	Weight	Rating System	2013	2014	2015	Target	Accomplished		
SO 1 Develop Camp John Hay as a Premier Tourist and Investment Destination											
SOCIAL IMPACT	SM 1	Number of new locators or projects signed	Number of new locators or projects	7.5%	Actual / Target x Weight	-	-	1	2	3	7.5%
	SM 2	Number of jobs generated in the JHSEZ	Absolute number	7.5%	Actual / Target x Weight	3,473	4,176	5,090	5,500	5,523	7.5%
	SM 3	Gross sales of business enterprises within the JHSEZ	Absolute number	5%	Actual / Target x Weight	No Baseline Data Available	₱150M	₱835.69M	₱600M	₱875,571,753.85	5.0%
SO 2 Ensure Sustainable Multiple Use of the Forest Watershed											
SOCIAL IMPACT	SM 4	Issuance of ISO 14001 Environmental Management System	Based on milestone	10%	10%- Activity 5 7.5%- Activity 4 5%- Activity 3 2.5%- Activity 2 0%- Activity 1	No Baseline Data Available	No Baseline Data Available	a. Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house); and b. Establishment of the JHMC-QMS.	a. Establishment of the Solid Waste Management and Hazardous Waste Management Manuals; b. Assessment of the Environmental Impacts of JHMC processes and activities; c. Updating of a Comprehensive Information for Direct Environmental and Indirect Environmental Impacts of Projects in the JHSEZ; d. Regulatory and Permitting Review of Projects within the JHSEZ; and e. Establishment of JHMC-BOD approved Environment Management Plan.	The following were accomplished: a. Establishment of the Solid Waste Management and Hazardous Waste Management Manuals; b. Assessment of the Environmental Impacts of JHMC processes and activities; c. Updating of a Comprehensive Information for Direct Environmental and Indirect Environmental Impacts of Projects in the JHSEZ; and d. Regulatory and Permitting Review of Projects within the JHSEZ.	7.5%

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	Objective/ Measure	Formula	Weight	Rating System	Baseline Data (Actual)			CY 2016		RATING	
					2013	2014	2015	Target	Accomplished		
SM 5	Compliance of JHMC to National Ambient Air Quality Standards on particulate Matter 10 (PM10) within the JHSEZ	Number of tests which resulted in Good Air Quality (0-54 µg/ m ³ PM 10)/ Total number of tests	5%	Actual / Target x Weight	11 µg/ m ³ PM 10	22.95 µg/ m ³ PM 10	Average of 22.67 µg/ m ³ PM 10 for the year	100% (8/8) of the tests resulted in Good Quality	6/8 samples resulted in Good Quality. The CY 2016 4th Quarter Reading is yet to be issued by DENR-CAR.	5%	
	<i>Sub-total</i>		<i>35%</i>							32.5%	
STAKEHOLDERS	SO 3 Enforce Efficient and Effective Regulation in the JHSEZ and JHRA										
	SM 6	Stakeholder's Satisfaction Survey	Based on result of survey 90%-100% = Excellent 85%-89%=Very Satisfactory 80%-84% = Satisfactory 75%-79% = Fair 74% and below = Poor	10%	Actual / Target x Weight	80% (SEZAD)	90% (SEZAD)	96.43% (As validated by the GCG)	84%	90.9%	10%
	<i>Sub-total</i>		<i>10%</i>							10%	
FINANCIAL	SO 4 Increase JHMC Revenues to Attain Financial Viability										
	SM 7	Revenue generated by JHSEZ	Actual amount in Million Pesos	7.5%	Actual / Target x Weight	₱78.37M	₱70.79M	₱71M	₱72M	₱73.846 M	7.5%
	SM 8	Zone Revenue Collection Efficiency	Actual Collection / Total Zone Revenue for the year	7.5%	Actual / Target x Weight	61%	84%	85%	86%	101.37%	7.5%
	<i>Sub-total</i>		<i>15%</i>							15.0%	
VAL PROCESS	SO 5 Improve Efficiency and Effectiveness										
	SM 9	Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ from the date of receipt of complete requirements	Average processing time for renewal	7.5%	Actual / Target x Weight	20 mins. for renewal	30 mins. for renewal	15.2 mins. For renewal	15 mins. for renewal	8.04 minutes	7.5%
			Average processing time for start-up	7.5%	Actual / Target x Weight	10 calendar days for start-up	10 calendar days for start-up	No PTO issued for start-up business in CY 2015	7 calendar days for start-up	Average for FY 2016: One (1) calendar day for start-up	7.5%

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Performance Monitoring Report

		Component				Baseline Data (Actual)			CY 2016		RATING
		Objective/ Measure	Formula	Weight	Rating System	2013	2014	2015	Target	Accomplished	
INTER	SM 10	Asset Disposition Manual	Milestone achieved	7.5%	All or nothing	-	-	No Asset Disposition Manual in place	Board-Approved Asset Disposition Manual	Approved on 24 October 2016 per JHMC- BOD Resolution No. 2016-1024-161	7.5%
		<i>Sub-total</i>		22.5%							22.5%
LEARNING GROWTH	SO 6	Establish Quality Management System									
	SM 11	ISO Certification for all processes	Based on milestones	5%	All or nothing	4 processes documented	6 out of 6 documented	ISO Certification 9001:2008 for all services and processes of JHMC	Passed Surveillance Audit	Result of the Re-Certification to be submitted to the GCG on or before 28 February 2017. Re-certification schedule on 20 February 2017.	5%
	SO 7	Improve Technology and Infrastructure Support									
	SM 12	Number of processes automated	Based on milestones	7.5%	All or nothing	1 (Document Management System)	1 (Special Economic Zone Information System)	2 (Human Resource Information System and Network Management Sytem)	SEZAD Information System (Phase 2)	Contract for the SEZAD Information System was awarded to DANALEX Corporation as approved by the JHMC BOD on 21 December 2016	7.5%

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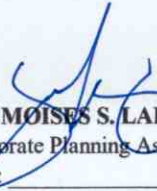
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Component					Baseline Data (Actual)			CY 2016		RATING
Objective/ Measure	Formula	Weight	Rating System	2013	2014	2015	Target	Accomplished		
SO 8	Improve Knowledge and Skills, Professionalism and Career Development									
SM 13	Establishment of a Competency Model	Based on milestones	5%	All or nothing	-	-	Average of 54.41 training hours per employee for the year	Board-approved Competency Model	JHMC will submit the Board-Approved Competency Model on or before 31 January 2017	5%
	<i>Sub-total</i>		<i>18.0%</i>							<i>17.50%</i>
	TOTAL		100%							97.50%

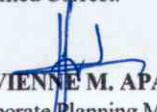
Note: The Objectives/Measures, Formula, Weight, Rating System and CY 2016 Targets are based on the Summary of Agreement signed on 23 November 2015.

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Prepared:

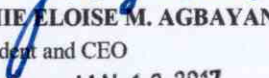

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 Corporate Planning Assistant/ Clerk
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Certified Correct:


BEVIENE M. APALING
 Corporate Planning Manager
 Date: 10 Jan. 2017


RONALD B. ZAMBRANO
 Finance Manager
 Date: _____

Approved by:


JAMIE ELOISE M. AGBAYAN, M.D.
 President and CEO
 Date: JAN 10 2017


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