

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

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**JHMC**

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

**NOMINATIONS,  
REMUNERATIONS AND  
ORGANIZATIONAL  
DEVELOPMENT COMMITTEE  
REPORT**

**CY 2022**

## **I. JHMC Board Nominations, Remunerations and Organizational Development Committee**

The Nominations, Remunerations and Organizational Development Committee has six (6) members, to wit:

Chairperson: Ms. Charito R. Dulay

Members: BGen. Eduardo B. Davalan (Ret.)  
Atty. Oscar T. Fiel  
Mr. Allan R. Garcia  
Ms. Gloria F. Peralta, CPA  
Atty. Christian Paul L. Ulpindo

Atty. Fiel and Ms. Peralta were appointed as Members of the Committee on February 14, 2022.

## **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 ensuring that it is aligned with the mission and vision of the corporation.
3. Evaluating regularly the needs for organizational growth and ensuring 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.

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 the salary structure, allowances, benefits, and incentives under the Compensation and Position Classification System (CPCS) as authorized by the Governance Commission for Government-Owned or –Controlled Corporation (GCG) and endorsed them to the Board for approval.
2. Reviewed the Proposed JHMC Reorganization.
3. Reviewed the JHMC Policy and Citizen’s Charter on the Availment of Rehabilitation Privilege and endorsed them to the Board for approval.
4. Reviewed the Revised JHMC Policy on Attendance Work Days and Work Hours and endorsed it to the Board for approval.
5. Reviewed the JHMC Policy and Internal Guidelines on Loyalty Award and endorsed it to the Board for approval.
6. Reviewed the Amended ICT Division Citizen’s Charter and endorsed it to the Board for approval.
7. Reviewed the Amended SEZAD Citizen’s Charter and endorsed it to the Board for approval.
8. Reviewed the Gender and Development (GAD) Plan and Budget for CY 2023 and endorsed it to the Board for approval.
9. Reviewed the CY 2020 Performance-Based Bonus of JHMC Officers and Employees and endorsed it to the Board for approval.
10. Reviewed the Performance-Based Incentive of the JHMC Board for CY 2020 and endorsed it to the Board for approval.
11. Reviewed the Proposed Program for the Year-End Activity for CY 2022.

#### IV. Meetings

A total of twelve (12) meetings were conducted by the Nominations, Remunerations and Organizational Development Committee in 2022.

No.	Date of Meetings
1.	February 14, 2022 (joint meeting with Finance Committee and Governance Committee)
2.	February 28, 2022 (joint meeting with Finance Committee)
3.	June 13, 2022 (joint meeting with Governance Committee)
4.	June 27, 2022 (joint meeting with Risk Management Committee)
5.	July 11, 2022
6.	August 22, 2022
7.	September 26, 2022
8.	October 12, 2022
9.	October 24, 2022
10.	November 14, 2022 (joint meeting with Finance Committee)
11.	November 28, 2022 (joint meeting with Risk Management Committee)
12.	December 09, 2022 (joint meeting with Risk Management Committee)

#### V. Attendance Record of the Members

The Attendance Record of the Members of the Nominations, Remunerations and Organizational Development Committee for CY 2022 is as follows:

Members	Date of Meetings					
	14-Feb-22	28-Feb-22	13-Jun-22	27-Jun-22	11-Jul-22	22-Aug-22
Charito R. Dulay	P	P	P	P	P	P
Eduardo B. Davalan	P	P	P	P	P	P
Oscar T. Fiel	NA	P	P	P	P	P
Allan R. Garcia	P	P	P	P	P	P
Gloria F. Peralta	NA	P	P	P	P	P
Christian Paul L. Ulpindo	P	P	P	P	P	P

Members	Date of Meetings					
	26-Sep-22	12-Oct-22	24-Oct-22	14-Nov-22	28-Nov-22	9-Dec-22
Charito R. Dulay	P	P	P	P	P	P
Eduardo B. Davalan	P	P	P	P	P	P
Oscar T. Fiel	P	P	P	P	P	P
Allan R. Garcia	P	P	P	P	P	P
Gloria F. Peralta	P	P	P	P	P	P
Christian Paul L. Ulpindo	P	P	P	P	P	P

*Legend:*  
*P - present*  
*A - absent*