

## SECRETARY'S CERTIFICATE

REPUBLIC OF THE PHILIPPINES) Sc.  
BAGUIO CITY )

I, **TEDDY ESTEBAN F. RIGOROSO**, of legal age, married, with office address in Rigoroso Galindez Rabino Laron & Maristela Law Offices, 901 Fil Garcia Tower, 140 Kalayaan Avenue, Diliman, Quezon City, Metro Manila, Philippines, being the Corporate Secretary of the John Hay Management Corporation (JHMC), after having been duly sworn in accordance with law, hereby CERTIFY, that during the 276<sup>th</sup> Special Meeting of the JHMC Board of Directors held on January 30, 2023 at the JHMC Conference Room, The Bell House, Camp John Hay, Baguio City, where a quorum was present, upon motion made and duly seconded, the Board passed and approved the following resolution:

*John Hay Management Corporation  
Board Resolution No. 2023-0130-020*

Resolve, as it is hereby **resolved**, that the **John Hay Management Corporation ("JHMC") Board of Directors** hereby **approves** the Performance Scorecard Monitoring Report of JHMC for the Fourth Quarter of CY 2022; and

Resolved, finally, that this Resolution shall take effect immediately on January 30, 2023 and shall supersede all prior JHMC resolutions, instructions, memoranda, circulars, or instruments inconsistent herewith.

IN WITNESS WHEREOF, I have set my hand this JAN 31 2023 day of 2023 in BAGUIO CITY.

**ATTY. TEDDY ESTEBAN F. RIGOROSO**  
Corporate Secretary

**SUBSCRIBED AND SWORN TO** before me this JAN 31 2023 day of 2023 in BAGUIO CITY,  
affiant exhibiting to me his IBP Identification Card No. 42240.

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Series of 2023

**GRAY S. TAMBIAK**  
Notary Public for Baguio City  
Notarial Commission NA-167/NC-22-R  
My Commission Expires on December 31, 2024  
Roll No. 63487; 05-08-14/Manila  
MCLE COMPLIANCE No. VII-0010149; 2-15-22  
PTR No. 5953776; 01-03-2023; Baguio City  
IBP P.R. No. 007200; 10-11-22; Baguio-Benguet Chapter

**JOHN HAY MANAGEMENT CORPORATION**  
**CY 2022 Performance Scorecard**

Component					Target (2022)	January 01, 2022 to December 31, 2022		
Objective/ Measure	Formula	Weight	Rating System	Actual Accomplishment		Weight (%)		
<b>CUSTOMERS/STAKEHOLDERS &amp; SOCIAL IMPACT</b>	<b>SO1</b>	<b>John Hay as a Premier Tourist and Investment Destination</b>						
	SM 1	Number of New Locators or Development Projects Signed	Absolute number	10%	(Actual/Target) x Weight	5	21	10
	SM 2	Number of Jobs Generated in JHSEZ	Total Number of Jobs Generated by Locators for the Year/ 12 months	10%	All or Nothing	Equal to or higher than the GCG-validated 2021 actual 5,484	5,943	10
	SM 3	Gross Sales of Business Enterprises within the JHSEZ	Absolute amount	10%	All or Nothing	Equal to or higher than the GCG-validated 2021 actual ₱661,601,033.42	₱827,205,497.27	10
	<b>Sub-total</b>			<b>30%</b>				
	<b>SO 2</b>	<b>Ensure Sustainable Multiple Use of Forest Watershed</b>						
	SM4	Compliance of JHMC 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	7.5%	All or Nothing	100% tests resulted in Good Quality	100% tests resulted in Good Air Quality Eighty-Eight (88) Ambient Air Monitoring conducted resulted to Good Air Quality.	7.5
	<b>Sub-total</b>			<b>7.5%</b>				

Handwritten notes: "John" and "88" with other scribbles.


Component					Target (2022)	January 01, 2022 to December 31, 2022		
	Objective/ Measure	Formula	Weight	Rating System		Actual Accomplishment	Weight (%)	
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	<b>SO 3</b>	<b>Enforce Efficient and Effective Regulation in the JHSEZ and JHRA</b>						
	SM 5a	Percentage of Satisfied Customers - Business Organizations	Number of respondents who gave a rating of at least Satisfactory/ Total number of respondents	5%	(Actual/Target) x Weight <b>0% = if less than 80%</b>	90%	For Business Organization: Locators - 94.03%  For Event Organizers - 100%	5
	SM 5b	Percentage of Satisfied Customers - Individual	Number of respondents who gave a rating of at least Satisfactory/ Total number of respondents	5%	(Actual/Target) x Weight <b>0% = if less than 80%</b>	90%	100%	5
	<b>Sub-total</b>			<b>10%</b>				
FINANCIAL	<b>SO 4</b>	<b>Increase JHMC Revenues to Attain Financial Viability</b>						
	SM 6	Increase Internally Generated Revenue of JHMC	Actual amount of revenue collections	10%	(Actual / Target) x Weight	₱ 13.455 Million	₱19,880,673.19	10
	SM 7	Zone Revenue Collection Efficiency (includes Business Center for CUSA collection)	Actual Collection / Total Zone Revenue due for collection (excluding advance payments and penalties collected)	10%	(Actual / Target) x Weight	100%	<b>106.69%</b>	10
						₱61,592,263.92	₱65,737,306.71	
	SM 8	Disbursement Budget Utilization Rate	Total Disbursements/ BCDA approved COB (both net of PS Cost)	5%	(Actual / Target) x Weight	90%	73.05%	4.06
<b>Sub-total</b>			<b>25%</b>					


Component					Target (2022)	January 01, 2022 to December 31, 2022	
Objective/ Measure	Formula	Weight	Rating System	Actual Accomplishment		Weight (%)	
<b>SO 5 Improve Efficiency and Effectiveness of Process</b>							
SM 9	Issuance of ISO 14001 Environmental Management System	Actual accomplishment	5%	All or Nothing	Pass the 1st Year Surveillance Audit	Passed the 1st Year Surveillance Audit conducted on 10-11 November 2022	5
SM 10	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	7.5%	(Actual/Target) x Weight	100%	<b>99.06%</b> 5,256 out of 5,306 Regulatory Permits for Business Enterprises were issued within applicable processing time.	<b>7.43</b>
<b>Sub-total</b>			<b>12.50%</b>				
<b>SO 6 Establish and Maintain the Quality Management System</b>							
SM 11	ISO Certification for all Processes	Actual accomplishment	5%	All or Nothing	Pass the 1st Year Surveillance Audit	Passed the 1st Year Surveillance Audit conducted on 10-11 November 2022	5
<b>Sub-total</b>			<b>5%</b>				
<b>SO 7 Improve Technology and Infrastructure</b>							
SM 12	Implementation of Information System Strategic Plan	Actual accomplishments	2.5%	All or Nothing	Roll-out/ implementation of the Land and Asset Management Information System (LAMIS)	Rolled-out and implemented on 22 December 2022	2.5
		Actual accomplishments	2.5%	All or Nothing	Submission of the Information System Strategic Plan (ISSP) for 2023 - 2025 to DICT	The ISSP for 2023 - 2025 was submitted to DICT on 23 December 2022	2.5
<b>Sub-total</b>			<b>5%</b>				

INTERNAL PROCESS


Component					Target (2022)	January 01, 2022 to December 31, 2022		
	Objective/ Measure	Formula	Weight	Rating System		Actual Accomplishment	Weight (%)	
LEARNING AND GROWTH	<b>SO 8</b>	<b>Improve Knowledge and Skills, Professionalism and Career Development</b>						
	SM 13	Percentage of Employees Meeting Required Competencies	Competency Baseline 2022 - Competency Baseline 2021	5%	All or Nothing	Improve Competency Baseline of the Organization	Competency baseline of the Organization improved by <sup>0.68%</sup> <del>2.48%</del> (49 employees met the required competencies for their respective positions while six (6) employees (three (3) newly hired and three (3) promoted employees) were identified to have competency gaps which will be addressed in 2023.	5
		<i>Sub-total</i>		5%				
		<b>TOTAL</b>		100%			98.99	

Prepared by:

  
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**Beverlee Q. Ganaden**  
 Corporate Planning Clerk

Reviewed by:

  
**Jane Theresa G. Tabalingcos**  
 Vice-President and COO

  
**Ronald B. Zambrano**  
 Finance Manager

Approved by:

  
**P/DIRECTOR RUFINO C. IBAY JR.**  
 Chairman, Board of Directors

  
OPCEO-2023-0226  
**ALLAN R. GARCIA**  
 President and Chief Executive Officer