



07 March 2023

PMGEN. RUFINO G. IBAY, JR. (RET.)

Acting Chairperson

MR. ALLAN A. GARCIA

President and CEO (PCEO)

JOHN HAY MANAGEMENT CORPORATION (JHMC)

John Hay Special Economic Zone

Camp John Hay, Baguio City

RE: TRANSMITTAL OF 2023 PERFORMANCE SCORECARD

Dear Acting Chairperson Ibay and PCEO Garcia,

This is to formally transmit the 2023 Charter Statement and Strategy Map (**Annex A**) and 2023 Performance Scorecard (**Annex B**) of JHMC. The same is to be posted in JHMC's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The JHMC-proposed Charter Statement, Strategy Map and Performance Scorecard submitted through letter dated 26 August 2022² were **MODIFIED** based on the discussions made during the Technical Panel Meeting (TPM) held on 24 November 2022, evaluation of revised documents submitted through letters dated 12 December 2022³ and 15 December 2022,⁴ and finalized during the Performance Target Conference (PTC) held on 07 March 2023.

We take this opportunity to remind JHMC that Item 7 of GCG M.C. No. 2023-01⁵ mandates GOCCs to submit Quarterly Monitoring Reports and upload the same in the GOCC's website within thirty (30) calendar days from the close of each quarter. JHMC is thus directed to submit its revised Quarterly Targets based on the attached Scorecard within fifteen (15) calendar days from receipt of the GCG-approved Performance Scorecard. The Quarterly Monitoring Reports should disclose substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of targets.

FOR JHMC'S INFORMATION AND COMPLIANCE.

Very truly yours,

Justice ALEX L. QUIROZ (ret.)

Chairperson ✓

MAR 10 2023

12:10 pm

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² Officially received by the Governance Commission on 30 August 2022.

³ Officially received by the Governance Commission on 13 December 2022.

⁴ Officially received by the Governance Commission on 16 December 2022.

⁵ PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 19 January 2023.



VISION

By 2030, JHMC shall have transformed Camp John Hay into a sustainable and safe tourism destination in the North with innovative approaches to promote investments, improved employment opportunities and quality services while preserving the environment.

MISSION

As the steward of Camp John Hay, JHMC develops the estate into a premier tourist and investment destination, that contributes to economic growth and job generation; ensures sustainable use of forest watershed and enforces efficient and effective regulation of the Camp John Hay.

CORE VALUES

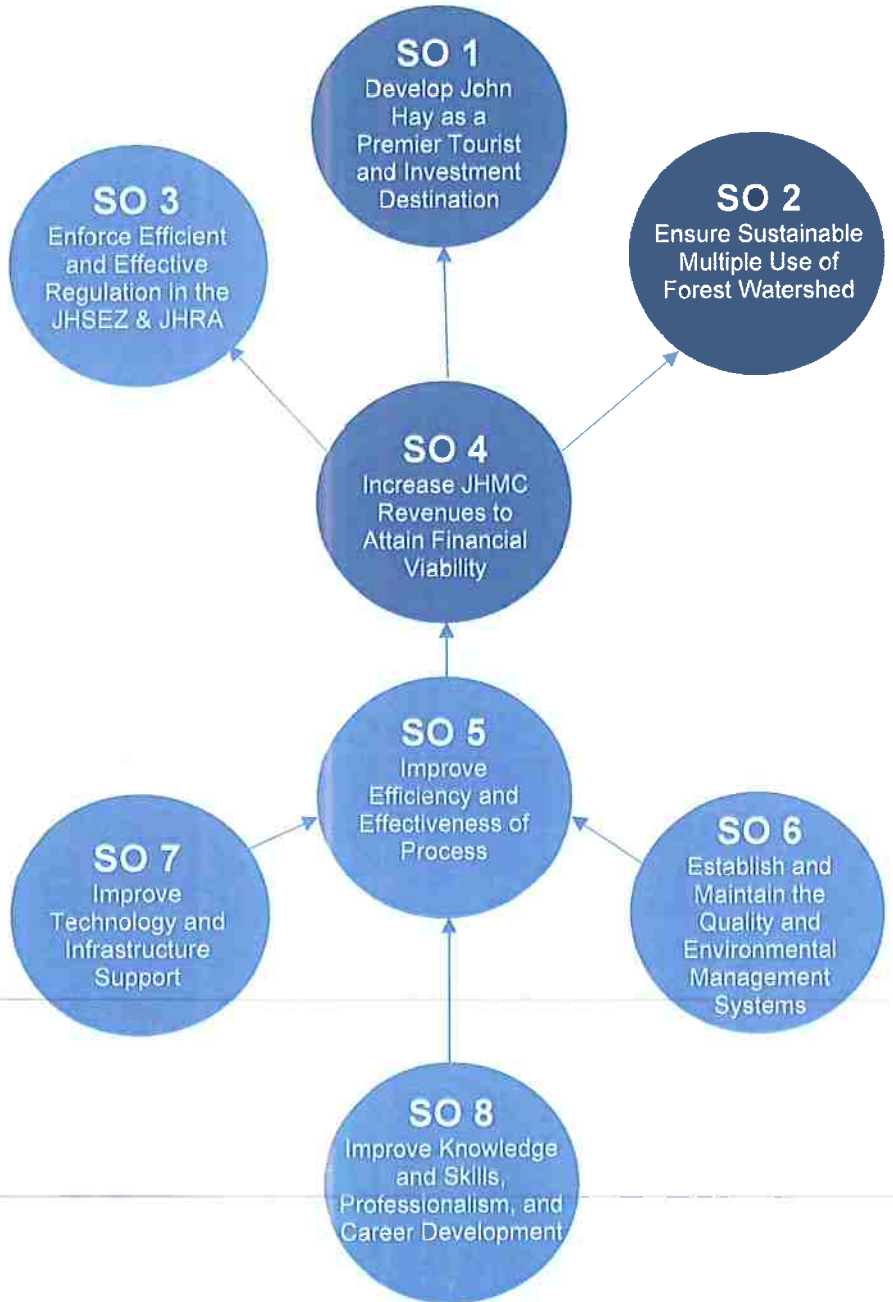
- Stewardship
- Passion for Environment
- Integrity
- Commitment
- Excellence

Customer/Stakeholder & Social Impact

Financial

Internal Process

Learning & Growth



GOOD GOVERNANCE

FINANCIAL VIABILITY

SUSTAINABLE DEVELOPMENT

JOHN HAY MANAGEMENT CORPORATION (JHMC)

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SO 1	Develop John Hay as a Premier Tourist and Investment Destination							
SM 1	Number of New Locators or Development Projects ¹ Signed	Absolute Number	10%	(Actual / Target) x Weight	7	3	5	10
SM 2	Number of Jobs Generated in the JHSEZ	Total Number of Jobs Generated by Locators for the Year/12 Months	10%	(Actual / Target) x Weight	4,779	5,485	Equal To or Higher Than the GCG Validated 2021 Actual	5% Increase from the 2022 GCG Validated Actual
SM 3	Gross Sales of Business Enterprises Within the JHSEZ	Actual Amount	10%	(Actual / Target) x Weight	₱608.25 Million	₱661.601 Million	Equal To or Higher Than the GCG Validated 2021 Actual	7.5% Increase from the 2022 GCG Validated Actual
SO 2	Ensure Sustainable Multiple Use of Forest Watershed							
SM 4	Compliance to 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 Conducted	7.5%	All or Nothing	100% of Tests Resulted in Good Air Quality	Unverifiable	100% of Tests Resulted in Good Air Quality	100% of Tests Resulted in Good Air Quality

¹ Development projects refer to available areas of structure for disposition which were sourced through public bidding or other allowed modes of divestment. New locators are classified as either lessees, renewal of lease agreements or sub-lessees/concessionaires with issued Permit to Operate (PTO) or Temporary Permit to Operate (TPTO) within the year.

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA							
SM 5	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Respondents	10%	(Actual / Target) x Weight <i>If Less Than 80% = 0%</i>	85%	92.68%	90%	90%
	Sub-Total		47.5%					
SO 4	Increase JHMC Revenues to Attain Financial Viability							
SM 6	Increase Internally Generated Revenue of JHMC	Actual Amount of Revenue Collections	10%	(Actual / Target) x Weight	₱9.77 Million	₱11.16 Million	₱13.445 Million	₱16.5 Million
SM 7	Zone Revenue Collection Efficiency	Actual Collection / Total Zone Revenue Due for Collection (Excluding Advance Payments and Penalties Collected)	10%	(Actual / Target) x Weight	65.56%	73.23%	100%	100%
SM 8	Disbursement Budget Utilization Rate	Total Disbursements / BCDA-Approved Corporate Operating	5%	(Actual / Target) x Weight	N/A	N/A	90%	90%

FINANCIAL

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
	Budget (COB) (Both Net of PS Cost)							
	Sub-Total	25%						
SO 5	Improve Efficiency and Effectiveness of Process							
SM 9	Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time	Number of Requests Processed Within Applicable Processing Time ² / Total Number of Requests Received	7.5%	(Actual / Target) x Weight	68%	Unverifiable	100%	100%
SO 6	Establish and Maintain the Quality and Environmental Management System							
SM 10	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	Passed the Surveillance Audit	ISO 9001:2015 Certification Maintained	Pass the 1 st Year Surveillance Audit	Pass the 2 nd Year Surveillance Audit
SM 11	Maintenance of ISO 14001:2015 Certification	Actual Accomplishment	5%	All or Nothing	Passed the Surveillance Audit	Passed the Re-Certification Audit	Pass the 1 st Year Surveillance Audit	Pass the 2 nd Year Surveillance Audit
SO 7	Improve Technology and Infrastructure Support							
SM 12	Implementation of the Information System Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing	Preliminary Design and Construction of the Prototype of the Environment	Roll-Out of EFMIS	Roll-Out/ Implementation of the Land and Asset Management	100% Accomplishment of the 2023 ISSP Deliverables

² The applicable processing time will be based on JHMC's compliance with Republic Act No. 11032 as reflected in JHMC's Citizen's Charter.

Component					Baseline Data		Target		
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023		
				and Forest Management Information System (EFMIS) Has Been Presented to the JHMC-ICTD on 03 December 2020		Information System (LAMIS) and Submission of the ISSP 2023-2025 to DICT			
Sub-Total		22.5%							
LEARNING AND GROWTH	SO 8	Improve Knowledge and Skills, Professionalism, and Career Development							
	SM 13	Percentage of Employees Meeting Required Competencies	Competency Baseline ³ 2023 – Competency Baseline 2022	5%	All or Nothing	Improved Competency Baseline of the Organization	Competency Baseline of the Organization Improved by 2.04%	Improve Competency Baseline of the Organization	Improve Competency Baseline of the Organization
	Sub-Total		5%						
TOTAL		100%							

For GCG: 
 Justice ALEX L. QUIROZ (Ret.)
 Chairperson

For JHMC: 
 ATTY. RUDOLPH STEVE E. JULARBAL
 Vice Chairperson


 ALLAN R. GARCIA
 President and CEO

³ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the formula:

$$\frac{\sum_{b=1}^B \left[\frac{\sum_{a=1}^A (\frac{\text{Actual Competency Level}}{\text{Required Competency Level}})^a}{A} \right]}{B}$$
 , where a = Competency Required, A = Total Number of Competencies Required of Position, b = Personnel Profiled, B = Total Number of Personnel Profiled.