



2023 ANNUAL REPORT

Republic of the Philippines
Office of the President

JHMC

JOHN HAY MANAGEMENT CORPORATION
a member of The BCDA Group



ABOUT THE COVER

The cover features Abraham Lincoln's monument, a solid stone pillar located at The Manor. It is one of the many preserved remnants that bear witness to the profound connection between the camp and its American heritage. It also captures JHMC's efforts towards heritage preservation, including environmental sustainability, as evident by the lush landscape surrounding the monument.

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Message

ALLAN RAZON GARCIA
President and Chief Executive Officer



“
Exceptional leadership at every level of our organization has been the cornerstone of our success. Our leaders have skillfully steered the company through a rapidly changing landscape, embracing innovation and fostering a culture of accountability and collaboration.”

As we conclude another remarkable year, I'm honored to share the tremendous progress and success we've achieved. Our journey has been guided by strategic vision, dynamic leadership, and an unwavering commitment to excellence. Through these core principles, we've navigated challenges, seized opportunities, and propelled our corporation to new heights.

Exceptional leadership at every level of our organization has been the cornerstone of our success. Our leaders have skillfully steered the company through a rapidly changing landscape, embracing innovation and fostering a culture of accountability and collaboration.

Consistently anticipating the ever changing corporate world, our team has positioned us to capitalize on emerging opportunities, ensuring sustained growth and competitive advantage. By empowering employees and cultivating a supportive environment, we've harnessed collective talents and creativity, resulting in a highly motivated and skilled workforce.

In a year marked by unpredictability, we have demonstrated remarkable adaptability and resilience. Swift pivots and informed decisions were critical to maintaining operational continuity and driving performance.

My heartfelt gratitude goes to our dedicated employees, visionary leaders, loyal customers, and supportive stakeholders. Your contributions and trust have been instrumental in our success.

Together, we'll forge a bright and prosperous future.

Message

JANE THERESA G. TABALINGCOS
Vice President and Chief Operating Officer



As we close out another year, it is with great pride and a forward-looking perspective that we reflect on the accomplishments of JHMC and unveil our vision for the future. Our unwavering dedication to environmental stewardship and economic growth has been the cornerstone of our strategy, steering us through a transformative year.

In an era where the commitment to environmental stewardship is increasingly critical, JHMC has ramped up its efforts to mitigate environmental impact. This year has marked several pivotal milestones in our journey toward sustainability. We have implemented innovative practices and technologies that underscore our commitment to reducing our ecological footprint.

Remarkably, our focus on sustainability has not hindered our economic performance. Instead, it has spurred innovation and operational efficiency, leading to a robust financial performance. Our sustainability initiatives have proven to be a catalyst for growth, demonstrating that environmental responsibility and economic success are not mutually exclusive.

“
Despite facing challenging market conditions, the collective efforts of JHMC have driven a notable increase in revenues. This growth has translated into the creation of additional jobs within the John Hay Special Economic Zone (JHSEZ), further strengthening the vitality of the communities we serve as over 90% employees within the JHSEZ are from the BLISTT area. Our ability to thrive in a tough economic climate is a testament to the resilience and dedication of JHMC's workforce.”

At the heart of JHMC's success is our commitment to our people. We are dedicated to fostering a work environment that champions diversity, inclusion, and career development. By providing opportunities for our employees to grow and excel, we ensure that they are equipped to drive the company forward.

As we set our sights on the future, JHMC will continue to balance environmental stewardship with economic development. Our commitment to both sustainability and growth will guide us as we navigate the complexities of the business landscape in Camp John Hay. We recognize the need to adapt to evolving corporate dynamics while steadfastly upholding our societal responsibilities.



The John Hay Management Corporation is a subsidiary of the Bases Conversion and Development Authority (BCDA), with the primary role of managing the entirety of Camp John Hay, a former US military base.

MISSION


As the Steward of Camp John Hay, JHMC develops the estate into a premier tourist destination, continuously contributing to the economic growth and sustainable use and protection of the forest watershed, with efficient and effective regulations

VISION

By 2040, JHMC shall have transformed and developed Camp John Hay into a premier, sustainable, safe, and enjoyable tourism destination in the North with preserved historical and cultural sites, promoting investments through innovative approaches, with improved economic opportunities and gender-responsive quality services while protecting the environment.

STRATEGIC PRIORITES

Environmental Protection



Revenue Generation through Traditional and Eco-Tourism Development



Human Resource Development (Internal and External)



Building and Enhancing Relationships with Internal and External Stakeholders



Safe and Secure Environment



Responsible Use of Resources



CORE VALUES

STEWARDSHIP



PASSION FOR THE ENVIRONMENT



INTEGRITY



COMMITMENT



EXCELLENCE



SPIRITUALITY



ACHIEVING EXCELLENCE THROUGH ISO STANDARDS & FOI COMPLIANCE

JHMC has long been a symbol of unwavering dedication to excellence, integrity, and sustainable practices. As the steward of the historic Camp John Hay, JHMC's mission transcends mere management—it embodies a commitment to preserving natural beauty while fostering economic and social development. This commitment has recently been reaffirmed through its continued ISO certifications and FOI compliance, marking a significant milestone in the organization's journey towards excellence.



Sustained Commitment to ISO 9001:2015 and ISO 14001:2015

This recent recommendation marks the third cycle for JHMC's Quality Management System (QMS) and the second cycle for its Environmental Management System (EMS). The audit results validate JHMC's consistent application of continuous improvement policies, ensuring integrity and honesty in its dealings with customers. The QMS certificate remains valid until March 20, 2025, and the EMS certificate is valid until February 13, 2025.

The audit conducted by SOCOTEC Certification Philippines, Inc. not only reaffirms JHMC's dedication to excellence but also highlights the organization's systematic approach to maintaining and enhancing its management systems.

The successful audit and subsequent recommendation by SOCOTEC Certification Philippines, Inc. not only reaffirm JHMC's adherence to these standards but also highlight the organization's systematic and strategic approach to managing and enhancing its quality and environmental management systems. The rigorous evaluation process ensures that JHMC's practices are continually aligned with evolving standards and best practices.



Recognized for Transparency and Compliance

Adding to its list of accolades, JHMC received the Certificate of Compliance (COC) from the Freedom of Information - Project Management Office (FOI-PMO) under the Presidential Communications Operations Office (PCOO) on July 28, 2023. This certificate recognizes JHMC's full compliance with the enhanced FOI requirements for 2022. JHMC has consistently been a recipient of this certification since 2017, demonstrating its dedication to transparency and accountability in its operations.



Continued Pursuit of Excellence

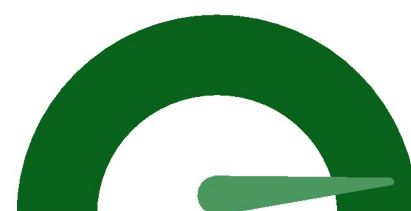
JHMC's ongoing commitment to quality, environmental management, and transparency not only strengthens its reputation but also sets a benchmark for other organizations striving for excellence. By rigorously adhering to international standards and continuously enhancing its management systems, JHMC demonstrates a profound dedication to upholding the highest levels of operational efficiency and ethical conduct. This unwavering commitment goes beyond mere compliance; it is a reflection of JHMC's proactive approach in addressing and anticipating the evolving needs of its customers, the broader environmental responsibilities it bears, and the complex regulatory landscape it navigates.





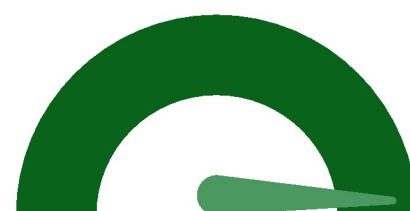
SETTING THE BAR *in* SERVICE AND CORPORATE EXCELLENCE

In the dynamic realm of public service and governance, excellence is a constant pursuit for organizations dedicated to delivering outstanding value and integrity. For JHMC, its unwavering commitment has without a doubt been shown in the results of its Customer Satisfaction Measurement (CSM) and Corporate Governance Scorecard (CGS) for CY 2023.



94.50%

Overall Customer Satisfaction Rating



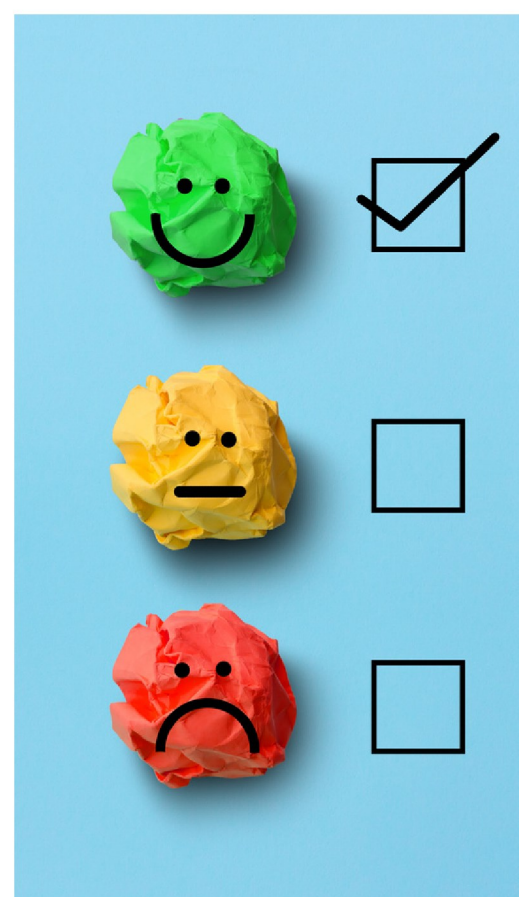
98%

Overall CGS Rating

CSM RESULT. Steadfast in its commitment to public service, JHMC's dedicated efforts have yielded a very exemplary rating in its CSM. This was conducted by an independent third-party entity for various clients who availed themselves of services from JHMC. The result came about through the former's efforts in administering, generating, and interpreting the result in accordance with the standard methodology, procedures, and modalities prescribed by the Anti-Red Tape Authority (ARTA) and the Governance Commission for Government-Owned or Controlled Corporations (GCG).

This year's rating is almost 2% higher than the average CSM rating for the past eight (8) years. A testimony that JHMC is a highly effective and efficient organization focused on meeting customer objectives with the aim of providing services that give fair value and consistent quality, reliability, and safety in exchange for the price paid for the same.

CGS RATING. In the GCG Governance Awards Ceremony held at the PICC Complex in Pasay City on November 20, 2023, JHMC ranked sixth, solidifying its place as one of the top-ranking GOCCs in the CY 2022 Corporate Governance Scorecard with a rating of 98%.



Securing its spot among all government-owned and controlled corporations demonstrates JHMC's excellent public service and outstanding corporate governance. Relatively, JHMC aims to further strengthen its governance practices and continue to serve as a leading example of excellence in the GOCC sector.

REMITTANCE. To aid in national development, the John Hay Management Corporation (JHMC) has declared and remitted a substantial PhP3,923,559.67 in cash dividends to the National Government for the fiscal year 2022. This declaration was made in accordance to Republic Act No. 7656. This reflects JHMC's unwavering dedication to fiscal responsibility, good governance, and the prosperity of the nation.

This latest remittance underscores a legacy of sustained financial success that JHMC has built since 2010. Over the past 14 years, the corporation has not only stabilized its operations but has consistently generated positive operating income, demonstrating a level of financial stewardship that stands out among government-owned and controlled corporations (GOCCs).

Since its first dividend declaration in 2016, JHMC has contributed a remarkable total of PhP61,203,452.70 to the national treasury. This cumulative contribution is more than just numbers; it represents JHMC's enduring role as a key driver of economic support for government initiatives and public services.

Delivering dividends year after year is a testament to JHMC's strategic management, operational efficiency, and sense of accountability. This is a deliberate effort to optimize resources, streamline operations, and engage in prudent financial planning. This financial discipline has allowed JHMC to transform Camp John Hay into a sustainable, revenue-generating asset for the nation, contributing to the government's broader economic objectives.

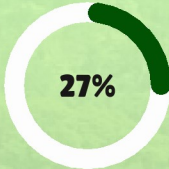


Expanding Horizons, Creating Jobs

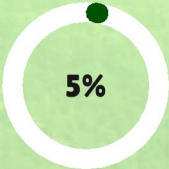
JOHN HAY SPECIAL ECONOMIC ZONE: WHERE OPPORTUNITY GROWS

A remarkable addition. It has been a progressive year for the economic landscape of the John Hay Special Economic Zone (JHSEZ) as it welcomed thirty (30) new locators to its thriving business community. From 89 in the previous number of locators, it has increased to a total of 113 enterprises, signifying a remarkable increase of 27%.

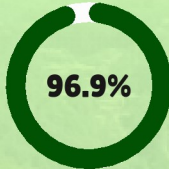
The addition of these new locators showcases Camp John Hay's economic potential and its capacity to create a vibrant business ecosystem in the region. The positive trajectory observed in JHSEZ not only reflects current success but also serves as a promising indicator of sustained economic growth and development in the future.



Increase of
Locators



Increase in job
generation



Issuance of
Regulatory Permits
and Certifications

Increase in job generation. The number of jobs generated in JHSEZ has increased significantly, with the figure leaping up to 6,242 at the end of the year. As compared to the previous year, this shows a remarkable rise in job opportunities to 5%, an upward indication of JHSEZ's commitment to contributing to local economic growth.

Issuance of Regulatory Permits. An impressive 96.93% of the 6,841 regulatory permits and certifications applications were processed within their committed turnaround time throughout the year. This high efficiency underscores JHMC's commitment to timely service delivery, ensuring streamlined processes for businesses and stakeholders alike.



TOURIST ARRIVAL **7, 873, 829**

8 % increase from 2022
which was 7,290, 583



PEAK SEASON

January and December



SUSTAINABILITY FEATURES

- 360 degree of Benguet Pine Trees
- Consistent good quality air as monitored



AMOUNT GENERATED **PHP. 7,717,007.00**

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The Bell Amphitheater at Camp John Hay, a spectacular coliseum-style park in the center of Baguio City, had its income rise to ₱7,717,007.00 in 2023, from ₱7,290,583.00 the previous year. Known for its picturesque setting, the amphitheater is a popular choice for weddings and special events. Surrounded by a rich variety of flowers, it offers an enchanting ambiance that enhances its appeal.

Echoes of Valor

THE LEGACY OF CAMP JOHN HAY

"Fog-shrouded precipitous slopes, towering mountains, rugged gorges, and narrow valleys stood as Mother Nature's sentinel over Kafagway - a land and its people whom she actually blessed. A phalanx of rock and stone, they made an almost impregnable ring that kept the outside world and its influences at bay and allowed a way to remain essentially unchanged for centuries.

The swirling mists also cloaked a secret that would have made Kafagway an attraction for men could resist. It had gold in its mountains and a spring-like climate that made it a haven in a country that sweltered in the tropical heat.

Had the sentinels been so impregnable that even word filtered out that the land had gold, it remained untapped for years? No one seems to know. What is known is that they did not lend the area accessibility, and as a consequence may have kept the multitudes at bay. However, they did allow the occasional adventurer in, and, this is where we begin the story of Camp John Hay."

As it has for years, Camp John Hay continues to offer a haven for people looking to escape the bustle of city life. Its preserved natural beauty and rich cultural heritage provide additional aesthetics that tourists experience whenever they visit.

Its historical background is sometimes forgotten and not given importance, for visitors often focus on the attractions and amenities it offers. However, Camp John Hay is much more than a tourist site, as it is also a place of history and culture that can enrich one's understanding and appreciation of the camp.

Though development and commercialization may jeopardize or compromise the camp's historical integrity, these two factors greatly benefit it in other ways, such as increasing accessibility and improving the variety and caliber of services and goods locators offer because they can be accessed online. In Camp John Hay, there is a balance between its historical background and its continuing development. There are already plans in place to highlight its historical significance while enabling it to develop and change in response to the shifting demands and tastes of visitors.

Photo from Lucris Carina Aguir-Paraan and Alice Buenviaje-Wilder (Ed.). (2000). *Camp John Hay, How it all began*. . . John Hay Poro Point Development Corporation. A perfect description of Camp John Hay's glory during its golden era.



So much so that on October 25, 2023, the National Historical Commission of the Philippines (NHCP) turned over the historical marker for the Bell House and the Bell Amphitheatre to John Hay Management Corporation (JHMC) as the steward of Camp John Hay.

As Allan Garcia, JHMC President, and Corporate Executive Officer, perfectly put it after the transfer and acceptance of the historical marker, "This historical marker, unveiled on this special anniversary, serves as a reminder that our past is not just a distant memory but a living part of our identity. It is a reminder that history is a story of people, their triumphs, their sacrifices, and their dreams. It is a reminder that every generation has a role to play in preserving and sharing these stories."

The National Historical Commission of the Philippines (NHCP) is the main agency of the government that is in charge of safeguarding and conserving the historical legacy of the country. Its main initiatives include an extensive cultural program on historical studies, curatorial projects, architectural conservation, Philippine heraldry, historical information transmission, and the preservation and restoration of heroes' and other notable Filipinos' relics and mementos.

NHCP conducts commemorations of notable figures and events in Philippine history and protects the national government's emblems, as well as those of its political branches and agencies. The agency installs historical markers in places that are symbolic of significant national events, figures, buildings, and institutions. This is to remind people of the rich cultural heritage of the country and aim to educate and inform the public about important historical events.

Since opening as a tourist attraction in the 1990s, Camp John Hay has been a beacon of of gastronomy, accommodation, and wellness. Among the notable establishments you can visit in the camp are The Manor, The Forest Lodge, Le Monet Hotel, Choco-Late de Batirol, Bistro by Hillstation, and Everything Nice. These establishments have gained recognition across the nation for their exceptional service and product after years of operation.

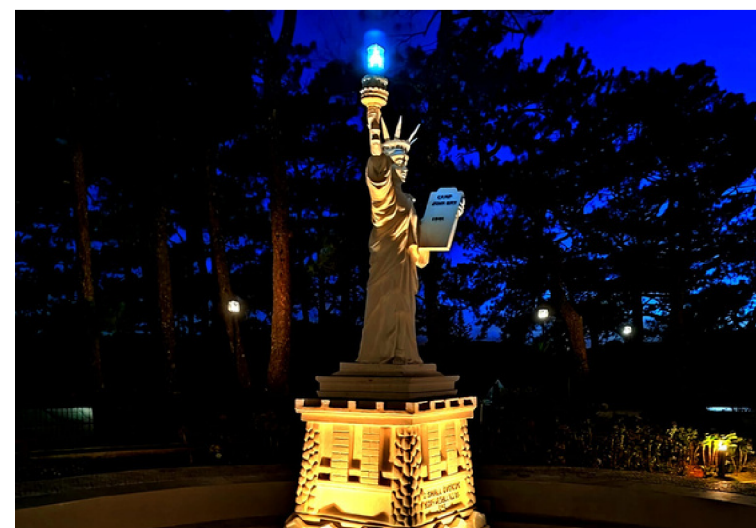
BRIDGING ERAS WITH HERITAGE AND SUSTAINABILITY

Located at the core of the Liberty Loop is one of the many miniatures of New York's iconic Statue of Liberty. More than just a scenic spot, this famous emblem of freedom reflects JHMC's sustainability efforts through ecologically responsible enhancements. The careful upkeep of the area shows deep respect for the past. Surrounded by a circular layout of stairs where visitors can sit, the statue provides an oasis for reflection and rest.

When walking through the Liberty Loop, the simple fusion of history and sustainability in the area's landscape is inherent and apparent. Making it a much more welcoming sanctuary for visitors, great considerations in terms of aesthetics, sustainability, appeal, and comfort were made in its rehabilitation efforts.

Among the features of the area were the newly installed circular tables and side benches that were strategically placed to offer the best view of the statue and the surrounding towering trees. Materials used were environmentally friendly, aligning with JHMC's commitment to sustainability.

Designed in a functional and stylish manner, these new additions were ensured to enhance and complement the natural landscape without overpowering it.



The dimensions of the picnic table were carefully arranged to accommodate families and groups, providing ample space for picnics, gatherings, or quiet moments of reflection.

The round shape of the tables promotes a sense of inclusivity and togetherness, encouraging conversation and interaction among visitors. The placement of the tables and benches allows for a variety of activities, from leisurely picnics to reading or simply taking in the serene surroundings.

In line with JHMC's stewardship mandate, the new resting areas are designed with sustainability in mind. The use of durable, eco-friendly materials ensures minimal environmental impact, while the design itself encourages visitors to respect and preserve the natural beauty of the area.

As JHMC continues its efforts to enhance and preserve Camp John Hay, the addition of these resting areas at Liberty Loop represents a significant step forward. By providing visitors with beautiful, comfortable spaces to relax and enjoy the surroundings, JHMC is fostering a deeper connection between people and nature.



This initiative not only enhances the aesthetic appeal of Liberty Loop but also reinforces JHMC's commitment to sustainability and thoughtful design.

JHMC's dedication to sustainability and preservation is not just about maintaining the physical beauty of the Liberty Loop; it is about creating a legacy of environmental stewardship. Their efforts serve as a model for other heritage sites, demonstrating that it is possible to honor the past while embracing a sustainable future. The Liberty Loop, with its harmonious blend of history and sustainability, stands as a beacon of what can be achieved through thoughtful stewardship and a commitment to preserving our natural and cultural heritage.

BLUEPRINT OF A GREEN GOVERNMENT CENTER

A government center is envisioned to rise at Camp John Hay. While this may have been in talks for quite some time, the establishment of this center has been set into motion with the collaborative efforts of the BCDA and JHMC. Through this joint effort, an updated Site Development Plan has been drafted and presented to the Board of Directors of JHMC on October 9, 2023.

The concept behind this proposal is to provide a central point for various government offices, enhancing efficiency and increasing accessibility to the general public. The center will make processes easier, reduce red tape, and allow the public to deal with a more cohesive governing body by bringing together multiple government functions in one location.

Spaces are strategically allocated for government offices and community facilities, along with commercial activities, while incorporating environmental considerations like creek rerouting and tree protection. It also gave great importance smooth traffic flow and utility provision, thus enhancing future operations in the area.

Each feature in this plan has been designed in great consideration to meet a variety of necessities and functions allowing for a balanced and sustainable development that is beneficial not only to stakeholders but also the environment.

Among the key elements included are:

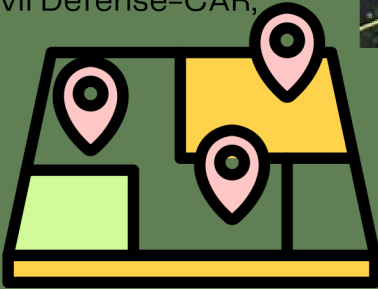
Accessibility and Traffic Flow:



Proposed Entrance/Exit, a much-needed feature placed at the top of the plan to ensure entrance from the main road to ensure smooth access to the site from the main road

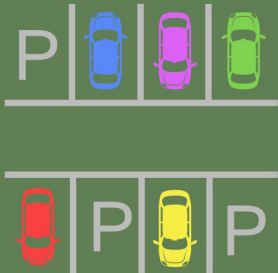
Functional Zoning:

Allocation of building spaces to centralize key services for ease of access for the BIR, SEC, Justice Hall, DepEd , Office Building and Warehouse of the Civil Defense-CAR, and the Office Building of the Philippine Postal Corporation.



Environmental Sustainability:
Proposed Creek Rerouting, addressing water flow and environmental management, ensuring sustainability and minimizing flood risks.

Open Spaces and Recreation:



Proposed Integrated Open Space and Parking Building which provides areas for relaxation and recreation.

Commercial and Parking Integration:

Proposed Integrated Commercial Office and Parking Building BCDA/JHMC that offers multifunctional spaces that support both commercial activities and parking needs.



Driving Growth and Partnerships

ENHANCING DIGITAL INFRASTRUCTURE AND ECONOMIC ACTIVITY

On 18 September 2023, the John Hay Management Corporation (JHMC) signed a landmark agreement with the Department of Information and Communications Technology (DICT) together with Bases Conversion and Development Authority (BCDA), in order to institutionalize North Luzon Data Center. The partnership is consistent with the national agenda to move towards a fully digitalised Philippines, streamlining government service delivery for faster responsiveness and greater transparency.



A New Era in Digital Infrastructure

“We are immensely proud to be part of the establishment of the North Luzon Data Center, a pivotal project that aligns with our mission to drive sustainable economic growth and technological advancement. This collaboration with DICT and BCDA not only marks a significant step towards the digitalization of government services but also reinforces our commitment to maximizing the potential of our assets for the greater good.”

Allan R. Garcia
JHMC President and CEO

The North Luzon Data Center is poised to become the backbone of the country's digital infrastructure, supporting various government agencies in their digital transformation initiatives. The center will facilitate faster and more efficient public service delivery, data-driven decision-making, and improved cybersecurity measures by providing a secure and reliable data storage solution.

Allan Garcia, President and CEO of JHMC, stressed the project's wider implications. The data center is a major step forward in the modernization of government processes.

It will enable organizations to better serve the Filipino people by streamlining procedures, utilizing data, and more.

Strategic Location and Synergy

Camp John Hay presents an optimal and distinctive setting for this major techno hub with its tranquil environment. This collaboration leverages BCDA's expertise in infrastructure development and JHMC's management of Camp John Hay, ensuring a harmonious integration of state-of-the-art technology with the area's rich cultural heritage and natural beauty.

Commitment to Sustainability

Aligned with JHMC's thrust in sustainable development, the North Luzon Data Center will be designed as a facility that incorporates environmentally friendly practices and green technologies, ensuring that the operation meets the highest benchmarks for efficiency and security.

This partnership further underscores JHMC's efforts to become a strong catalyst for change by ushering the way for a digital nation through the North Luzon Data Center.

Long-Term Lease Agreement with Aggregates, Inc.

Optimizing asset utilization and driving economic growth, the BCDA and JHMC have finalized a long-term lease agreement with Aggregates, Inc.

This contract involves leasing one of the log homes at the exclusive Voice of America (VOA), following a successful and competitive bidding process.

Strategic Asset Management

These agreements highlight JHMC's cost-efficient management of Camp John Hay's assets. Through open and competitive bidding procedures, JHMC ensures that its properties are leased to capable and reputable partners.

In addition to optimizing the value of the assets, this strategy supports JHMC's objective of encouraging responsible and sustainable development

The establishment of the North Luzon Data Center and the lease agreement with Aggregates, Inc. reflect JHMC's strategic vision of utilizing its assets to drive economic growth while maintaining high standards of operational efficiency.

These partnerships exemplify JHMC's ability to manage and repurpose its properties in ways that benefit both the organization and the broader community.

KEY HIGHLIGHTS

1

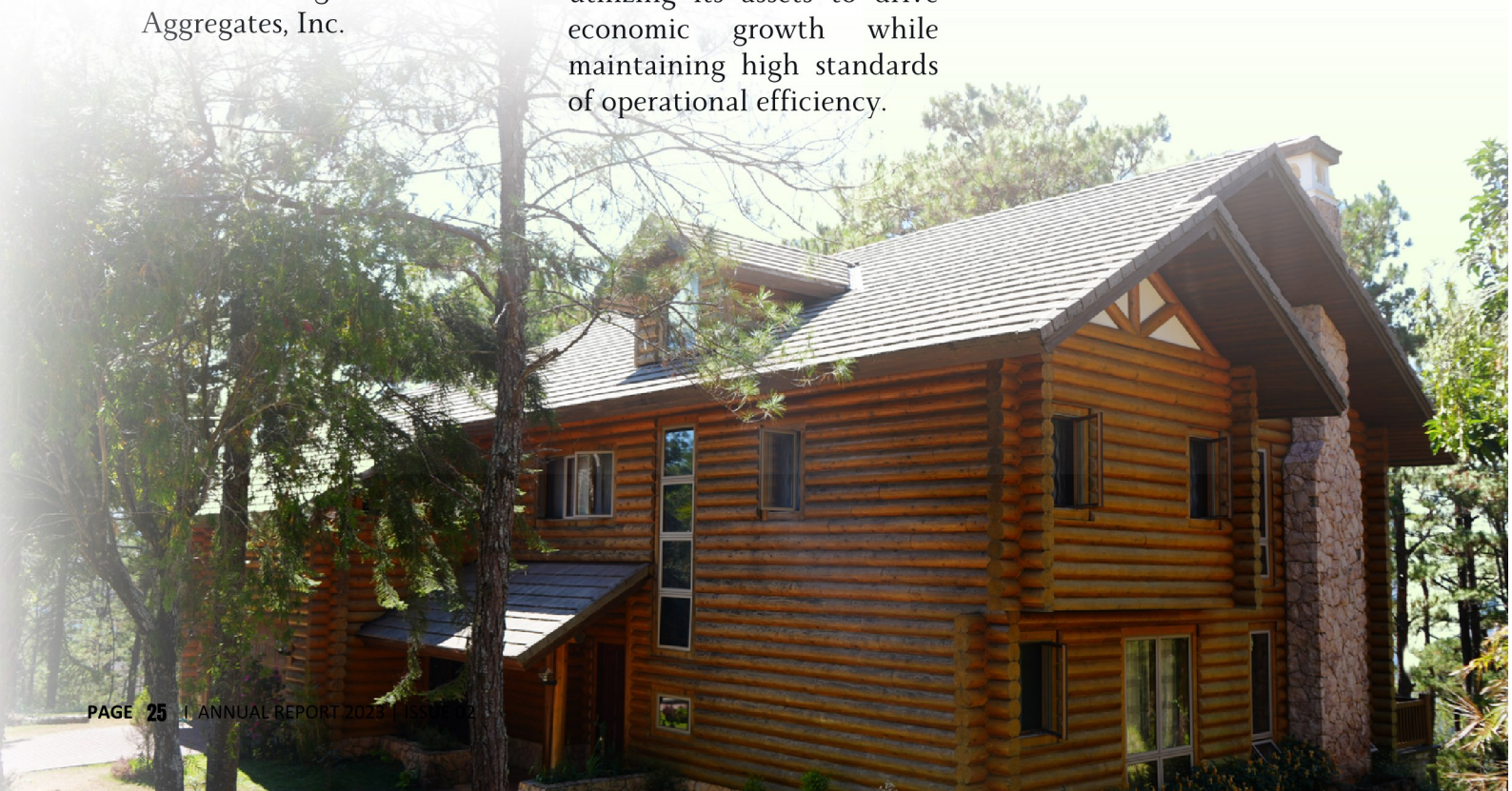
Establishment of a state-of-the-art data center



2

Long-term lease of the VOA Loghome unit





Elevating Camp John Hay

Strategic Initiatives Marketing

JHMC launched several marketing campaigns in 2023 to position Camp John Hay as a prime travel and events destination. The aim was to demonstrate the distinct characteristics of Camp John Hay so as to draw tourists from all walks of life through top-notch occasions as well as specific promotions.

One important marketing endeavor was JHMC's participation in the North Luzon Travel Expo. This high-profile event allowed JHMC to present in front of a diverse audience Camp John Hay's lush landscapes, which are ideal for events and special occasions.

In August 2023, JHMC also participated in the 2023 bridal expo at the Newtown Convention Center in Baguio City, providing JHMC a to showcase Camp John Hay as a wedding and events destination. JHMC's presentation featured the grandeur and elegance of the Historical Core, highlighting its historic charm and scenic views. Through a display booth, brochures, and personal interaction with attendees, JHMC conveyed the value of hosting events at Camp John Hay.



The focus was on the Historical Core's unique combination of history and nature, making it a memorable and one-of-a kind venue for intimate and grand events.

The marketing strategies played a crucial role in solidifying Camp John Hay's status as a preferred venue for diverse events and experiences. Through active participation in major exhibitions and showcasing its distinct offerings, JHMC is consistently striving to improve the visibility and appeal of Camp John Hay. These initiatives not only serve to attract audiences but also reinforce Camp John Hay's standing as a premier destination, fostering its sustained growth and prosperity.



Apart from its major expos, JHMC also spearheaded and supported several various events and activities for the year that contributed to Camp John Hay as an active and vibrant venue:

1

Holy Week Activities: Easter Sunday

For Easter Sunday, JHMC had lined up several family-centered activities like egg hunting and games that drew a fair share of families with children.

2

Filipino-American Friendship Day

JHMC joined the City Government of Baguio at the Malcolm Square in honoring and celebrating the enduring friendship between the United States and the Philippines.

3

Camp John Hay Sports Festival

The sports festival brought together locators and sports enthusiasts for a series of team sports, including volleyball and basketball. This event emphasized the recreational opportunities at Camp John Hay and encouraged active, healthy lifestyles.

4

Anniversary Celebration

The sports festival brought together locators and sports enthusiasts for a series of team sports, including volleyball and basketball. This event emphasized the recreational opportunities at Camp John Hay and encouraged active, healthy lifestyles.

5

Thanksgiving Celebration

The Camp John Hay community gathered in gratitude as it celebrated the Thanksgiving for a day of feasting, and festivities. This serves as an annual event for JHMC employees, locators, and other stakeholders to come together to celebrate the blessings of the past year, fostering a sense of unity and camaraderie.

6

World War II Historical Journey

The Bell House at the Historical Core, Camp John Hay hosted the Welcome Dinner of the three-day caravan in Baguio City as part of the continuing product development and heritage advocacy of the Department of Tourism (DoT) – CAR.

Revenue from Short-Term Lease Contracts (STLSCs) and Trade Fairs

Panagbenga Fair
PHP 426,014.08

Liberty Loop Concessionaires
PHP 585,803.30

Avos Coffee Station
PHP 42,923.90

Export Overruns
PHP 520,326.45

Sharon Delos Reyes
PHP 5,130.00

BRENSCAPES Events
Management Services
PHP 23,300.00

BARANGAY SEGREGATION UNDERWAY FOR PORTIONS OF BRGY. HILLSIDE



The Bases Conversion Development Authority (BCDA) and its subsidiary, John Hay Management Corp. (JHMC) have commenced the process to exclude portions of Barangay Hillside in Baguio City from their jurisdiction through the disposition of residential lots to qualified occupants in the area.

In a ceremony held on December 12, BCDA President and Chief Executive Officer (CEO) Joshua M. Bingcang and JHMC President and CEO Allan R. Garcia issued certificates of recognition to 39 bonafide occupants in Barangay Hillside who are pre-qualified to purchase parcels of land in Barangay Hillside where they have been residing as early as 1991.

“This is the first crucial step to jumpstart the process of excluding portions of Barangay Hillside from Camp John Hay. We hope this development gives the public and the residents of Baguio the assurance that BCDA and JHMC are committed to deliver our obligations insofar as they are consistent with Republic Act 7227 or the BCDA Law.” PCEO Bingcang said.

PCEO Garcia, for his part, said, “We are dedicated to the progress of Barangay Hillside, ensuring that its residents are empowered through land ownership. This initiative reflects our commitment to uphold the law and prioritize the welfare of the community.”

The 39 recipients were identified based on a set criteria and will be allowed to purchase, for residential purposes, the lot they are presently occupying subject to the validation, adjustment (if necessary), and approval of BCDA and JHMC.



Forested areas and water resources shall remain under the jurisdiction of both BCDA and JHMC. Vacant lots, meanwhile, shall be reserved as relocation sites for bonafide beneficiaries occupying forest areas, water resource areas and danger zones.

Aside from Barangay Hillside, BCDA and JHMC are also aiming to commence the disposition of properties within Camp John Hay which the BCDA may grant to qualified beneficiaries in accordance with applicable laws.

Just last month, Baguio Representative Marquez Go filed House Bill 9428, which seeks to declare portions of Camp John Hay as alienable and disposable, and excluded from the operation of Republic Act 7227 and Proclamation No. 420 s. 1994. The bill proposes for these portions of land, encompassing 12 barangays in Baguio City, to be open to disposition to qualified applicants.



Green Milestones

Through the following identified environmental initiatives, JHMC remains steadfast in its commitment towards environmental sustainability and stewardship, ensuring that its operations and community engagements contribute positively to the environment and society at large.

Water Quality Management

- JHMC organized a clean-up drive on World Water Day, which resulted in the collection of 35.9 kilograms of mixed wastes



Air Quality Management

- JHMC had maintained good air quality through constant monitoring and pre-emptive measures.

Raising Ecological Awareness

- Eco-awareness talks and other relevant activities to increase ecological responsibility were conducted to encourage the stakeholders to participate in the conservation of natural resources.



Environmental Impact Statement System

- The Certificate of Non-Coverage (CNC) and the Environmental Compliance Certificate (ECC) were secured and obtained.

EMB Inspection and Audit

- No negative findings or violations were found during the Environment Management Bureau's inspection and audit, showcasing JHMC's adherence to environmental regulations.



NURTURING NATURE, SUSTAINING THE FUTURE

As the administrator of Camp John Hay, JHMC is committed to preserving the forest watershed that comprise 53% of Baguio City's remaining forest cover. This commitment is reflected in various initiatives aimed at environmental stability and biodiversity.

Among its programs were tree donations, tree planting initiatives, support to researches aimed at enhancing the management of the forest watershed, regular inspection and maintenance of fire lines and other measures that aim to mitigate forest fires.

ENVIRONMENTAL INITIATIVES

1

ANNUAL TREE PLANTING

1,025 Benguet Pines were planted at the Voice of America (VOA), Camp John Hay.

2

RESEARCH PROJECT

JHMC collaborated with UPB, BSU, DENR, WWRRDEC, PENRO and DMMMSU for a P2 million research project.

3

CAPACITY BUILDING

JHMC collaborated with UPB, BSU, DENR, WWRRDEC, PENRO and DMMMSU for a P2 million research project.

4

FIRE LINES MAINTENANCE

Fire lines were regularly maintained not only in the CJH Trails but also the Reservation Area.

5

FIRE HYDRANTS INSPECTION

Fire hydrant and standpipes installed in various areas of the CJH trails were quarterly inspected by the EPRT.

6

SIREN INSTALLATION

Manual sirens were installed in strategic locations in Barangay Happy Hollow to improve fire safety.

7

NURSERY MANAGEMENT

13,879 forest tree seedlings of Benguet Pine and Coffee Arabica were propagated.

FIRE SAFETY AND FOREST CONSERVATION

As a regular activity and part of the fire prevention measures, fire lines were maintained within CJH Trails, the reservation area, as well as at Kadaclan, Hillside, and Happy Hollow. These fire lines are strategically cleared strips of land that act as barriers to slow or stop the spread of forest fire. By regularly maintaining these fire lines across these areas, the risk of uncontrolled fires spreading is significantly reduced, ensuring the safety of the natural environment and the people who use these areas.



On June 7, 2023, the John Hay Management Corporation (JHMC), as the administrator of Camp John Hay, took a significant step towards improving fire safety by installing manual sirens in two strategic locations in Happy Hollow Barangay. The sirens are hand-operated and can be activated by making a simple circular motion with their handles to produce a loud sound. This sound can be heard within a 1.5-kilometer radius, effectively alerting nearby houses and residents in the area. JHMC hopes that these new devices will be extensively used to enhance both safety and forest conservation efforts. The installation of these sirens reflects JHMC's ongoing commitment to protecting the natural environment of Camp John Hay and ensuring the safety of its residents and visitors.

GREEN HORIZONS

AHEAD

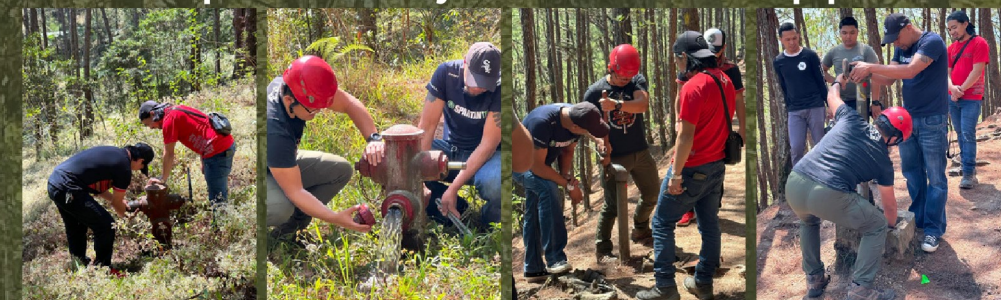


John Hay Management Corporation (JHMC) is revamping its operations and management to focus more on sustainability and resiliency. The corporation is gradually adapting to a greener future by implementing sustainable practices that have a positive impact on the environment, the local communities, and its workforce.

As part of its dedication to fulfilling its corporate social responsibility (CSR) objectives, the corporation organized a mini-workshop on fire safety for young students from the English Champions Learning Academy, Inc. (ECLA) on March 30, 2023. The activity was attended by 17 children, aged 2 to 6, accompanied by their parents and guardians.

JHMC is fully embracing sustainability as a necessity for the corporation's long-term growth and success rather than just an option or an alternative. Through the integration of eco-friendly practices and engagement with stakeholders to replicate these practices, JHMC aims to build and foster a resilient environment.

ENHANCING FIRE SAFETY: Inspection of Hydrants and Standpipes



The Emergency Preparedness Response Team (EPRT) of John Hay Management Corporation (JHMC), in an effort to strengthen fire prevention measures within the economic zone and reservation area, conducted its quarterly inspection on fire hydrants and standpipes installed in different areas of the CJH Trails yesterday, March 15, 2023.

The team was led by JHMC- SSD Officer Jerry Ibayán and composed of seven members of the EPRT. Four standpipes and fifteen fire hydrants were checked and evaluated for water pressure, and it was found that everything was operating properly.

The EPRT initiated this effort to ensure the operability and functionality of the standpipes and fire hydrants. Through this, it is guaranteed that the fire hydrants and standpipes are working and ready to use in case of an emergency, facilitating a quicker and easier fire suppression.

Aligned with the observance of Fire Prevention Month and in upholding of its corporate social obligation to its stakeholders, the inspection of said amenities is among the various preventive measures identified by the EPRT following the VOA fire incident on February 15, 2023.

A COMMITMENT TO Sustainable Land Management



Coordination meeting with representatives from JHMC, CPDSO, CBAO, and affected barangays within JHRA on May 3, 2023.

Effective land management is a cornerstone of sustainable development. It refers to the need to maintain a sound balance between environmental conservation, compliance with laws, and paying attention to people's wants. At Camp John Hay (CJH), a site with rich heritage and biodiversity, these ideals have been upheld in several ongoing projects. Having been a former US military post, CJH is now an economic hub and recreational paradise. This transition calls for integrated land management that can increase the economic benefits while protecting the area's cultural identity as well as its natural resources.

Adherence to legal frameworks is a major and critical aspect of effective land management at CJH.

Legal processes for land use ensures that all activities in CJH are compliant to national and local laws. This includes the SPA of the BCDA with the DENR for lands within the Camp John Hay (CJH) covered by a Presidential Proclamation has been pending for the past 25 years (since 1997). The SPA covers 476 hectares of the JHSEZ and JHRA which is divided into two (2) phases: Phase I covers 258.76 hectares without ancestral land claims; and, Phase II covers the areas with ancestral land claims. To date, the Special Patents for Phase I are pending review and/or endorsement by the DENR Secretary to the Office of the President for approval.

Also, a significant aspect of CJH's land management includes the ancestral land claims within the JHRA. In 2023, about 237.67 hectares or 38.03% of the BCDA land in CJH were issued with Certificates of Ancestral Land/ Domain Title (CALT/ CADT) based on monitoring and inventory. The first eighteen (18) CALT/CADT complaints for reversion and cancellation are still pending resolution before the Supreme Court while nineteen (19) remains for filing of complaints for reversion/ cancellation against all claimants who have been issued with titles over real properties located within the bound of CJH through the Office of the Solicitor General (OSG).

In addition, JHMC prioritizes community interests in managing its area of responsibility. It recognizes that to achieve a considerate and tangible outcome, working with local communities, knowing their requirements and integrating those into the planning and decision making process is crucial.

In view of this, regular meetings between local stakeholders such as CPDSO (City Planning Development and Sustainability Office) and CBAO (City Building and Architecture Office) have been held to ensure community voice is taken into consideration, making the processes inclusive. This shared method not only looks at land use issues but also ensures that fairness in development is promoted while enhancing a sense of ownership in the community.

Asset Disposition

Scout Barrio Housing Project (SBHP): Achieved 91.41% completion in issuing Transfer Certificates of Title (TCT) to beneficiaries.

Deed of Usufruct (DOU) Assessment

BCDA Properties: Review of DOU conditions with the Department of Education to ensure adherence to the agreement.



Follow-up meeting with representatives from JHMC and CPDSO on November 30, 2023.



Ensuring Ecological Balance *through* Effective Tree Management

Senescence and mortality in trees are essential components of how ecosystems operate in their natural settings. Just like any cycle, trees grow, mature, and eventually die. While this is a fact, decaying trees has many purposes, among which it can act as a home for several species while also providing nutrients and facilitating forest rejuvenation processes. Yet unaided tree mortality can lead to serious concerns, such as high probabilities of wildfires occurring, the spreading of diseases, or putting people at risk.

In connection, this makes it critical to enforce effective management practices aimed at striking a balance between environmental advantages and associated hazards. Thus, in 2023, significant efforts were undertaken with a focus on tree sanitation that involved cutting and pruning operations.

• Tree Cutting and Pruning Operations:

- o Removed 45 dead Benguet Pine trees that posed safety risks or were pest-infested.
- o Pruned one live Agoho tree to prevent infestation spread.
- o All actions were covered by DENR-CAR Tree Cutting Permits.



• Permit Endorsements:

- o Endorsed 12 Tree Cutting Permit Applications covering 38 trees (24 dead, 14 live) that posed dangers.
- o Endorsed 4 Pruning Permit Applications covering 9 trees.



• Environmental and Sanitation Audits:

- o Processed 56 Certificates of Environmental Compliance (CECs) for JHSEZ locators, ensuring adherence to environmental and sanitation standards.



• Hazardous Waste Management:

- o Conducted dismantling, treatment, and disposal of hazardous wastes from September 26 to November 24, 2023.
- o Monitored airborne asbestos and hauled various hazardous materials, including waste electrical and electronic equipment, lead compounds, used industrial oil, and solvent-based waste.



Empowering Growth

The Human Resource Development Program

The Human Resource Development Program (HRDP) aims to bridge skill gaps and provide development opportunities, targeting individual employees, specific groups, or the entire organization. The JHMC ensured that all 57 regular employees received at least 16 hours of training and development by December 31, 2023.

FBSE Training

- Hosted by the Department of Tourism (DOT) – Cordillera Administrative Region (CAR), the Filipino Brand of Service Excellence (FBSE) training is designed to equip frontliners in the tourism and hospitality industry with the knowledge and skills to deliver service excellence in a manner that reflects the unique Filipino brand of hospitality. Participated by 100 JHMC personnel and service providers, the training was held on April 18 and 19, 2023.

Basic ICS Training Course

- The Basic Incident Command System Training Course provided JHMC employees with a comprehensive understanding of the ICS framework, which is essential for effective disaster response.

Risk Management Training

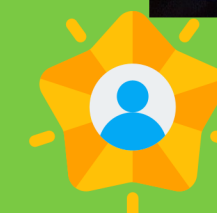
- Guided by the Development Academy of the Philippines—Productivity and Development Center (DAP-PDC), JHMC's key employees delved into the intricacies of risk management. Aligning with the ISO 31000:2018 guidelines, they honed their skills to identify, assess, and mitigate risks, enhancing their organization's resilience and performance.

JHMC's commitment to enhancing employee engagement and compliance is evident through its regular briefings on key organizational components. These briefings cover Environmental Management Systems (EMS), which are collaborative frameworks for reducing environmental impacts and increasing operational efficiency. Quality Management Systems (QMS) are also discussed, focusing on formalized systems that document processes, procedures, and responsibilities to achieve quality objectives and meet customer requirements. Additionally, HR Policies are outlined to provide employees with clear expectations and standards for workplace conduct. By integrating these sessions into flag ceremonies and retreats, JHMC ensures that the information is disseminated widely, fostering a culture of continuous improvement and adherence to pertinent laws and regulations, thereby ensuring a well-informed and compliant workforce.



Vitality In Motion

Launched on March 17, 2023, JHMC's health and wellness program, initiated by the Human Resource and Services Division (HRSD), aims to promote employee well-being. This weekly initiative, in line with CSC Memorandum Circular No. 4 Series of 2020, includes activities like a mini-amazing race, badminton, and volleyball to foster camaraderie, concentration, and alertness. Teams switch weekly to encourage cooperation and solidarity, addressing issues identified in the 2022 annual medical and physical examination, such as high cholesterol and high blood pressure due to lack of exercise and unhealthy lifestyles.



Recognizing Loyalty Awardees

In the year 2023, the JHMC celebrated the unwavering dedication of its employees with a Recognition Program honoring those who have served with loyalty and distinction. Among the esteemed awardees was Noel Crisanto T. Pascua, Customs Compliance Officer, who stood out with a remarkable 25 years of service. Joining him in this acknowledgment were Bobby V. Akia and Renegade C. Bayog, marking 15 and 10 years respectively. The event not only recognized longevity but also the diverse roles that contribute to the organization's success, from administrative management to finance analysis, each role being essential to the fabric of JHMC's enduring legacy.

Other awardees are: Edsel U. Colcol, Daniel Novencido III, June Ceasar Ramirez, Rodel P. Villanueva, Jerry C. Ibay, and Geraldine Bolawin



Noel Crisanto T. Pascua, Customs Compliance Office, received the plaque of appreciation from JHMC Board of Director Chairperson Rufino G. Ibay Jr. (RET.) for his 25 years of service.

DRIVING SOCIAL CHANGE

JHMC's CSR are the rhythm of the corporation's heartbeat. It is not merely a checkbox where you can just tick it off as compliance. JHMC's CSR weaves the threads of compassion, sustainability, development, and preservation into the fabric of its DNA.

Every CSR project has a ripple effect. These small actions converge into waves of change. Every initiative implemented has a human story, a cleaner environment, a child's smile, a fulfilled dream, and a thriving ecosystem. These stories are JHMC's currency, the dividends reinvested in a better world. A responsibility turned into a harmonious melody that resonates far beyond boardrooms and documents.

Community Health Development

On October 6, 2023, JHMC, in partnership with the Baguio City Health Services Office and Engineers Hill Health Center Primary Care Facility, held a series of activities to commemorate the Elderly Week as part of its CSR. Relevant topics were discussed including oral health care, nutrition tips, and mental health, all of which sought to counter and address the risks and vulnerabilities that come with aging. Its primary objective was to ensure that the rights and welfare of senior citizens are respected, protected, and promoted.

Barangayan Activities

Conducted on April 13-14, 2023, the barangayan featured a capacity building activity facilitated by CDRRMO personnel. It focused on the context of Philippine disaster and the basic concept of Disaster Risk Reduction and Management (DRRM) and Climate Change Adaptation (CCA).

Brigada Eskwela

The activity was conducted from August 28 to September 8, 2023 on various schools within the JHRA where JHMC did not only assist and take part in the maintenance of a safe and conducive educational setting for both learners and teachers but also donated school supplies and other materials needed by the schools.



GOODWILL AND COMPASSION



A GESTURE OF GOODWILL

In the aftermath of Typhoon Egay, many organizations have quickly responded to assist those impacted by the disaster. This mobilization has included a variety of relief efforts aimed at meeting the urgent needs of affected communities. One of the most crucial aspects of this aid has been the donation of rice. As a staple food in many of the affected regions, rice is essential for ensuring that people have access to basic nutrition during the recovery period. The provision of rice helps to stabilize food security, allowing communities to focus on rebuilding and recovering from the devastation caused by the typhoon.

Thus, in keeping with its social responsibility mandate, JHMC activated its relief response program and provided rice assistance through the distribution of 30 bags of rice, each weighing 5 kg, to 30 families in Barangay Greenwater. Recipients were identified based on the barangay's list of individuals who were in actual need and deserving of the assistance.



Early education plays a crucial role in the development of children, providing them with the foundational skills they need for future academic success. For many families in Country Club Village Barangay, however, providing school supplies can be a financial burden. Recognizing this challenge, JHMC took action in a heartwarming display of community spirit and generosity.

This initiative aims to support young learners and ensure they have the necessary tools to succeed in their early education.

Gender and Development

The JHMC Gender and Development program is committed to creating an enabling environment that is non-discriminatory and supportive of all. JHMC provides a clean, safe, and private area for mothers to breastfeed or express milk while considering their comfort and dignity in line with laws regarding breastfeeding in the workplace. The corporation abhors violence against women; hence, JHMC institutionalizes policies that safeguard its employees against harassment and abuse. In view of this year's International Women's Month, JHMC recognized the effort women in our organization and the world at large are putting toward a continued push for gender equality and empowerment for all members of our community. The JHMC GAD continues to build a workplace that genuinely esteems and respects diversity and equality while fostering a culture of understanding and respect for one another.



JHMC-GAD Embraces Republic Act 10028

JHMC opens itself up to Republic Act 10028, a beacon of help to breastfeeding mothers. This act, known as the Expanded Breastfeeding Promotion Act of 2009, essentially requires a supportive environment wherein the mother and child are bonded together through the practice of breastfeeding. This policy stipulates JHMC's commitment to providing lactation spaces in a manner befitting mothers by making their transition back to the workplace smooth and well-supported. In applying this act, JHMC has not only followed what is stipulated by law but also fostered a culture of caring and being empathetic to the invaluable benefits brought by breastfeeding both to the mother and the child.



Proactive Campaign Against Violence Towards Women

JHMC is very serious in its campaign against violence towards women. With proactive measures, JHMC creates an atmosphere of safety where respect and equality are enriched in these regards. By designing comprehensive infographics yearly, JHMC has quite successfully managed to spread awareness and educate the community about the issue's importance. These visual elements inform and engage, in a sense, by putting individuals in control to fight against violence and to support each woman with what is required to live without fear.



Empowering Women Through Inclusive Activities

For JHMC, National Women's Month is fastened every year with a string of activities and other undertakings as part of its Gender and Development Program integrated into its Human Resource Division activities. These celebrations are set to pay homage to the invaluable contribution of women in the shaping of our society and to work on gender equality. The JHMC, through the HRD, works in an atmosphere of inclusiveness and empowerment, with focus on the successes and challenges the women face in their struggle in various sectors.

Filipino-American friendship Day, celebrated on July 4th, is a vibrant testament to the strong ties between the Philippines and the United States. This day not only commemorates a shared history but also celebrates the spirit of unity with festivities through chilli cook-off. The cook-off, a lively event where local talents showcase their culinary skills, adds a flavorful twist to the celebration, symbolizing the blend of cultures and the warmth of bilateral camaraderie.

Camp John Hay, once a rest and recreation facility for U.S. soldiers established in 1903 and a strategic point during World War II, now epitomizes the peaceful and cooperative relationship that has blossomed from a complex past.

As a leisure destination, it offers a tranquil environment for reflection amidst pine trees and heritage landmarks, where people from both nations can appreciate the evolution from conflict to collaboration.

Filipino-American Friendship Day thus stands as a poignant reminder of enduring alliances and the ongoing commitment to fortify this bond.



CHILLI COOK OFF

Celebrating Fil-Am Friendship Day

CAMP JOHN HAY Resilient at 120th



Camp John Hay, a former US military facility in Baguio City, celebrated its 120th founding anniversary on October 25, with a camp-wide celebration at the Historical Core.

The camp was established in 1903 as a place for American soldiers to rest and rejuvenate. And, when the camp was given to the Philippine government in 1991, it was transformed into an investment hub featuring different establishments such as hotels, golf courses, dining and recreational areas.

The anniversary is a testament to the camp's resilience and adaptability, as well as the business establishments that thrive in its economic zone. Despite the fact that the camp has witnessed wars, earthquakes, and political changes, it has also entertained dignitaries and regular visitors who cherished its cool climate and scenic surroundings.

Highlighting its anniversary celebration following the theme, 'A Journey Through Time', Camp John Hay showcased its legacy and attractions, which include art exhibits, cultural performances, and the culmination of the CJH Sports Fest.

The visual art competition organized in conjunction with the Pasa-Kalye Group of Artists was also exhibited, adorning the walls of the Bell House, which is available for public display until December.

Another significant highlight of the celebration is the ribbon-cutting ceremony that took place to mark Liberty Park's reopening. It could be remembered that on April 20, 2023, the area was declared off-limits for renovation. JHMC took the time off to fully develop the area and accentuate the Statue of Liberty, surrounded by an exquisite picnic area around hydrangea flowers and the distinctive towering pines of Camp John Hay.

Strategic Vision, OPERATIONAL PRECISION

In alignment with the government's socio-economic agenda on the ease of doing business, several processes of JHMC are being reviewed, streamlined, and digitized to ensure more effective and efficient delivery of public service.

Risk Assessment and Management

In 2023, JHMC focused on strengthening its Risk Management System (RMS) to better align with organizational goals and ensure robust risk mitigation.

Legal Risk Assessment Survey (LRAS)

The Annual LRAS, held on December 18-19, 2023, assessed legal risks across JHMC offices, with 87.5% employee participation. The session led to a "Quick Guide" to improve legal awareness of JHMC's role as a non-chartered GOCC, supporting better employee understanding and performance.

Management and Performance Reviews

- 01.19-20.23 Annual Performance Review**
To evaluate the progress of implementing approved plans and programs, address challenges, and identify ways to mitigate risks and achieve continual improvement within JHMC operations, the Performance Review for CY 2022 was conducted at the Plaza de Castiel Hotel & Spa in Urbiztondo, San Juan, La Union.
- 05.23.23 Strategic Planning**
To identify trends and opportunities for strategic enhancement, the JHMC Board of Directors and management conducted the second phase of our Strategy Formulation, guided by Risk-Based Thinking (RBT), at Norfolk Hall, Newtown Plaza Hotel, Baguio City.
- 06.15-16.23 Operations Planning**
To align operational plans with long-term objectives, the planning session at El Cielito Hotel concentrated on finalizing the JHMC Strategic Plan for 2024-2028 by incorporating measures, targets, and risk treatment plans into the corporate strategy.
- 07.13-14.23 Departmental and Budget Planning**
Held at El Cielito Hotel, this session was crucial for crafting the 2024 Corporate Operating Budget, with JHMC management, officers, and staff developing action plans and budget allocations to support the Strategic Plan.
- Quarterly Performance Reviews**
Essential for monitoring risks and managing programs, quarterly performance review sessions at Lafayette Luxury Suites enabled timely adjustments and continuous improvement by addressing emerging challenges.

02

Beneficiary Agency of the 2023 GQMP

In its Strategic Initiative Profile (SIP) towards Philippine Quality Award (PQA), the JHMC is one of the few Beneficiary Agencies of the GQMP for the year, particularly on the program on Technical Assistance on Strengthening Risk Management Capability (SRMC), through the Development Academy of the Philippines (DAP).

Conferred on 08 September 2023, JHMC received an impressive rating of as a result of the assessment of the effectiveness of the implementation of the RMS in the Organization, after months of workshop and learnings for the enhancement of its existing risk management.

Welfare of Internal Stakeholders

New Policies

- Policy on Program on Awards and Incentives for Excellence (PRAISE) with Equal Opportunity Principle (Effectivity: 04-24-23)
- Policy on Leave Credits and Monetization of Leave Credits (Effectivity: 04-24-23)
- cRisk Management Manual (Effectivity: 07-31-23)

Amended Policies

- Code of Ethics and Conduct for the JHMC Board of Directors (Effectivity: 03-27-23)
- Policy on Overtime Services and Overtime Pay (Effectivity: 04-24-23)
- Environment Management System (EMS Manual) (Effectivity: 1107-23)
- Strategic Performance Management System (SPMS) (Effectivity: 1120-23)
- Quality Manual (Effectivity: 12-15-23)
- Request for the Issuance of Secretary's Certificate (Effectivity: 0731-23)



From left to right (topmost) Dir. Christian Paul Ulpindo, Dir. Rudolph Steve Jularbal, Dir. Charito Dulay, Dir. Alejandro Fernandez, Dir. Oscar Fiel
From left to right (bottom): President and CEO, Allan R. Garcia, Board Chairperson, Rufino Ibay, Jr., BCDA President and CEO, Engr. Joshua Bingcang, Dir. Gloria Peralta, and Dir. Catherine Dela Rosa

THE AUDIT COMMITTEE'S IMPACT ON JHMC'S RISK MANAGEMENT

The Committee has made a very significant contribution to the maintenance of excellent governance, particularly in strengthening the internal control system of JHMC. It is mandated to review, monitor, and assess the effectiveness of such controls for transparency and accountability over the financial and operational behavior of organizations, and for 2023, the risk management system and the corporation's internal controls are found to be adequate.

Of importance to the mandate is the Committee's engagement and oversight of the GOCC internal and external auditors, together with its collaborative relationship with the Commission on Audit. This would be very crucial in ensuring that the proper review and approval of the scope and frequency of audits and the annual audit plan are undertaken.

The Committee carefully reviews quarterly, semi-annual, and annual financial statements prior to their submission to the Board and especially focuses on accounting policy changes, major judgmental areas, and significant adjustments arising from the audit. It likewise ensures that the accounting standards and the legal, tax, regulatory, and COA requirements are duly complied with. Through receiving reports from internal and external auditors, as well as from regulatory agencies, whatever issues and problems are noted shall be appropriately acted upon by management with the utmost diligence, so the GOCC's integrity and stature in terms of adherence to regulatory mandates are maintained.

Moreover, the Committee institutes the creation of an open financial management system through the Procedures and Policies Handbook, which is the backbone of all internal control activities within the GOCC. It sets a framework where internal auditors will have free access to all records, properties, and personnel for the independence of the internal auditing function.

Recent accomplishments of the Committee include a thorough review of the JHMC Financial Statements for the calendar year 2022, a full and detailed discussion of the COA Annual Audit Report, and an assessment of the JHMC Agency Action Plan and Status of Implementation. This goes on to prove that it stays steadfast in taking all audit observations and recommendations geared toward creating a more efficient operational system and financial stewardship for this GOCC. Aside from this, the Proposed Gender and Development Plan and Budget for CY 2024 and the Revised JHMC Financial Management System Handbook were reviewed, including the audit reports of the General Services Division, Community Relations Office, Special Economic Zone Administration Department, and Corporate Planning Unit.

NAVIGATING FINANCIAL STEWARDSHIP *The Role of the Board of Director Finance Committee*

At the very juncture of history, culture, and sustainable development lies the John Hay Management Corporation. As the steward of Camp John Hay, JHMC is committed to preserving this historic site while driving economic growth and enhancing community well-being.

The Board of Directors' Finance Committee is responsible for the financial stability and operational efficiency of the corporation. They oversee resources funding ventures, such as the preservation of historic landmarks or supporting community projects. They review all the spending in capital projects and investments to ensure that the financial assets of the corporation are well-spent.

During 2023, the Culture of Excellence was further institutionalized with a number of notable achievements by the Finance Committee. The committee reviewed and approved the Annual Report of the Finance Committee for CY 2022, which presented valuable insight into the financial health of the corporation. Their prompt handling of pending financial matters epitomized their commitment to timely and effective decision-making at hand. By thoroughly examining the JHMC Financial Statements for CY 2022 and discussing the Commission on Audit's Annual Audit Report, they showcased their sense of responsibility toward fiscal management and strategic planning. Their approval of dividends from the net earnings for CY 2022 was very much in line with shareholder interests.

Furthermore, the committee endorsed the quarterly financial statements for CY 2023, reaffirming their zeal for transparency and accountability. Their proactive stance was evident in their comprehensive review of quarterly budget monitoring reports, ensuring the organization's fiscal discipline. Their action on budget realignment requests and supplemental budgets in CY 2023 reflected their adaptability and foresight in resource management.

Looking ahead, their thorough review and endorsement of the JHMC Corporate Operating Plan for CY 2024 highlighted their strategic focus and dedication to the corporation's operational priorities. Support for proposals regarding transactional processes and possible migration into government systems showed the stand of good governance and care for operational efficiency. The work of the Finance Committee is inexorably linked to financial guardianship, preservation of cultural heritage, and community development.

STRATEGIC GOVERNANCE:

The Role of the Nominations, Remunerations, and Organizational Development Committee

The Nominations, Remunerations, and Organizational Development Committee is an integral part of corporate governance, with wide influence on operational efficiency. It lays down well-defined and formal procedures for policy making on remuneration and makes sure that the compensation for directors and officers is not only appropriate but also takes into consideration the needs of the corporation. Moreover, the culture of growth and adaptability would have developed since the committee would continually review the structure of the organization in relation to the corporation's mission and vision. The corporation is better placed within the industry with regard to equity and competitiveness of compensation packages by virtue of the committee's commitment thereto.

Moreover, the committee diligently reviews the qualifications of the officers and board nominees to ensure protection in the governance of the corporation. Their recommendations for the GCG, ensuring that the corporation has in place a strategic board composition with succession planning, are very much of importance. The leading practices achieved by the committee regarding the review of the JHMC Reorganization and the endorsement of several policies and standards only underscore the systematic approach toward organizational development and an attitude of excellence.

Its rigorous evaluation processes and the strategic recommendations of the Nominations, Remunerations, and Organizational Development Committee ensure the compliance of the corporation with the laws and rules, not only in an evolving competitive business landscape but also in any business environment.

Navigating risks BY RISK MANAGEMENT COMMITTEE

The Risk Management Committee manages and oversees various types of risks like credit, market, liquidity, operational, legal, reputational, and other risks at JHMC. It works on a proactive basis to manage these risks and likewise provides regular updates to senior management on risk exposure and mitigation activities hence for 2023, the Committee conducted a comprehensive review of JHMC's risk management system and material controls.

More significantly, the functions of the committee include initiating and ensuring compliance with the risk management policy formulated by the GOCC, which should be integrated into the operations of the organization and upheld at the board and management levels of the corporation.

The Committee also offers the Board regular reports that identify the key risk management issues and support informed decision-making processes within the Board. Furthermore, ad hoc reporting and evaluation of investment proposals are provided.

The Committee has had major accomplishments in terms of the review and refinement of the JHMC Risk Management Manual and the Amended Manual on Freedom of Information. It also took a lead role in guiding the development of guidelines for legal regulatory compliance and the development of the Procurement, Asset, and Supplies Management Information System.

Further, the Committee has overseen the opening of consultancy services for smart street lighting and BCDA property valuation in Barangay Scout Barrio, Baguio City, in addition to the surveying of Camp John Hay open spaces, forest areas, and roadways, thereby indicating the Committee's blanket supervision over infrastructure and asset management.

The Committee has also reviewed and recommended to the Board a number of contract agreements, ongoing legal matters, and cases involving JHMC, as well as recommended actions for approval. It was also tasked with the Road Map for the Barangay Segregation Program, the Road Map for the Barangay Segregation Program for the Portion of Barangay Hillside, the Master Development Plan for the Portion of Barangay Hillside, and the Disposition Policies and Guidelines for the Barangay Segregation Program and Guidelines for Beneficiary Selection Criteria for the Portion of Barangay Hillside.

Board's High Attendance REFLECTS COHESIVE GOVERNANCE

The commitment and dedication of the Board of Directors have been exemplary, as evidenced by their attendance record of 95 to 100 percent at all committee and board meetings, which bespeaks accountability and commitment from board members to the organization's mission and governance. High attendance rates at meetings further indicate the cohesiveness of the board in ensuring that diverse perspectives can be heard and taken into consideration whenever any decisions are made. The degree of regular engagement tells a lot about how proactive the board has been and how selflessly it works to drive the organization toward its set strategic goals. It is not only a measure for each one of them, but their active involvement also enhances the overall effectiveness and efficiency of the governance of the board.



OVERSIGHT FUNCTION: Enhancing Board Performance and Shareholder Value

The Governance Committee is instrumental in ensuring that the Board discharges its functions efficiently and ethically. Its role also extends to a regular review of the performance of the board itself, its committees, and management, acting to ensure the exercise of functions by directors with due competence and diligence. In discharging this function, each director's contribution, attendance, and general participation in the governance process shall be carefully assessed.

It is the internal guidelines set by the committee regarding the challenges that are associated with some of the directors serving on other boards that ensure that possible conflicts that may result from competing time commitments are managed. The continuing education of the directors in keeping updated with best practices on matters of governance and developments in the corporate environment is among the other issues addressed by the committee.

Board committee assignments are thoughtfully made to utilize the expertise of each director and to serve the needs of the board. Also, the committee oversees succession planning for executive officers so that when a change in leadership takes place, it is in a manner consistent with the direction set out by the organization for the longer term.

With respect to remuneration, the compensation suggested by the committee would be aligned with corporate success and individual performance so that the directors' interests are more aligned with those of the shareholders.

The long-term commitment of the committee in matters concerning shareholder value enhancement is stipulated in its rigorous evaluation process, which also included the development of objective performance criteria for board self-assessment.

The Governance Committee has worked toward a number of notable achievements regarding the approval of the annual report and the review of the annual performance, proving it is really committed to continuous improvement and strategic planning. These are examples showing the commitment of the committee to maintaining good governance and accountability principles at the highest level.






FINANCIAL HIGHLIGHTS

The John Hay Management Corporation is poised to benefit the National Treasury with the development of Camp John Hay as a tourist and investment haven. It is committed to the responsible management and conservation of the forest watershed while simultaneously fueling national economic growth. The Commission on Audit performed an audit of the financial activities for the year 2023, covering JHMC's financial activities. The aim was to get reasonable assurance that its financial statements as of December 31, 2023, are free from material misstatements. This comprehensive audit likewise provided assurance that management's financial claims are valid, rules and regulations are complied with, transactions are valid, and previous years' audit recommendations are implemented properly.

TABLE 1. STATEMENT OF FINANCIAL POSITION (PHP)


	PARTICULARS	2023	2022
	Current Assets	171,218,989.20	176,009,496.81
	Non-current Assets	35,833,459.28	43,597,309.32
	TOTAL ASSETS	207,052,448.48	219,606,806.13
	TOTAL LIABILITIES	18,618,402.50	20,929,509.63
	Equity	188,434,045.98	198,677,296.50
	TOTAL LIABILITIES AND EQUITY	207,052,448.48	219,606,806.13

CURRENT AND NON-CURRENT ASSETS

In 2023, the company's financial health remained robust, as reflected in its current assets totaling PHP171,218,989.20, which, although slightly lower than the previous year's PHP176,009,496.81, demonstrates effective asset management and liquidity. The non-current assets saw a more notable decrease from PHP43,597,309.32 in 2022 to PHP35,833,459.28 in 2023, indicating a strategic shift in long-term asset investment or potential divestments. This financial narrative underscores the company's dynamic approach to asset allocation in response to market conditions.

TABLE 2. STATEMENT OF COMPREHENSIVE INCOME (PHP)

In 2023, JHMC attained a total income of PHP 7,053,518.35, showing a notable rise from the PHP 4,626,360.89 reported in 2022. This impressive advancement demonstrates the company's robust financial standing and strategic efforts, resulting in improved operational efficiency and profitability. The consistent emphasis on innovation and dedication to excellence has played a crucial role in propelling JHMC's achievements in a competitive market.

	PARTICULARS	2023	2022
	Income	108,687,574.17	107,145,942.24
	Current Operating Expenses	98,663,130.99	100,066,658.76
	INCOME FROM OPERATIONS	-	-
	Profit/(Loss) Before Tax	10,024,443.18	7,079,283.48
	Income Tax (Expense) Benefit	2,970,924.83	2,452,922.59
	Profit/(Loss) After Tax	7,053,518.35	4,626,360.89
	Assistance and Subsidy	-	-
	TOTAL COMPREHENSIVE INCOME	7,053,518.35	4,626,360.89

INCOME

In 2023, the corporation reported an income of PHP108,687,574.17, reflecting a positive growth from the previous year's income of PHP107,145,942.24. This upward trend is commendable considering the current economic climate. Operating expenses for the year 2023 were managed efficiently at PHP98,663,130.99, which is a decrease compared to 2022's expenses of PHP100,066,658.76. This showcases JHMC's ability to enhance revenue while effectively controlling operational costs.

EXPENSES

In 2023, JHMC spent PHP 98,663,130.99, reflecting the company's commitment to strategic investments and operational growth. This amount contributed to various projects aimed at enhancing infrastructure and services, aligning with JHMC's objectives for sustainable progress. In comparison, the company's expenses in 2022 totaled PHP 100,066,658.76, indicating a slight decrease in spending. This reduction is attributed to successful cost-saving measures while upholding service quality and supporting employee welfare.

Our review encompassed a selective assessment of JHMC's accounts and transactions for 2023, adhering to the International Standards of Supreme Audit Institutions (ISSAIs). This was conducted to form an opinion on accurately representing JHMC's Financial Statements for the fiscal year concluding on December 31, 2023.

FROM THE COMMISSION ON AUDIT

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In the realm of fiscal responsibility and transparency, John Hay Management Corporation stands as a paragon, consistently surpassing the mandates of RA 7656. With unwavering commitment, JHMC not only fulfills its obligations but also contributes significantly to the national treasury, reinforcing its role as a cornerstone in the economic architecture of the nation

”



COMPLIANCE TO DIVIDENDS LAW

John Hay Management Corporation is a GOCC governed by RA 7656. This law requires GOCCs to declare and remit at least fifty percent of their annual net earnings as cash, stock, or property dividends to the National Government. This shall likewise apply to government-owned or controlled corporations whose mode of profit distribution is provided for by their respective charters or special laws, except those enumerated under Section 4. The dividends accruing to the National Government shall be received by the National Treasury and recorded as income of the General Fund.

For the calendar year 2023, the John Hay Management Corporation was tagged by a very notable financial event. Consistent with its fiduciary responsibilities, the Company was able to remit to the Bureau of the Treasury the P3,923,559.67 dividend due for the calendar year 2022. This was in strict compliance with JHMC Board of Directors Resolution No. 2023-0313-048, ratified during the stockholders' meeting on the 13th of March, 2023. This is a prudent financial management on the part of the organization, truly reflecting transparency and fiscal responsibility.

On the other hand, the previous year, 2021, also posted a similar act of financial diligence. JHMC reported a bigger dividend amounting to P8,093,087.50 to the National Treasury. This remittance, executed on the 13th of May, 2022, was pursuant to Board Resolution No. 2022-0418-088 decided during the stockholders' meeting held on 18 April 2022. This is succeeded by a number of disciplined financial transactions to that effect, underlining the steady adherence of the corporation to governance and strategic financial planning toward a strong economic contribution of the company to the national treasury.

BOARD OF DIRECTORS



PMGEN. RUFINO G. IBAY JR. (RET.)
JHMC Acting Chairperson
Appointed on June 30, 2017



ATTY. RUDOLPH STEVE E. JURALBAL
JHMC Vice-Chairperson
JHMC Director
Appointed on June 01, 2017



ALLAN R. GARCIA
JHMC President and CEO
Appointed on January 12, 2017



PBGEN. RONALDO F. DE JESUS (RET.)
JHMC Director
Appointed on January 18, 2017



CATHERINE A. DE LA ROSA
JHMC Director
Appointed on November 20, 2017



CHARITO R. DULAY
JHMC Director
Appointed on November 20, 2017



ALEJANDRO F. FERNANDEZ, M.D.
JHMC Director
Appointed on June 28, 2017



ATTY. OSCAR T. FIEL
JHMC Director
Appointed on February 14, 2017



GLORIA F. PERALTA
JHMC Director
First appointed on January 28, 2013



BGEN. EDUARDO B. DAVALAN (RET.)
JHMC Director
JHMC Corporate Treasurer
Appointed on February 13, 2017



ATTY. CHRISTIAN PAUL L. ULPINDO
JHMC Director
Appointed on October 09, 2017

BOARD OF DIRECTORS

PMGEN. RUFINO G. IBAY JR. (RET.)
JHMC Acting Chairperson
Appointed on June 30, 2017

BOARD COMMITTEES:
Chair, Executive Committee
Chair, Finance Committee
Member, Governance Committee
Member, Risk Management Committee

He retired from the Philippine National Police (PNP) in 2000.

He is currently the President and a Member of the Board of the Armed Forces of the Philippines Museum and Historical Foundation, Inc. (AFPMHF, Inc.), the President, Board Trustee and Excom Chairman of the PMA Foundation, Inc. (PMAFI), and a Board Trustee and Treasurer of the PMA Educational Trust Fund, Inc. (PETFI).

PMGEN. Ibay served as President and CEO of the Armed Forces and Police Savings & Loan Association (AFP-SLAI) from 2003 until 2006; was Chairman of the Lakas-Tulungan MultiPurpose Cooperative in 1996 until 2000, Vice-Chairman and Board Member of Centennial Savings Bank from 2003-2006, and President of the Confederation of Non-Stock Savings and Loan Association (CONSLA) Inc. from 2003 until 2006.

His outstanding educational background shows a bachelor's degree from the PMA ranking no. 3 in a Class of '85 with Academic Star; a Master's Degree in Economics from the UP School of Economics; Master's Degree in National Security Administration from the National Defense College of the Philippines, garnering the Gold Medal for his thesis; and a Ph.D. from the Bicol University, Peace & Security Administration. Earlier in his career, he held civilian government positions at the Presidential Management Staff and the Ministry of Public Highways.

PBMGEN. Ibay is married and has four (4) children.

ATTY. RUDOLPH STEVE E. JURALBAL
JHMC Vice-Chairperson
JHMC Director
Appointed on June 01, 2017

BOARD COMMITTEES:
Member, Business Development Committee
Member, Audit Committee
Member, Executive Committee
Member, Risk Management Committee

Atty. Rudolph Steve E. Juralbal earned his Bachelor of Laws degree from the University of the Philippines, Diliman, Quezon City in 1979 and was admitted to the Philippine Bar in 1980. Earlier, he obtained degrees in Business Management and Marketing from the Saint Louis University in Baguio City. In 1990, he obtained a Certificate from the Philippine Trust Institute, Makati City.

Atty. Juralbal has a well-earned impressive experience in the broadcast and telecommunications industries, among which are his current positions as a Member of the Board of Directors and Corporate Secretary, General Counsel and Head of the Regulatory Compliance Group of the Manila Broadcasting Company and its affiliates, while concurrently holding the position of Vice President of AM Operations and Station Manager of DZRHManila. He, likewise, holds the position of General Counsel and Spokesperson of the Kapisanan ng mga Brodkaster ng Pilipinas (KBP) where he served various terms as Member of its Board of Trustees; and sits as the General Counsel of the Ad Standards Council (ASC) and led in codifying its Advertising Standards.

The employment history of Atty. Juralbal shows notable positions he held as Vice President for Legal, Nextel Communications Philippines, Inc. (NCPI), a subsidiary of Nextel International, in 1999 to 2001, while also appointed as the Anti-Corrupt Practices Performance Officer. He also concurrently held the position of

Head of Carrier Relations & Revenue Assurance.

Prior to this, he was employed with the Fred J. Elizalde Group of Companies (1987-1999), where he held various concurrent positions in the affiliates and subsidiaries of the company, namely Vice President for FM Operations in charge of the administration of more than 150 FM radio stations all over the Philippines; President of Star Parks Corporation and Vice President of Sunshine Inn Corp., the affiliates that own and operated the amusement park business and the tourist resort business, respectively, of FJE Group of companies. He was also the Corporate Secretary of the subsidiary and affiliate corporations.

Other professional activities of Atty. Juralbal included conducting lectures on Ethical Practices in the broadcast Industry and in academic institutions as part of the advocacy programs of the KBP; Honorary Membership in the Committee for the Special Protection of Children under the Department of Justice and assisted in formulating the "Guide to Media Practitioners in Coverages involving Children" launched in 2008.

ALLAN R. GARCIA

JHMC President and CEO
Appointed on January 12, 2017

BOARD COMMITTEES:

Chair, Business Development Committee
Member, Executive Committee
Member, Finance Committee

Member, Nominations, Remunerations and Organizational Development Committee
Member, Special Committee on CJHDevCo Concerns and 19 Conditionalities

He is a graduate of Far Eastern University (FEU). He had thirteen (13) years of experience as a businessman with in-depth knowledge of food business management. He used to work with the Philippine Amusement and Gaming Corporation (PAGCOR) in charge of surveillance and security management from 1989 to 2004.

Mr. Garcia is married and has two (2) children.

PBGEN. RONALDO F. DE JESUS (RET.)

JHMC Director
Appointed on January 18, 2017

BOARD COMMITTEES:

Member, Risk Management Committee
Member, Business Development Committee
Member, Special Committee on CJHDevCo Concerns and 19 Conditionalities

He is a graduate of Bachelor of Science in Public Safety from the Philippine National Police Academy and holds a Master's Degree in Public Administration from the University of Sto. Tomas.

His laudable PNP-related work history include the following: Executive Officer, Headquarters Service Company, Regional Special Action Force 3 in 1989; Aide-De-Camp, Regional Director Regional Command 3 in 1991; Chief, Intelligence Branch of the Regional Intelligence and Investigation Division, Police Regional Office 3 until 2005; Intelligence Officer, Angeles City Police Office in 2006; Chief of Police of several towns in the provinces of Pampanga and Bulacan until 2010; as Battalion Commander, Regional Mobile Force Battalion 4B, in 2010-2012; Provincial Director of Mindoro Oriental Police Provincial Office, in 2012-2014; Chief, Regional Intelligence Division, Police Regional Office 4B, in 2014-2016; Chief of Staff, PNP AntiCybercrime Group, January to November 2016; Deputy Director, PNP Anti-Cybercrime Group, 2016-2019; Executive Officer, Area Police Command, Eastern Mindanao, in 2019-2020; his career culminated with his designation as the Regional Director of Police Regional Office 8 (Eastern Visayas), in 2020-2021.

One of the factors that greatly contributed to PBGen. De Jesus' attainment of commendable positions in the PNP is the various specialized training programs and seminars he attended here and abroad which honed his skills and competencies, among which are: Intelligence Training Group on Police Intelligence Officers Course, Police Intelligence Officers Advance Course and Strategic Intelligence Course.

Among the seminars and training programs he attended abroad are: Complex Financial Investigation Course, International Law Enforcement Academy in Bangkok; Advanced Management Course in International Law Enforcement Academy in Roswell, New Mexico, USA; Officer Senior Executive Course by the Federal Bureau of Investigation in Los Angeles, California, USA; Cybercrime Investigation Training Course, Korean National Police Academy, South Korea; Counter-Measures against Cybercrime, Japan International Cooperation Agency, Tokyo; Maritime Law Enforcement Seminar, Indonesian National Police, Jakarta; Meeting of Decision-Makers and Heads of Cybercrime Units ASEAN Cyber Capacity Development Project, Singapore; 6th INTERPOL-EUROPOL Cybercrime Conference, Singapore; International Symposium on Cybercrime Response, Korean National Police Agency, South Korea.

In recognition of the meritorious and courageous service of PBGen De Jesus to the country's Philippine National Police, he received the following enviable awards and decorations: Medalya ng Katapangan, Medalya ng Kadakilaan, Medalya ng Kagitingan, Medalya ng Kasanayan and Medalya ng Papuri, and several other medals, commendations and certificates of recognition.

Other Organizations that Gen. De Jesus is affiliated with as Member are:

Grand Lodge of Free and Accepted Masons of the Philippines (2009-Present)
PNPA Alumni Association Inc. (1989-Present)

CATHERINE A. DE LA ROSA

JHMC Director
Appointed on November 20, 2017

BOARD COMMITTEES:

Member, Risk Management Committee
Member, Business Development Committee
Member, Special Committee on CJHDevCo Concerns and 19 Conditionalities

Raised and educated in Baguio City, Catherine A. Arvisu- De la Rosa, graduated with a Degree in AB Economics from the St. Louis University, Baguio City.

Ms. Dela Rosa shows impressive career growth, starting as a working student when she was hired part-time by Philippine Airlines in 1968 as Ticket-Freight Clerk.

Likely due to her being a diligent and conscientious worker, she was retained and continued moving up the ladder to reach higher levels in her job as Reservations Agent, Systems Analyst and a highly responsible position as Manager-Tour which she held until 1988 when she decided to avail of Philippine Airlines' first retirement program after 20 years of service.

Thereon, Ms. De la Rosa moved to the US and established in 1991 at Sta. Barbara Intl. Corp. in San Francisco, California setting up an office at the Philippine Consulate Bldg. there.

Returning to Baguio, she established NOANTS Consultancy Services and NOANTS Homestay which up to the present provide travel and tour requirements of the community. She also joined the academe as an instructor of the University of Baguio, handling tourism-related subjects. Ms. De la Rosa held affiliations with various tourism-oriented organizations from 1996 to the present holding various positions such as Treasurer, volunteer, founding member, and other officer positions.

Among her other ongoing activities are being an On-Call instructor for Canadian Tourism and Hospitality Institute, Baguio Campus, On-Call Moderator of DOT Training Programs, and as a Resource Person/Lecturer in the University of Baguio Tourism programs.

CHARITO R. DULAY

JHMC Director
Appointed on November 20, 2017

BOARD COMMITTEES:

Chair, Nominations, Remunerations and Organizational Development Committee
Member, Finance Committee
Member, Risk Management Committee

Ms. Charito R. Dulay is a graduate with a degree of Bachelor of Arts Major in Sociology from the University of the Philippines Diliman, Quezon City. She is a civic worker and an educator. Her expertise ranges from organizational development, monitoring, and evaluation of development projects, research, training, and development of grassroots levels, policy research, and advocacy. She worked with the Department of Public Information Ministry of Public Information Office of Media Affairs from 1972 to 1985 in various capacities as Executive Assistant to the Chief of Operations, MPI Central Office; Chief Planning Officer/Organizational Development Officer; Chief, Research Training and Development Division; and Feature Writer focusing on news, articles, and development-oriented stories distributed to media outlets.

She then transferred to the United States where she obtained her Real Estate Course from Miller School of Real Estate in Los Angeles, California, USA. She worked with Golden Street Properties Inc., in Las Vegas, Nevada, Ross Morgan Inc. Sherman Oaks, CA, and Gantz Investment Properties, Tarzana, CA in the field of property and finance management.

ALEJANDRO F. FERNANDEZ, M.D.

JHMC Director
Appointed on June 28, 2017

BOARD COMMITTEES:

Chair, Governance Committee
Member, Audit Committee
Member, Business Development Committee

Dr. Alejandro F. Fernandez is a graduate of the University of Santo Tomas College of Medicine and Surgery in 1978. He is a practicing Pediatrician in Tarlac City from 1983 to the present. He is likewise an active consultant in Pediatrics of of the Central Luzon Doctors' Hospital (CLDH), Tarlac City, and a visiting Consultant in Pediatrics at Jecson's Medical Center, Ramos General Hospital, and Talon General Hospital, Tarlac City.

He is an advocate of civic works and served as President/ Chairman of Rotary Club of Midtown Tarlac, District 3790- Rotary International, and United Way of Tarlac Foundation Inc.

ATTY. OSCAR T. FIEL

JHMC Director

Appointed on February 14, 2017

BOARD COMMITTEES:

Member, Business Development Committee
 Member, Governance Committee
 Member, Nominations, Remunerations and
 Organizational Development Committee

Oscar T. Fiel graduated with a Bachelor of Arts in Political Science at the Lyceum of the Philippines and earned his Bachelor of Laws Degree from the San Beda University. He garnered an outstanding score of 83.1% in the 1974 Bar Examinations.

Thereon, he started his career in 1975 as Research Attorney with the National Grains Authority; as Associate Lawyer in Carlos, Ibarra, Valdez and Caunan Law office with 129 clients including big Japanese and US Corporations; as Litigation Lawyer in 1978 to 1988 developing further his knowledge in civil and criminal cases as well as corporate matters; as Head of the Legal and Personnel Departments of ACTIVE Groups of Companies which boasts of several development projects including subdivisions, office and residential buildings and the wellknown Malarayat Golf and Country Club in Batangas; and as Vice President of Active Bank, a thrift bank with 33 branches, where he was in charge of the Legal and Personnel Departments, Branch Expansion and Security in 1992 to 1997.

Atty. Fiel also joined the academe where he taught: Obligations and Contracts and Negotiable Instruments at the College of the Holy Spirit, Manila in 1982; Land Reform and Rizal at the Philippine Women's University in Quezon City in 1981; and Obligations and Contracts and Sales in Ortanez University, Quezon City in 1980.

Atty. Fiel honed his skills in work effectiveness, managerial analysis, executive development, handling of contemporary legal problems, cash management and bank operations with his attendance of various seminars, conferences and workshops from 1981 to 1992.

GLORIA F. PERALTA

JHMC Director

First appointed on January 28, 2013

BOARD COMMITTEES:

Chair, Audit Committee
 Member, Risk Management Committee
 Member, Governance Committee
 Member, Nominations, Remunerations and
 Organizational Development Committee

Ms. Gloria F. Peralta is a Certified Public Accountant. She earned the degree of Bachelor of Business Administration from the University of the East where she graduated as Cum Laude.

Ms. Peralta held various positions both in the public and private sectors. In the public sector, she served as City Administrator of Laoag City from 2000 to 2010 after serving as Executive Secretary to the Laoag City Mayor.

She was appointed Chairman of various committees in the City Government of Laoag, among which was the Bids and Awards Committee, Personnel Selection Board, Disciplinary and Separation Board, Grievance Committee, and City Disaster Coordinating Council.

She also held positions as Assistant Board Secretary, Committee Member in Finance, Vice-Chairman, and Chairman of various committees in the Ilocos Norte Electric Cooperative (INEC). Ms. Peralta's experience in the private Sector was mostly in the insurance industry where she held positions of Agency Manager, General Agent, Branch Manager in different insurance companies like CAP Philippines, FGU Insurance Corp., Great Pacific Life, and Insular Life. Her private sector experience also included the academe as Instructor, Faculty Member, and Associate Dean of the Divine Word College of Laoag.

Ms. Peralta is married and has one (1) child.

ATTY. CHRISTIAN PAUL L. ULPINDO

JHMC Director

Appointed on October 09, 2017

BOARD COMMITTEES:

Chair, Special Committee on CJHDevCo Concerns and 19 Conditionalities
 Member, Audit Committee
 Member, Nominations, Remunerations and Organizational Development Committee

Atty. Christian Paul L. Uplindo obtained his Bachelor of Laws from St. Louis University, Baguio City in 2004, and his Master of Laws from San Beda College, Graduate School of Law in 2016. He is also a licensed Real Estate Broker. Atty. Christian Paul L. Uplindo obtained his Bachelor of Laws from St. Louis University, Baguio City in 2004, and his Master of Laws from San Beda College, Graduate School of Law in 2016.

He is engaged in private practice as a partner at the Cariño and Partners Law Offices from 2005 to present while serving as a law instructor at St. Louis University from April 2008 to present. He likewise serves as the legal consultant of La Union Electric Cooperative, Inc. from October 2013 to present and POU Group of Companies from January 2008, to present. He worked as the legal counsel of the Municipality of Tagudin in Ilocos Sur from 2010 to 2013.

Atty. Ulpindo is married and has two (2) children.

BGEN. EDUARDO B. DAVALAN (RET.)

JHMC Director

JHMC Corporate Treasurer

Appointed on February 13, 2017

BOARD COMMITTEES:

Chair, Risk Management Committee
 Member, Finance Committee
 Member, Special Committee on CJHDevCo Concerns and 19 Conditionalities

He is a graduate of the Philippine Military Academy, Class of 1985. He completed his graduate studies in 2005 with a degree in Masters in Public Administration from Philippine Christian University. Before serving as a member of the JHMC Board of Directors, he was the Commander of the First Scout Ranger Regiment of the Philippine Army from February 2013 to November 2016.

He has profound experience in leadership and management that stemmed from serving the First Scout Ranger Regiment in various posts mostly in Visayas and Mindanao. His expertise includes intelligence, strategic planning, security administration, resource allocation, and organizational development.

His military service earned him various awards and decorations as the Distinguished Service Star for Command, 2 Gold Cross Medals for Gallantry in Combat, Military Merit Medals for meritorious achievements in combat and administrative accomplishments, and Letters of Appreciation from the President of Taiwan, Ambassadors of Germany and Norway, and Defense Attache' of Australia for the assistance extended during the crisis.

BGen. Davalan is married and has 5 children.




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