

**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 2023

I. JHMC Board Nominations, Remunerations and Organizational Development Committee

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

Chairperson: Charito R. Dulay

Members: BGen. Eduardo B. Davalan (Ret.)
Atty. Oscar T. Fiel
Allan R. Garcia
Gloria F. Peralta, CPA
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 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 and approved the Nominations, Remunerations and Organizational Development Committee Annual Report for CY 2022.
2. Reviewed the Pending Matters before the Nominations, Remunerations and Organizational Development Committee for CY 2022.
3. Reviewed the Proposed JHMC Reorganization.
4. Reviewed the proposal for the procurement of a firm to provide Professional Services for On-Call Professionals to be assigned with the John Hay Special Economic Zone (JHSEZ) – Office of the Building Official and endorsed it to the Board for approval.
5. Reviewed the Amended Strategic Performance Management System Manual and endorsed it to the Board for approval.
6. Reviewed the Amended Qualification Standards, and Duties and Responsibilities of the personnel under the Office of the Corporate Secretary.
7. Reviewed the policies on (1) Program on Awards and Incentives for Service Excellence, (2) Leave Credits and Monetization, and (3) Overtime Services and Overtime Pay and endorsed them to the Board for approval.
8. Reviewed the Amended Citizen's Charter of the (1) Corporate Planning Unit, and (2) Office of the Corporate Secretary and endorsed them to the Board for approval.
9. Reviewed the CY 2019 Performance-Based Bonus of JHMC officers and employees and endorsed it to the Board for approval.

IV. Meetings

A total of five (5) meetings were conducted by the Nominations, Remunerations and Organizational Development Committee in 2023.

No.	Date of Meetings
1.	30 January 2023 (joint meeting with Finance Committee)
2.	24 April 2023
3.	19 June 2023
4.	31 July 2023
5.	20 November 2023

V. Attendance Record of the Members

The Attendance Record of the Members of the Nominations, Remunerations and Organizational Development Committee for CY 2023 is as follows:

Members	Date of Meetings				
	30-Jan	24-Apr	19-Jun	31-Jul	20-Nov
Charito R. Dulay	P	P	P	P	P
Eduardo B. Davalan	P	P	P	P	P
Oscar T. Fiel	P	P	P	P	P
Allan R. Garcia	P	P	P	P	P
Gloria F. Peralta	P	P	P	A	P
Christian Paul L. Ulpindo	P	P	P	P	P

Legend:

P - present

A - absent