



## 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

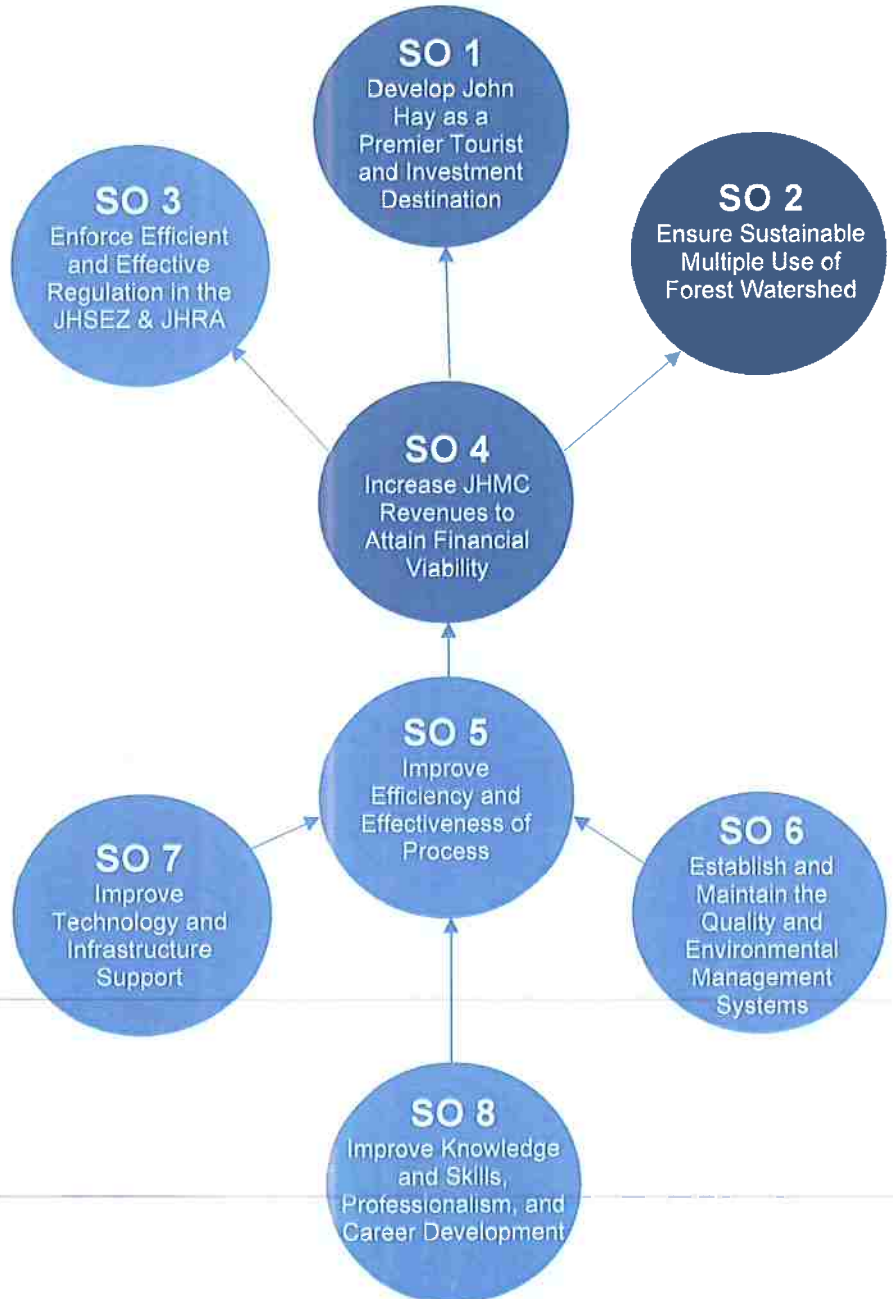
- Stewardship
- Passion for Environment
- Integrity
- Commitment
- Excellence

Customer/Stakeholder  
& Social Impact

Financial

Internal Process

Learning & Growth



GOOD  
GOVERNANCE

FINANCIAL  
VIABILITY

SUSTAINABLE  
DEVELOPMENT

**JOHN HAY MANAGEMENT CORPORATION**  
**CY 2023 Performance Scorecard**

Component						Target (2023)	January 01, 2023 to December 31, 2023	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO1	John Hay as a Premier Tourist and Investment Destination						
	SM 1	Number of New Locators or Development Projects Signed	Absolute Number	10%	(Actual/Target) x Weight	10	31	10
	SM 2	Number of Jobs Generated in JHSEZ	Total Number of Jobs Generated by Locators for the Year/ 12 months	10%	(Actual/Target) x Weight	5% increase from the 2022 GCG Validated Actual	6,290	10
						6,238		
	SM 3	Gross Sales of Business Enterprises Within the JHSEZ	Actual Amount	10%	(Actual/Target) x Weight	7.5% increase from the 2022 GCG Validated Actual	₱1,020,768,807.34	10
						₱889,250,750.00		
	Sub-total			30%				





Component						Target (2023)	January 01, 2023 to December 31, 2023	
	Objective/ Measure	Formula	Weight	Rating System	Actual Accomplishment		Weight (%)	
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO 2	Ensure Sustainable Multiple Use of Forest Watershed						
	SM4	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	100% tests resulted in Good Quality  One Hundred Nineteen (119) Ambient Air Monitoring conducted resulted to Good Air Quality.	7.50
	Sub-total			7.5%				
	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  0% = if less than 80%	90%	External Clients - 94.38% (Very Satisfactory)  Internal Clients - 96.80% (Outstanding)  Overall Rating - 94.50% (Very Satisfactory)	10
	Sub-total			10%				



Component						January 01, 2023 to December 31, 2023	
					Target (2023)	Actual Accomplishment	Weight (%)
Objective/ Measure	Formula	Weight	Rating System				
<b>SO 4</b>	<b>Increase JHMC Revenues to Attain Financial Viability</b>						
SM 6	Increase Internally Generated Revenue of JHMC	Actual Amount of Revenues Collections	10%	(Actual / Target) x Weight	₱ 16.5 M	₱23,473,662.93	<b>10</b>
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	100%	105.82%	<b>10</b>
					₱68,796,499.37	₱72,801,136.54	
SM 8	Disbursement Budget Utilization Rate	Total Disbursements/ BCDA - Approved Corporate Operating (COB) (Both Net of PS Cost)	5%	(Actual / Target) x Weight	90%	65.84%	<b>3.66</b>
<b>Sub-total</b>			<b>25%</b>				





Component						January 01, 2023 to December 31, 2023	
	Objective/ Measure	Formula	Weight	Rating System	Target (2023)	Actual Accomplishment	Weight (%)
INTERNAL PROCESS	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/ Total Number of Requests Received	7.5%	(Actual/Target) x Weight	100%	76.34%
							5.73
		Sub-total		7.5%			
	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	Pass the 2nd Year Surveillance Audit	Passed the 2nd Year Surveillance Audit; Certification maintained
							5
	SM 11	Maintenance of ISO 14001:2015 Certification	Actual accomplishment	5%	All or Nothing	Pass the 2nd Year Surveillance Audit	Passed the 2nd Year Surveillance Audit; Certification maintained
							5
		Sub-total		10%			
	SO 7	Improve Technology and Infrastructure Support					
	SM 12	Implementation of the Information System Strategic Plan (ISSP)	Actual Accomplishments	5%	All or Nothing	100% Accomplishment of the 2023 ISSP Deliverables	The deliverables for the JHMC 2023 ISSP is 100% accomplished
							5
		Sub-total		5%			



Component						Target (2023)	January 01, 2023 to December 31, 2023	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
LEARNING AND GROWTH	SO 8	Improve Knowledge and Skills, Professionalism and Career Development						
	SM 13	Percentage of Employees Meeting Required Competencies	Competency Baseline 2023 - Competency Baseline 2022	5%	All or Nothing	Improve Competency Baseline of the Organization	Competency Baseline of the Organization improved by 1.90%	5
	Sub-total			5%				
	TOTAL			100%			96.88	

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