

Republic of the Philippines
Office of the President

JHMC

JOHN HAY MANAGEMENT CORPORATION

A member of The **BCDA** Group
Bureau of Conservation and Development Authority



PRESIDENT'S REPORT CY 2024

HIGHLIGHTS OF ACCOMPLISHMENTS CALENDAR YEAR 2024

Our Amended Vision Statement:

JHMC shall develop and transform Camp John Hay into the premier ecotourism and investment destination in the Philippines.

Our Amended Mission Statement:

People empowerment in JHMC to be stewards of the forest watershed with effective regulations to transform Camp John Hay (CJH) into the premier ecotourism and investment destination in the Philippines.

1. To sustainably develop, manage, and promote CJH as a vibrant ecotourism and investment hub, fostering economic growth, responsible environmental stewardship, and community and stakeholders' empowerment;
2. To manage and enhance CJH as a model of sustainable development, delivering exceptional ecotourism experience and creating opportunities for investment while preserving its natural and cultural heritage;
3. To lead the development of CJH with integrity and innovation, ensuring it thrives as an ecotourism and investment destination that benefits the environment, economy, and community; and,
4. To provide world-class ecotourism and investment opportunities in CJH through sustainable practices, customer-focused services, and partnerships that benefit the local community and the nation.

Our Update Core Values (S-P-I-C-E-S):

✦ Stewardship ✦ Passion ✦ Integrity ✦ Commitment ✦ Excellence
✦ Spirituality

Our Updated Strategic Priorities:

- 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; and,
- Responsible Use of Resources.

*“Coming together is a **beginning**. Keeping together is **progress**. Working together is **success**.” - Henry Ford*

With the collective effort of the John Hay Management Corporation (JHMC) Board of Directors, Management, and the hardworking General Staff, I am humbled to present the details of the **noteworthy achievements** of JHMC for CY 2024 which were anchored on the above-stated amended and updated Charter Statement, as follows:

A. ON CUSTOMER/ STAKEHOLDER & SOCIAL IMPACT PERSPECTIVE

As an Organization, the JHMC's identified Stakeholders include the Office of the President/ National Government, Congress, National Government Agencies (NGAs), Bases Conversion and Development Authority (BCDA), BCDA Group and Subsidiaries, Local Government Units (LGUs), Regulatory Bodies, Partner Agencies/ Organizations, John Hay Special Economic Zone (JHSEZ) and John Hay Reservation Area (JHRA) Residents and Structure Owners, Investors/ Joint Venture (JV) Partners/ Lessees, Locators, External Providers/ Suppliers, Media, Socio-Civic Organizations, Employees, Tourists, Event Organizers, and the General Public.

A.1 Customer Satisfaction Measurement



The JHMC garnered a **remarkable overall rating of 92.93%** in its 2024 Customer Satisfaction Measurement (CSM) which was conducted on various JHMC Clients by an Independent 3rd Party Provider who administered, generated, and interpreted 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 **consistent** as that of the average CSM ratings for the past nine (9) years. A testimony that JHMC is a highly effective and efficient organization, focused on meeting customer objectives with the aim of providing services which give fair value and consistent quality, reliability, and safety in exchange for the price paid for the same.

A.2 Corporate Governance Scorecard (CGS)

JHMC has been boosted, on a tie with BCDA, ranking **5th** among all GOCCs in the 2023 CGS Result for GOCCs, having attained an **impressive overall CGS rating**.

Since CY 2020, JHMC has been consistently validated and rated **"OUTSTANDING"** by the GCG for its CGS, demonstrating the organization's **continual drive towards excellence in public service and in corporate governance**.



Receiving the Award on behalf of JHMC is PCEO Atty. Marlo Ignacio V. Quadra, Vice-Chairperson Atty. Rudolph Steve E. Jularbal, and Director-Compliance Officer Atty. Kristoffer Lee V. Dance, together with Board Secretary Anna Maria G. Lopez. With them are the GCG Commissioners Atty. Brian Keith F. Hosaka, Atty. Geraldine Marie B. Berberabe-Martinez, GCG Chairperson Atty. Marius P. Corpus and the Keynote Speaker Executive Secretary Lucas P. Bersamin.

Stepping a notch higher, the JHMC is awarded as one of the **Top 10 GOCCs in 2023 CGS**, with a Special Recognition on having a **consistent perfect score for the Stakeholder Relationship section of the CGS for 2021 to 2023**. The Award and Recognition were given during the Exit Conference on CY 2023 CGS and GOCC Governance Awards Ceremony held at the Philippine International Convention Center (PICC), Pasay City on **25 November 2024**.

List of CGS Awardees

Fourteen (14) GOCCs garnered the highest CGS Ratings for CY 2023:

Rank	GOCC	Sector	Acronym
1	Land Bank of the Philippines	Government Financial Institutions	LANDBANK
2	Development Bank of the Philippines	Government Financial Institutions	DBP
3	National Electrification Administration	Energy and Materials	NEA
	Philippine Reclamation Authority	Trade, Area Development and Tourism	PRA
	Small Business Corporation	Government Financial Institutions	SBCorp
4	Philippine Deposit Insurance Corporation	Government Financial Institutions	PDIC
5	John Hay Management Corporation	Trade, Area Development and Tourism	JHMC
	Bases Conversion and Development Authority	Trade, Area Development and Tourism	BCDA
6	Government Service Insurance System	Government Financial Institutions	GSIS
7	National Power Corporation	Energy and Materials	NPC
	Philippine National Construction Corporation	Utilities and Communications	PNCC
8	LBP Leasing and Finance Corporation	Government Financial Institutions	LLFC
9	Credit Information Corporation	Government Financial Institutions	CIC
10	Power Sector Assets and Liabilities Management Corporation	Energy and Materials	PSALM



Special Recognition for the GCG Awards Ceremony

Stakeholder Relationship

	GOCC	Acronym
1	Bases Conversion and Development Authority	BCDA
2	Cebu Port Authority	CPA
3	Clark Development Corporation	CDC
4	Development Bank of the Philippines	DBP
5	Government Service Insurance System	GSIS
6	John Hay Management Corporation	JHMC
7	Laguna Lake Development Authority	LLDA
8	LBP Insurance Brokerage, Inc.	LIBI
9	LBP Leasing and Finance Corporation	LLFC
10	Mactan-Cebu International Airport Authority	MCIAA
11	Metropolitan Waterworks and Sewerage System Corporate Office	MWSS-CO
12	National Electrification Administration	NEA
13	National Power Corporation	NPC
14	National Transmission Corporation	TRANSCO
15	Philippine Charity Sweepstakes Office	PCSO
16	Philippine Crop Insurance Corporation	PCIC
17	Philippine Deposit Insurance Corporation	PDIC
18	Philippine National Construction Corporation	PNCC
19	Philippine Postal Corporation	PHLPOST
20	Poro Point Management Corporation	PPMC
21	Power Sector Assets and Liabilities Management Corporation	PSALM
22	Small Business Corporation	SBCORP
23	Social Security System	SSS
24	Tourism Promotions Board	TPB

A.3 Performance Scorecard

A.3.1 2024 Performance Scorecard

The 2024 GCG-JHMC Performance Scorecard was discussed, approved and signed during the Performance Target Conference held at the GCG Office in Makati City on **14 February 2024**.



Above Photo: The signing of the GCG-JHMC Performance Scorecard 2024. The GCG was led by its Chairperson Atty. Marius P. Corpus with Commissioner Atty. Geraldine Berberabe-Martinez, Commissioner Atty. Brian Keith F. Hosaka and GCG CGO-C Representatives. The JHMC BOD Chairperson Atty. Marlo Ignacio V. Quadra led the JHMC, together with the PCEO Allan R. Garcia, VPCOO Jane Theresa G. Tabalingcos, Legal Manager Atty. Mary Ellen S. Cabuhat and Corporate Planning Manager Lea C. Quisoben-Maguilao.

The 2024 GCG-JHMC Performance Scorecard is comprised of 13 Strategic Measures (SMs) from the nine (9) Strategic Objectives in the Updated JHMC Charter Statement.

The four (4) **Financial SMs** include the following:

1. Gross Sales of Business Enterprises Within the JHSEZ;
2. Increase Internally-Generated Revenue of JHMC;
3. Zone Revenue Collection Efficiency; and,
4. Disbursement Budget Utilization.

Meanwhile, the rest are **Non-Financial SMs** as follows:

5. Number of New Locators or Development Projects Signed;
6. Number of Jobs Generated in the JHSEZ;
7. Compliance to National Ambient Air Quality Standards on Particulate Matter (PM) 10 Within the JHSEZ;
8. Percentage of Satisfied Customers;
9. Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time;
10. Maintenance of ISO 9001:2015 Certification;
11. Maintenance of ISO 14001:2015 Certification;
12. Implementation of the Information System Strategic Plan (ISSP); and,
13. Percentage of Employees Meeting Required Competencies.

A.3.2 2025 Performance Scorecard

The proposed 2025 GCG-JHMC Performance Scorecard was discussed during the Technical Panel Meeting held at the GCG Office in Makati City on **05 December 2024**.

The JHMC Team attended online led by PCEO Atty. Marlo Ignacio V. Quadra while BOD Vice-Chairperson Atty. Rudolf Steve E. Jularbal led the physical attendees at the GCG Office.



Above Photo: The physical attendees of the Technical Panel Meeting (TPM) with the Representatives from the BCDA, DOF, and GCG CGO-C Representatives. The JHMC was led by Vice-Chairperson Atty. Rudolf Steve R. Jularbal, together with VPCOO Jane Theresa G. Tabalingcos, Legal Manager Atty. Mary Ellen S. Cabuhat, Environment and Asset Management Manager Engr. Bobby V. Akia, and Corporate Planning Manager Lea C. Quisoben-Maguilao.

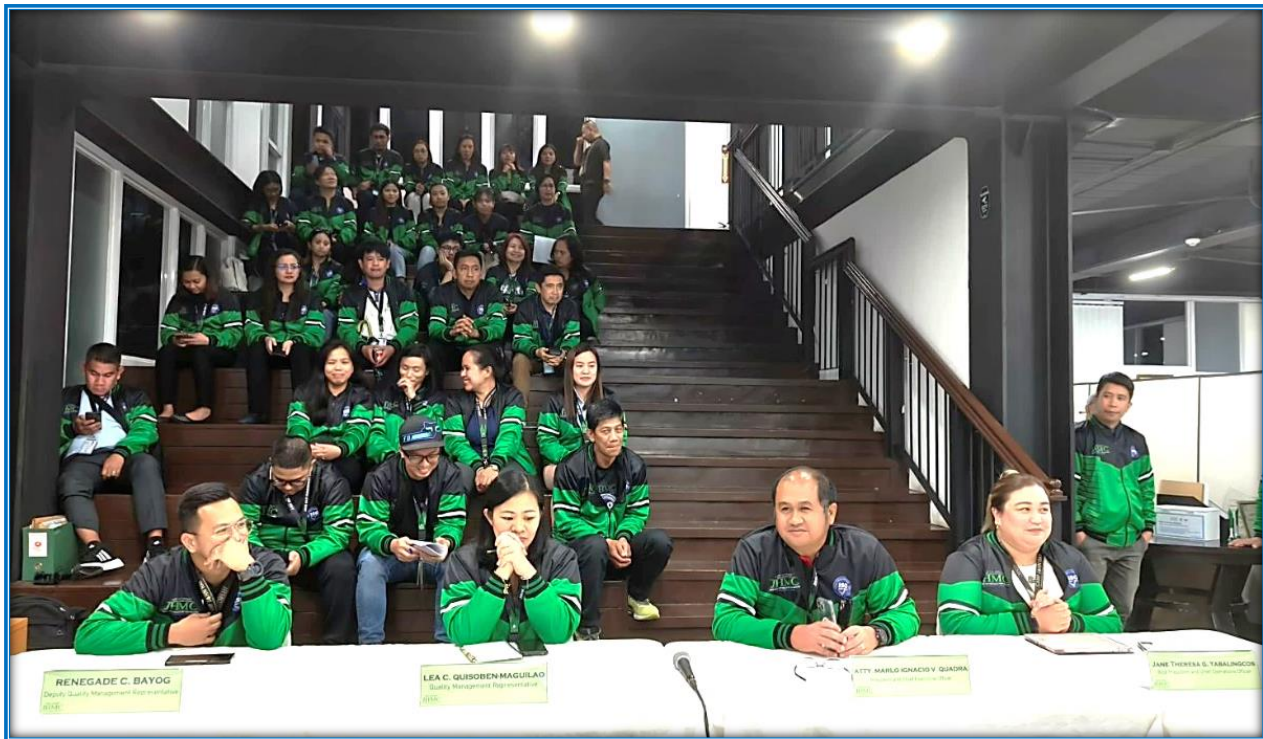
A.4 International Organization for Standardization or ISO Certifications

A.4.1 ISO 9001: 2015 (Quality Management System)

In its 4th cycle for the ISO 9001 Quality Management System (QMS) Certification, the JHMC successfully hurdled the Transfer and Recertification Audit conducted on **14 -15 October 2024** by the Third-Party Certifying Body (TÜV SÜD PSB Philippines, Inc.).



This is a testament of the commitment towards continual improvement of the JHMC in providing quality services to its Stakeholders.

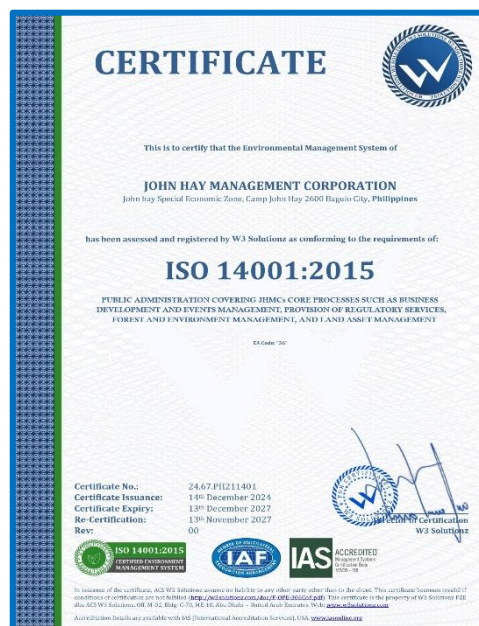


The New QMS Certificate is valid until 19 March 2028.

A.4.2 ISO 14001: 2015 (Environmental Management System)




In its 3rd cycle for the Environmental Management System (EMS), JHMC was to after the Recertification Audit conducted on **12-13 November 2024** by the 3rd Party Certifying Body (W3 Solutionz).



The new EMS Certificate is valid until 13 December 2027.

A.5 Energy Audit from the Department of Energy (DOE)

In its *first* ever Energy Audit conducted on **23 January 2024** in compliance with Republic Act No. 11285 or the Energy Efficiency and Conservation (EEC) Act that institutionalizes energy efficiency and conservation, enhances the efficient use of energy, and grants incentives to energy efficiency and conservation programs and projects, the JHMC received from the DOE- Energy Audit Team (EAT) its remarkable score of 97.4% with a rating equivalent of 5-stars and an **“A” (highest) Grade.**

 DEPARTMENT OF ENERGY Energy Efficiency and Conservation Public Sector Management Division	
PRELIMINARY ENERGY AUDIT REPORT	
Agency Code	: GOCC-39-329-14-1403-0185-001777
Name of Agency	: John Hay Management Corporation
Address	: Office Complex John Hay Special Economic Zone Camp John Hay, Baguio City 2600
Date of Audit	: 23 January 2024
	<input checked="" type="checkbox"/> 1 st Audit <input type="checkbox"/> 2 nd Audit <input type="checkbox"/> 3 rd Audit
Rating	: ★ ★ ★ ★ ★ Rating: A Score: 97.4%

This achievement is also part of the new Other Conditions and Requirement (OCR) starting CY 2023, where the GOCCs are required to comply with the conditions and requirements of the EEC Act as certified/ validated by the Department of Energy (DOE) as stated under Section 12 (j) of the GCG MC No. 2023-01.

A.6 Powerlist Philippines Team

On **11 January 2024**, the JHMC received an award as one of the Legal 500 General Counsel (GC) Powerlist Philippines Team. Joining the ranks of major corporations from both the public and private sectors, the JHMC received this prestigious award in recognition of its contribution towards innovation and global standards among legal departments in the Philippines.



A.7 Freedom of Information

For its **7th consecutive year**, the JHMC received its Certificate of Compliance (COC) from the Freedom of Information – Project Management Office (FOI-PMO) under the Presidential Communications Operations Office (PCOO) for being **FULLY COMPLIANT** with the enhanced FOI requirements for 2023.



JHMC has been a consistent recipient of the COC **since 2017**. This is a testament that JHMC upholds to the highest degree the constitutional right of the people to information on matters of public concern.

A.8 Prioritization of Stakeholders

A.8.1 Customer Welfare

a. New and/or Amended Policies

✓ *Contract Preparation and Monitoring Policy*

Effective **28 October 2024**, the consolidated policy to integrate the existing Contract Preparation Policy and the proposed Contract Management Policy rolled into Contract Preparation and Monitoring Policy (CPMP) with penal provisions.

This policy contains the Compliance Checklist (for non-procurement-related contracts), processing time, and the necessary quarterly Contract Preparation Monitoring Reports and the Contract Monitoring Compliance Report.

✓ ***Policy for the Conduct of Fairs or Bazaars in Camp John Hay***

This Policy and Guidelines applies to all fairs and bazaars conducted within Camp John Hay effective **25 November 2024**.

The purpose is to establish a clear framework for organizing fairs and bazaars that encompasses all relevant Stakeholders involved in the planning, coordination, participation and regulation of these events, including Concessionaires, Locators and the JHMC.

✓ ***Amended Policy on Recruitment, Selection and Hiring***

The JHMC recruits and retains competent Employees to provide an efficient and effective service to its Stakeholders. This is achieved through the application of a detailed and transparent recruitment, selection and placement procedures, including guidelines on Equal Employment Opportunity Principle (EEOP).

This amended Policy took effect on **09 December 2024**.

✓ ***Amended Policy on Code of Discipline***

Consistent with the JHMC's updated Vision and Mission statements, the JHMC promotes discipline among its Employees in order to maintain productive, safe, and pleasant working conditions.

As Employees of public trust, every JHMC Employee shall at all times adhere to laws, policies, rules, and regulations, as well as comply with competencies and performance standards to ensure proper decorum and maintain the JHMC quality management system.

This is to ensure that all Employees are accountable to the people, serving with utmost responsibility, integrity, loyalty, honesty and efficiency, and are acting with patriotism and justice.

This amended Policy took effect on **09 December 2024**.

✓ ***Amended Anti-Sexual Harassment Policy***

Pursuant to the Republic Act No. 7877 or "The Anti-Sexual Harassment Act of 1995" and the Republic Act No. 11313 or "The Safe Spaces Act of 2019" and its Implementing Rules and Regulations (IRR), the guidelines to govern the prevention of sexual harassment and the procedures for the resolution, settlement and/or dispute of sexual harassment cases were updated.

This Policy is to afford protection to all its Employees (regardless of gender, sexual orientation, level, function, seniority, or other protected characteristics from sexual harassment) while ensuring equal work opportunities for all, and upholding the dignity of every human person, and full respect of human rights.

This amended Policy took effect on **23 December 2024**.

✓ *Updated JHMC Citizen's Charter*

As a result of the process review and streamlining efforts, the Office of the Building Official (OBO) and the Legal Department sought the approval of its updated processes. The updated processes is effective starting **21 March 2024** under Board Resolution No. 2024-0321-048 while the OBO is effective since **February 2024**.

The Updated Citizen's Charter, aside from the Revised Whistleblowing Policy, includes the Customer Feedback and Redress Mechanism for the Clients Feedback.

b. Asset Disposition: Camp John Hay Community Redevelopment Project (formerly called the Barangay Segregation Program or the BSP)

The Project is an ongoing initiative of the BCDA and JHMC which aims to address informal settlers within the John Hay Reservation Area (JHRA) and portions of the John Hay Special Economic Zone (JHSEZ).

It validates occupants based on historical census data and aims to allocate home lots to legitimate owners, protect the forest watershed, and support infrastructure projects.

The program aims to generate revenue for BCDA and JHMC through an approved payment scheme. It is implemented in three phases: titled properties, untitled properties pending special patent applications, and CALT/CADT areas dependent on a Supreme Court **decision**.

✓ *BARANGAY HILLSIDE*

i. Subdivision and Individual Lot Survey of Lot 1-A-10, Psd-CAR-015158, portion of Barangay Hillside

Out of the six (6) subdivision and individual survey plans submitted to the Land Registration Authority (LRA) for evaluation and approval, **three (3) were approved in February and May 2024**.

On **11 July 2024**, these subdivision and individual lot plans were submitted to the LRA Registry of Deeds – Baguio City for the cancellation of the corresponding Transfer Certificates of Title and the issuance of derivative titles for portions of Barangay Hillside.



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

	TCT Nos.	Lot Nos.	Area (Sq.m)	No. of Lots
1	TCT 018-2017000283	Lot 1-A-1, Psd-E2014002254	2,245	8
2	TCT 018-2017000292	Lot 1-A-10, Psd-E2014002254	354	3
3	TCT 018-2017000293	Lot 1 – A – 11, Psd – E2014002254	2,065	3
Total				14

The remaining three (3) plans are still undergoing evaluation and review, with additional compliance documents submitted by JHMC in **May 2024**.

	TCT Nos.	Lot Nos.	Area (Sq.m)	No. of Lots
1	TCT 018-2017000284	Lot 1-A-2, Psd-E2014002254	3,672	12
2	TCT 018-2017000286	Lot 1-A-4, Psd-E2014002254	2,357	10
3	TCT 018-2017000288	Lot 1-A-6, Psd-E2014002254	1,979	10
				32

The project has an **accumulated completion rate of sixty percent (60%)** of the activities, in line with the Consulting Services Contract.

- ii. ***Draft Executive Order (E.O.) Declaring Portions of the Bases Conversion and Development Authority (BCDA) Property, A Portion of the John Hay Reservation Area, situated in Barangay Hillside, Baguio City as Residential Site and Providing for Its Disposition to Qualified Occupants and Beneficiaries***

This draft E.O. was resubmitted under the PBBM Administration in **July 2024**. The OP subsequently requested the DENR to provide an evaluation, comments, and recommendations regarding the proposed Executive Order.

In its memorandum, DENR-CAR clarified that the subject property under the jurisdiction of BCDA is a titled property, and therefore, **DENR does not have jurisdiction over it**. However, the DENR-CAR referred to the OGCC opinion, which suggested that the segregation program of Camp John Hay be declared a Socialized Housing Site. It also recommended amending the designation of the area from a Residential Site to a Socialized Housing Site.

In **August 2024**, the BCDA and JHMC jointly prepared the draft Executive Order that will serve as the enabling law for the segregation of Barangays Hillside, Upper Dagsian, Country Club Village, and Greenwater Village. The draft was **reviewed by the BCDA Legal Services Department in October 2024** and is currently awaiting presentation to and approval by the BCDA Board of Directors.

✓ **PHASE 1 (TITLED PROPERTIES): REMAINING BARANGAYS**

On **06 May 2024**, the revised survey returns for the Subdivision and Individual Lot Survey for the following lots were **finalized and subsequently approved by BCDA in October 2024**. These plans were then submitted to the LRA for final approval:

- a. Lot 2, Psd-131102-002639, a portion of Barangay Greenwater Village;
- b. Lot 7, Psd-131102-002639, the portion of Barangay Country Club Village; and,
- c. Lot 13, Psd-131102-002639, portion of Barangay Upper Dagsian.

ii. Mapping, Data Gathering, Validation and Verification

Barangay	Validated No. of Structure-Owner	No. of In Order per Mapping & Data Gathering	Percentage
Portion of Greenwater Village	36	24	66.66 %
Portion of Country Club Village	49	30	61.22 %
Portion of Upper Dagsian	26	18	69.23 %
	111	72	



✓ **PHASE 2 (UNTITLED PROPERTIES)**


iii. Mapping, Data Gathering, Validation and Verification

Barangay	Validated No. of Structure-Owner	No. of In Order per Mapping & Data Gathering	Percentage
Portion of Greenwater Village	242	49	20.24%
Portion of Sta. Escolastica	25	7	28.00%
Portion of Upper Dagsian	71	12	16.90%
Portion of Outlook Drive	25	7	28.00%
Portion of Lucnab	59	2	3.39%
Portion of Country Club	330	82	24.84%
	752	159	

✓ GENERAL ASSEMBLY WITH THE AFFECTED BARANGAYS: 09-12 JULY 2024

To strengthen collaboration and reaffirm commitment to the CJH Community Redevelopment Project, the JHMC hosted various meetings with the concerned Barangay Officials.

Date	Activity	Remarks
21 June 2024	Met with the Liga ng mga Barangay President.	Venue: Bell House, Historical Core, Camp John Hay, Baguio City
09 July 2024	Preliminary Meeting for the General Assembly involving BCDA, JHMC, barangay officials, and structure owners, in collaboration with the Liga ng mga Barangay.	Venue: Bell House, Historical Core, Camp John Hay, Baguio City
10 July 2024	1 st day of the General Assembly attended by representatives of BCDA and JHMC, Liga ng mga Barangay Heads, Officials and Structure Owners within Barangays of Barangay Greenwater, Sta. Escolastica & Upper Dagsian in Camp John Hay. 	Venue: JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City
11 July 2024	2 nd day of the General Assembly attended by representatives of BCDA and JHMC, Liga ng mga Barangay Heads, Officials and Structure Owners within Barangays of Barangay Outlook Drive, Lucnab, & Country Club . 	Venue: JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City

		
12 July 2024	3 rd day of the General Assembly attended by representatives of BCDA and JHMC, Liga ng mga Barangay Heads, Officials and Structure Owners within Barangays of Barangay Happy Hallow, Loakan Liwanag, Loakan Proper, Loakan Apugan, Lower Dagsian, and Camp 7.	Venue: JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City

✓ **IMMERSION ACTIVITIES WITH THE AFFECTED BARANGAYS**

To further demonstrate their commitment to the concerned Communities, series of immersion activities were organized by BCDA and JHMC.

Date	Activity	Remarks
September to November 2024	Immersion Activities organized by BCDA and JHMC	Covered Barangays: Greenwater Village, Country Club Village, Upper Dagsian, Outlook Drive, Sta. Escolastica, Hillside, and Lucnab.

c. Asset Disposition: Scout Barrio Housing Project (SBHP)

The SBHP is at **92.02%** (150 out of 163) complete in terms of the release of Transfer Certificate of Title (TCT) to Beneficiaries. The remaining 13 Awardees are pending due to incomplete documentation and/or unresolved issues.

The Arbitration and Awards Committee is set to address remaining beneficiary concerns.



Awarding of Transfer Certificate of Title (TCT) to the Heirs of Sps. Juanito and Nemesia Ponsones, a beneficiary of the Scout Barrio Housing Project (SBHP) on 10 July 2024.

d. Land Asset Management

✓ *Special Patent Application (SPA) for the BCDA Land*

The 258.7614 hectare – SP application is pending re-evaluation of the DENR – CAR.

The BCDA JHMC applications were returned to the DENR due to identified issues, concerns, and additional supporting documents during the evaluation by the ODESGA. In response, the BCDA-JHMC submitted the necessary supporting documents and comments to the DENR-CAR **on 11 November 2024**.

Once completed, the DENR-CAR will endorse the same to the DENR Central Office for subsequent forwarding to the Office of the President.

The **217.7382-hectare** SPA remains on hold, awaiting the resolution regarding the title cancellation and reversion cases

✓ *Ancestral Land Claim within Camp John Hay*

Per monitoring and inventory, about **220 hectares** of the BCDA land in CJH were issued with **53 Certificates of Ancestral Land (CALTs) and one (1) Certificate of Domain Title (CADT)**.

The JHMC has endorsed to BCDA the supporting documents for the filing of reversion cases for these CALTs. **36** of which were filed for the cancellation of the title and reversion by the BCDA through the Office of the Solicitor General (OSG).

18 CALTs have not been filed for cancellation of title and reversion.

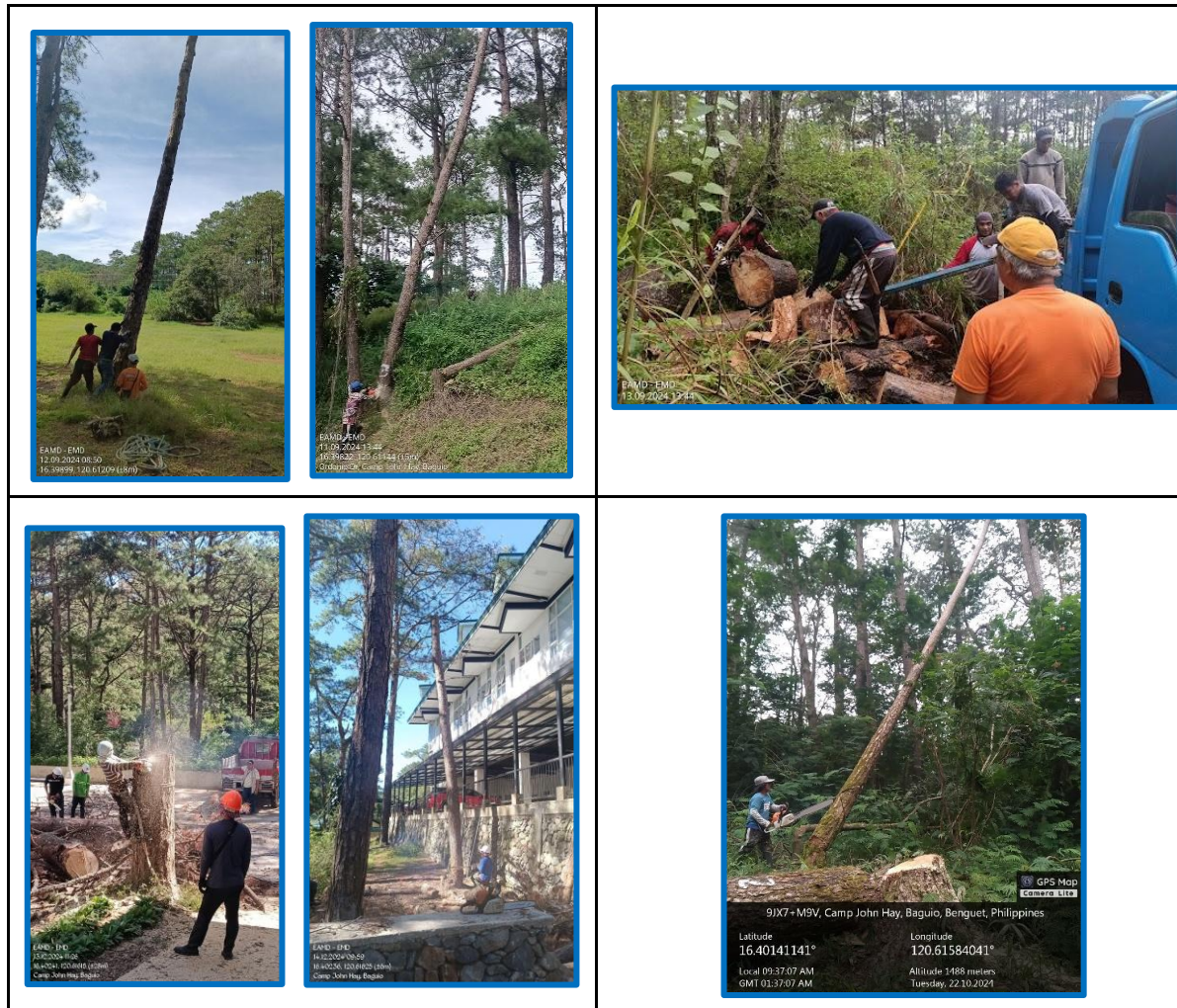
A.8.2 Customer Health and Safety

a. Biodiversity Maintenance: Sanitation Tree Cutting and Pruning Operations

In a natural, living ecosystem, tree mortalities and senescence is an integral part of the dynamics within the ecosystem. Such mortalities, however, has to be managed to ensure public safety within CJH, as well as to maintain the health and beauty of this Urban Park.

For the year 2024, a total of **forty-nine (49) dead Benguet Pine Trees**, which posed a danger to public safety and/or were pest-infested, were cut to ensure public safety and prevent the spread of infestation or infection to healthy trees. Additionally, **eight (8) live and two (2) dead Benguet Pine Trees** were cut to make way for the construction of a wastewater treatment plant within the JHSEZ. These tree-cutting activities were conducted in compliance with the necessary permits issued by the Department of Environment and Natural Resources (DENR) and the City Mayor's Office.





b. Endorsement of Tree Cutting and Pruning Permit Applications for Sanitation Tree Cutting Activities Within the JHRA and the JHSEZ

As part of Policy, within the JHRA and the John Hay Special Economic Zone (JHSEZ), the cutting of trees that pose a danger to lives and properties is permitted to ensure the safety and well-being of both the JHRA and JHSEZ Residents, upon the endorsement of JHMC and issuance of the DENR or the Office of the City Mayor of the Tree Cutting Permit or Pruning Permit.

For CY 2024, a total of **17 tree cutting permit applications** covering a **total of 109 (67 dead, 42 live)** trees that pose danger to lives and properties were endorsed by JHMC to the Permitting Authority for the issuance of Tree Cutting Permit, and **6 pruning permit applications** was endorsed for the issuance of Pruning Permit covering **twelve (12) trees**.

A total of **63 Certificates of Environmental Compliance (CECs)** of JHSEZ locators were processed this year. These issuance, as part of the regulatory function of JHMC, serve as evidence that the JHSEZ locators passed the environment and sanitation inspections and audits as a measure to check their compliance to existing environment and sanitation standards.

Le Monet

Mar 22, 2024 3:53:19 PM
16.3991209N 120.613594E
Ordonio Drive
Camp John Hay
Baguio
Benguet
Cordillera Administrative Region
Altitude: 1526.5m
CEC Le Monet

Mar 22, 2024 3:54:04 PM
16.3991161N 120.6135466E
Ordonio Drive
Camp John Hay
Baguio
Benguet
Cordillera Administrative Region
Altitude: 1523.9m
CEC Le Monet

J.Co

Feb 28, 2024 2:59:55 PM
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Camp John Hay
Baguio
Benguet
Cordillera Administrative Region
Altitude: 1501.8m
CEC Inspection
JCO

Feb 28, 2024 2:33:52 PM
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Altitude: 1482.6m
Speed: 0.0km/h
CEC Inspection
JCO

Department of Environment and Natural Resources
ENVIRONMENTAL MANAGEMENT BUREAU
Cordillera Administrative Region
Cordillera Administrative Region Regional Office
Officer: Regina G. G. G.
Telephone: (0924) 444-44-44
Website: <http://enr.doe.gov.ph>

HAZARDOUS WASTE GENERATOR REGISTRATION CERTIFICATE

Pursuant to Chapter 3 of DENR Administrative Order (DAO) No. 2013-02, the implementing Rules and Regulations of Hazardous Act (RA) 6969, this Certificate is issued to:

Name of Establishment: **LE MONET HOTELS, BAGUIO**
Facility Address: **ORDONIO DRIVE, CAMP JOHN HAY, SCOUT BARANG, BAGUIO CITY, BENGUET**
You are hereby assigned with the new on-line registration no:

OL-GR-CAR-13.039920

This certifies that the above-named Hazardous Waste Generator generates the following types of wastes:

Waste Class	Waste Number
Used industrial oil including sludge	1511
Vegetable oil including sludge	1502
Grease wastes	1503
Lead compounds	1504
Mercury and mercury compounds	1507
Arsonic and its compounds	1502
Waste electrical and electronic equipment (WEEE)	1504
Oil-contaminated Materials	1504

1. The above-named HW Generator shall comply with all the requirements of R.A. 6969 and its implementing Rules and Regulations particularly DAO 2013-02. Detailed Procedures and Standards for the management of Hazardous Waste are provided in the attached documents.

2. Submission of the online Self Monitoring Report (SMR) shall be made within (three) (3) days after the end of every reporting period.

3. Please refer to this assigned registration number for every transaction related to the above Hazardous Waste Management System.

4. Non-compliance to the above stipulations shall be subjected to the penalty provisions as provided under Section 41 of DAO 1989-09 and Chapter 13 of DAO 2013-02.

Mrs. Victoria V. Abrens
Regional Director

January 10, 2023

This is a computer generated certificate. The authenticity of this file, solely relies on the Government ID Code, which is the only valid and reliable source of data, and the issuing authority for details.

It is the Policy of the State to regulate, restrict or prohibit the importation, manufacture, processing, sale, distribution, use and disposal of chemical substances and mixtures that present unreasonable risk and/or injury to health or the environment; to prohibit the entry, even in transit, of hazardous and nuclear wastes and their disposal in the Philippine territorial limits for whatever purpose; and to provide advancement and facilitate research and studies on toxic chemicals and hazardous and nuclear wastes. *(Section I, DENR Administrative Order No. 2013-22 otherwise known as the Revised Procedures and Standards for the Management of Hazardous Wastes).*

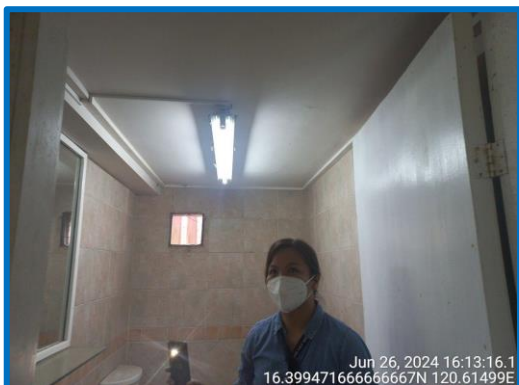
Weighing of Hazardous Waste



Inspection of Asbestos at JHMC's Area 1



Inspection at Old Theater Building



Inspection of Hauling of Hazardous Waste of Locators: Ayala, Le Monet, Manor, Concentrix, and IHG.



A.8.3 Community Interaction

a. Corporate Social Responsibility Projects

The BOD-approved Corporate Social Responsibility (CSR) Framework on 10 September 2019 was established to outline the guiding principles and key structural elements of future CSR projects of JHMC. It shall serve as a guide in the formulation, development, and conceptualization of CSR plans and programs and a tool in identifying and assessing strategic plans, decision-making and dispensing JHMC's operations in a transparent and accountable manner.

The CSR activities are conducted in CJH including adjacent areas outside the reservation, without prejudice to requests from other individuals/ groups/ organizations that require a different venue/ location, subject to assessment and recommendation for approval of the PCEO.

✓ *“Barangayan 2024”*

In collaboration with other partner agencies such as the Baguio General Hospital Center Blood Bank, the Philippine Business for Social Progress, the City Health Services Office, and the Engineers Hill Primary Care Facility, over 200 residents from the JHRA and neighboring communities received vital health services on **26 April 2024** in a collaborative Barangayan Activity co-organized by the JHMC and the Engineers’ Hill Health Cent at the PFVR Gymnasium.



✓ *Youth and/or Sports Development: “Brigada Eskwela”
Involvement to Various Schools*

As part of the Brigada Eskwela 2024 program, JHMC is committed to donating construction materials to both the JP Laurel Elementary School and the Happy Hollow Elementary School. These CSR projects complement each other in reinforcing community involvement and upgrading educational facilities.

“Brigada Eskwela” is a way of fostering collaboration, solidarity, and goodwill among JHMC Stakeholders.



*Provision of Construction Materials to Happy Hollows Elementary School and Jose P. Laurel Elementary School on **09 September 2024**.*

✓ ***“Community Health Caravan” as part of the Kalusugan Project 2024***

On **October 7, 2024**, the "Community Health Caravan" was held as part of the Kalusugan Project 2024 at Camp 7 and Poliwes Barangay. This event brought together healthcare professionals, volunteers, and community members to promote health and wellness.

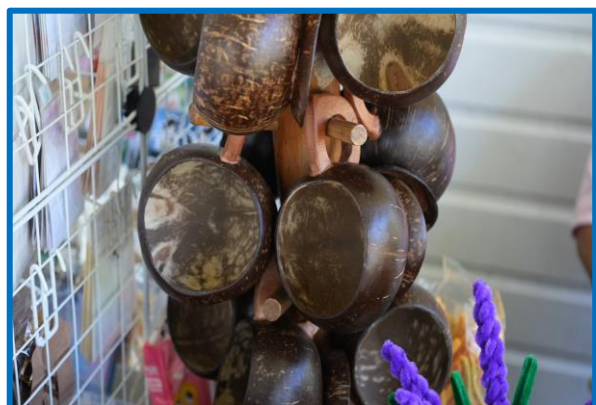
The caravan offered free medical check-ups, dental services, and health education sessions. Residents of all ages participated, benefiting from the various services provided. The event fostered a sense of community and emphasized the importance of maintaining good health. It was a successful initiative that highlighted the collective effort to improve the well-being of the community.





✓ ***"Livelihood Project" at the Bell House, Camp John Hay***

From November 16 to 20, 2024, the "Livelihood Project" was held at the Bell House in Camp John Hay. The event fostered a sense of community and collaboration, as attendees shared their experiences and learned from one another. The "Livelihood Project" was a resounding success, highlighting the importance of skill development and community support in enhancing the quality of life for all.



b. Relief Response Operations

The BOD-approved Relief Response Operations Guidelines effective 17 September 2019 was established for the relief operation responses mechanism for JHMC related to preparedness for humanitarian assistance and support, early recovery and rehabilitation, if possible; strengthen and enhance the institutional and operational mechanisms, structure and strategies for relief operation; and, define procedure for providing augmentation support to disaster-affected areas.

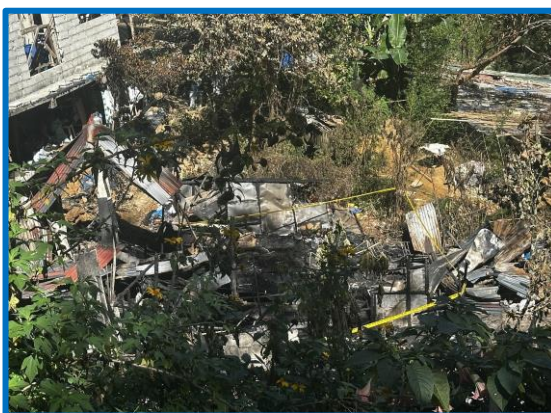
✓ *Rice Assistance Provided to Barangay Camp 7 and Camp 4*

On **18 December 2024**, 46 bags of 5-kgs rice were distributed to the communities affected by Typhoon Leon and Kristine.



✓ *Rice Assistance Provided to Country Club Barangay*

On **13 December 2024**, bags of 5-kgs rice were distributed to the fire victims.



c. Reforestation through Seedling Donations to Partner Groups and Other Agencies

✓ *Seedling Donations to Partner Groups and Other Agencies*

For the year 2024 continuing reforestation activities, the EMD closely collaborated with various agencies in support of a common goal of forest protection coming up with a total **3,240** seedlings that supported reforestation of various areas of JHSEZ, Tublay, Bokod and Tuba municipalities of Benguet as tabulated below:

Date	Agency	No. of seedlings	Planting site
February 14, 2024	BJMP-Regional Office 1	500 Arabica Coffee	San Andres, Balungao, Pangasinan
April 05, 2024	DENR-CENRO Baguio City	500 Arabica Coffee	DENR Compound, Gibraltar Road, Baguio City
June 28, 2024	Happy Hollow National High School	500 Arabica Coffee	Happy Hollow National High School premises
TOTAL		1,500 Seedlings	

d. National Greening Program Assistance to Other Communities

✓ *Forest Enrichment/ Tree Planting Activities*

JHMC collaborated with other Agencies who took part in reforestation activities as listed on the table below, resulting to donations of **460 coffee seedlings and 750 maguey plants**:

Partner Agencies	Particulars
1. PhilHealth	60 coffee seedlings
2. Department of Public Works and Highways (DPWH)	200 coffee seedlings
3. Bureau of Jail Management and Penology (BJMP)	100 coffee seedlings
4. Disaster Environment Lifesaving Traffic Assistance Network System Inc. (DELTANS Inc.)	100 coffee seedlings and 300 maguey plants
5. Concentrix Baguio	450 maguey plants



Forester Peter Calpasi Jr. rendering a brief eco-awareness talk with Philhealth staff and officers.

Reforestation area below Treetop Adventure Baguio, Inc.



JHMC's constant partner in forest enhancement at the VOA Camp John Hay:



Tree planting with the DPWH, BCDEO.



Tree Planting by the BJMP.



Tree planting of Deltans.



Tree planting by Concentrix.

A.8.4 Sustainable Development and Environmentally-Friendly Value Chain

a. Forest Protection and Management

JHMC has been the steward of this precious home of a dense Pine Forest and watershed cradle of Baguio City. Camp John Hay, being the 53% remaining forest cover of the City needs to continually ensured of its environmental stability and nurtured of the richness of its forest in many ways possible.

✓ Forest Enrichment: Annual Tree Planting Activity

In support to the national greening program and JHMC mandates towards sustaining/maintaining the forest watershed, an active participation of all JHMC employees with their children including interns and service providers (Security, GFC and Gardeners) had successfully planted **1,000 pots of Benguet pine seedlings** last **28 June 2024 at VOA** within Camp John Hay.



The PCEO and VPCOO joining the Participants of the Tree Planting Activity held in celebration of the 2024 Arbor Day on 21 June 2024 at the VOA, Camp John Hay, Baguio City.



✓ Validation and Assessment of Survival at the Planting Site

The validation of the planting site was conducted on **05 June 2024** at Camp 6, Tuba Benguet with the objectives of determining the survival percentage of the planted seedlings and ensuring that the chosen location is suitable and appropriate for tree planting.

Validation at Camp 6, Tuba Benguet

Project foresters checking and monitoring on survival of planted seedlings in Camp 6, Tuba Benguet



✓ Collaboration with Stakeholders for Better Forest Protection

John Hay Management Corporation (JHMC) collaborates with various government and non-government organizations, including academic institutions, for the planning and implementation of programs and activities related to water, forest, solid waste, and overall environmental management.

Related activities for the year are provided in the table below:

Date	Activity / Remarks
February 12, 2024	Tree Hugging activity with DENR
February 22, 2024	BLISTT Airshed
March 22, 2024	Gawad Taga Ilog Program Carayan Edition
April 8, 2024	Collaboration with the CEPMO Atty. Rhenan Diwas, regarding the status of water supply and sustainability measures in Camp John Hay.
April 16, 2024	Assessment of forest protection measures in Camp John Hay with BSU Forestry (Prof. Kenneth Laruan as Resource person).
April 27 - May 18	Philippine Science High School CAR Campus Clean Up Drive at Yellow Trail.
May 7, 2024	Bued Water Quality Management Area participation.
May 10, 2024	Baguio LGU 10 year Solid Waste Management Plan.
May 8, 2024	Ground Validation works with SLU research (AI based Tree Health Assessment).
May 22, 2024	Simulation and Study Presentation of SLU (AI based Tree Health Study) “Deep Learned Model Detection of Benguet Pine Health Status with Mapping of Benguet Pine Forest Degradation”.
May 29, 2024	Regional Ecology Center Meeting.
June 7, 2024	Memorandum of Agreement (MoA) signing for the Surface Run-off Study.
June 11, 2024	BLISTT (Airshed) Meeting.

June 14, 2024	REC Meeting.
June 20-21, 2024	Environmental Summit.
June 26, 2024	Bird Assessment.



Tree Hugging with DENR



Gawad Taga Ilog Program (CARarayan)



Collaboration with the CEPMO, Atty Rhenan Diwas, regarding the status of water supply and sustainability measures in Camp John Hay



Assessing the forest protection, nursery and biodiversity management measures of Camp John Hay, with For. Kenneth Laruan as Resource Person

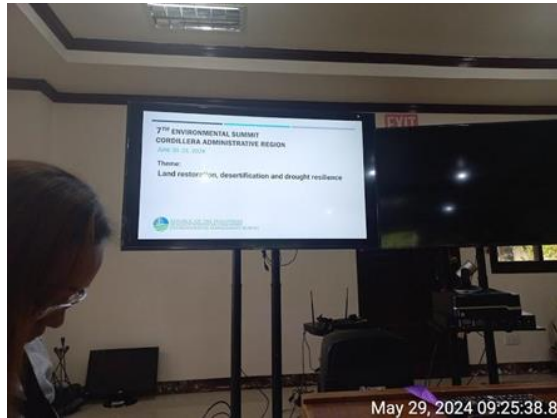


With Philippine Science High School Clean



Saint Louis University SAMCIS "Deep

and and Waste Distribution Assessments



Regional Ecology Center

Learned Model Detection of Benguet Pine Health Status with Mapping of Benguet Pine Forest Degradation



MOA with DENR ERDB and DENR CAR for Surface Runoff Assessments



BLISTT Airshed Collaboration and Cooperation



Bird Assessments as part on ongoing research and bioassessments with UPB, DENR, DMMMSU and BSU



Environmental Summit

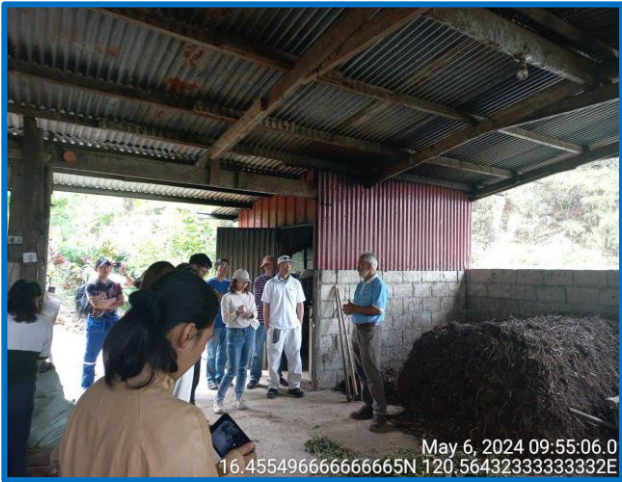



Participative collaboration on LGU-Baguio's Solid Waste Mgmt. Plan

b. Natural Resource Management

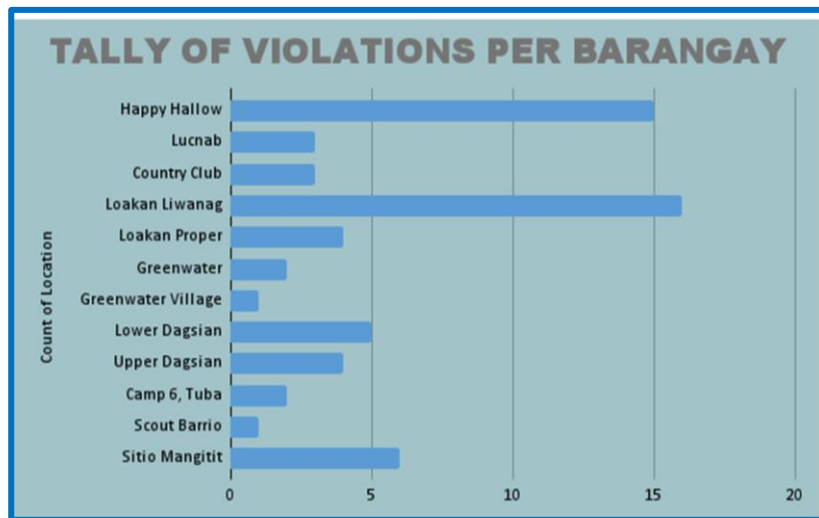
✓ Capacity-Building: Forest Stewardship and Natural Resource Management (NRM)

Through these efforts, JHMC aims to promote the sustainable use of natural resources, foster environmental awareness, and empower its personnel to effectively address emerging environmental challenges.

Date	NRM Activity	Remarks
May 6, 2024	Lecture training on compost making and mokusaku (wood vinegar) production at the Lily of the Valley Organic Farm.	 <p>May 6, 2024 09:55:06.0 16.455496666666665N 120.56432333333332E</p>
July 23, 2024	Capacity Building for Deputy Environment and Natural Resources Officers (DENRO)	

✓ **Other Forest Protection-related Tasks and Accomplishments**

Various violations on forest protection and regulations were reported. According to the violation committed, these were endorsed to the DENR-CAR or CENRO Baguio or CEPMO for proper action. The same also formed part of the DENRO Reports being submitted to the CENRO- Baguio City.



JHRA	TALLY
HaPPY HaLLow	15
LUCNaB	3
COUNTRY CLUB VILLAGE	3
LOaKaN LiwaNaG	16
GREENwaTER	3
LOWER DaGSlaN	5
UPPER DaGSlaN	4
TUBa, CaMP 6	2
HILLSIDE	0
STa. ESCOLaSTICa	0
SCOUT BaRRIO	1
LOaKaN PROPER	4
LOaKaN APUGaN	0
TOTAL	59

c. General Forest Care Activities

General forest care activities consisting of **ornamental plants and tree seedlings propagation, thinning operations, removal of DENR - proclaimed invasive alien species, composting, assisted natural regeneration, maintenance of established firelines, and Greenbelt establishment** were conducted within portions of the JHSEZ and JHRA.

✓ ***Fire Lines Maintenance***

As a regular activity and as part of the Fire Prevention Measures, fire lines were maintained within CJH Trails and the Reservation Area.

Fireline Maintenance at Kadaclan



Fireline Maintenance at VOA



Fireline at Lower Dagsian



Fireline at Scout Barrio



Fireline at Barangay Hillside



Established Greenbelts/Firebreaks



✓ *Suppression of Forest Fires*

Forest fires can be prevented but may happen anytime especially during dry season.



d. Nursery Management and Propagation

✓ *Production of Tree Seedlings*

For the year 2024, a total of **13, 234** pots of ornamental plants were propagated and maintained to support landscape maintenance and beautification efforts within JHMC's areas of responsibility. Furthermore, the nursery housed approximately **7,320** forest tree seedlings of Benguet Pine and Coffee Arabica, which were propagated, maintained, and subsequently distributed in support of JHMC's tree planting program and as seedling donations to various partner agencies and institutions, aiding their tree planting initiatives.

Production of Tree seedlings



✓ *Composting*

The composting facility near the Nursery is operational. The natural process of recycling organic matter such as dried pine needles, into a valuable fertilizer for the landscapes within JHMC premises and the Historical Core.

Composting as part of waste and resources management



Tree Planting Preparation



✓ *Landscape Maintenance and Enhancement*

The landscaping in the historical core, JHMC office grounds, CCA gardens, and Loakan Cemetery was regularly maintained and improved through a variety of activities, including grass cutting, weeding, daily watering, weekly pine needle raking, trimming and shaping plants, and soil cultivation and enhancement.



e. Waste and Resources Management

✓ *Solid Waste Management*

On **03-04 July 2024**, benchmarking visit was conducted at Holcim Philippines, Inc. for alternative waste disposal facilities.



Benchmarking at Holcim on 03-04 July 2024.



Ocular Inspection with Maeko



Ocular Inspection with Greentech and Benchmarking of Black Soldier Fly

f. Water Quality Management

JHMC Wastewater Treatment Plant

The Design Consultancy Services of the JHMC WTP was awarded to Anthroserve Incorporated. On August 18, 2023, the project blueprints were handed over to JHMC and commenced the introductory meeting for the construction of the JHMC Sewage Treatment Plant.

On **September 24, 2024**, the PAMB Clearance for the WTP and the tree cutting of 10 trees was received. On **October 22, 2024**, tree cutting operations were conducted.



Water Survey with BCDA and Baguio Water District (BWD)

Recon collaborates with BCDA to plan and secure water facilities, including water sources and treatment systems, while coordinating with BWD and BCDA for water sampling and flow testing.

Recon works



Flow Testing



Water sampling



Sustainability Assessment of Camp John Hay's Mini Hydropower Plant

Site visit and inspection of the CJH Mini Hydro Power Plant at the Municipality of Tuba, Benguet with PCEO Atty. Marlo Quadra.



Surface Run-off Water Harvesting Technology for Water Supply in Camp John Hay Catchment Areas



Regional Water Quality Management Summit

JHMC's exceptional commitment to water quality management has been acknowledged during the Regional Water Quality Management conducted on **05 December 2024**.



g. Air Quality Management

✓ *Ambient Air Quality Monitoring on Particulate Matter 10 (PM¹⁰)*

All monthly ambient air monitoring conducted from January to May 2024, were in the **GOOD Air Quality Index**. The results were also submitted to the EMB-CAR. The summary of the conducted air sampling and monitoring are tabulated below:

Sampling Month	Particulate Matter 10, ug/m3	Air Quality Index
January	14	Good
February	25	Good
March	21	Good
April	34	Good

May	7	Good
December	3	Good
Average	17	Good

*Target is <55 ug/m3 of PM10

✓ *Pollution Control and Related Compliances*

JHMC has its Pollution Control Officer (PCO) who inspects and investigates sources of pollution to protect the public and environment in compliance with the Philippine Clean Air Act of 1999 (RA 8749) and the Philippine Clean Water Act of 2004 (RA 9275).

Requisite PCO Self- Monitoring Reports, Project Description Reports and pollution sources needing permits were applied and submitted for the year 2024 to the EMB-CAR.

- 2024 1st Quarter - 15 April 2024
- 2024 2nd Quarter - 12 July 2024
- 2024 3rd Quarter - 14 October 2024
- 2024 4th Quarter - January 10, 2025

h. Raising Ecological Awareness

Eco-awareness talks and other related activities towards ecological responsibility is a way of encouraging Participants to actively take part in the conservation of natural resources. This is done through eco-awareness talks, and other awareness building sessions with JHMC employees relative to its ISO 14001:2015 / EMS.

Date	Participants	Event / Policy / Program Highlighted
February 22, 2024	JHMC Interns	EMS Orientation
April 03, 2024	JHMC Newly Hired Employees and Interns	EMS Orientation
April 06, 2024	Girls Running on Trails, Baguio Ploggers, JHMC Volunteer Employees	Plogging Activity
April 18, 2024	JHMC Volunteer Employees and Interns	Clean Up Drive at Camp 3 in celebration of Bued River Day
June 30, 2024	JHMC Volunteer Employees	Tree Cart Parade in celebration of Saleng Festival

September 27, 2024	JHMC Employees and Interns	Clean Up Drive at JHRA in celebration of National Clean Up Month and International Coastal Clean Up
September 28, 2024	JHSEZ Locators	Clean Up Drive at JHSEZ in celebration of National Clean Up Month and International Coastal Clean Up
October 17, 2024	JHMC Newly Hired Employees and Interns	EMS Orientation
November 18 - 22, 2024	JHMC Employees	KALAKALikasan Event
December 06 and 19, 2024	JHMC Employees and JHSEZ Locators	Gawad Kaisa ng Kalikasan

Plogging Activity



Clean Up Drive at Camp 3



Tree Cart Parade



Clean Up Drive of JHMC Employees



Clean Up Drive with JHSEZ Locators



EMS Orientation



KALAKALikasan Event



Gawad Kaisa ng Kalikasan



i. Environmental Management Bureau (EMB) Inspection and Audit

No negative findings and/or violations were noted during the surprise inspections conducted for the year from **April to September 2023**.

Date of Inspection	Remarks
January 30, 2024	Onsite Calibration of the Ambient Air Machine.
July 24, 2024	Onsite Compliance Monitoring and Audit of Forest Lodge, The Manor and Le Monet Hotel.
August 01, 2024	Inspected the compliance of Camp John Hay Development Corporation (CJHDevCo), Camp John Hay Golf Club, and CAP-John Hay Trade and Cultural Center.
August 08, 2024	Inspected the compliance of John Hay Management Corporation (JHMC) and Hillsford Property Corporation.
August 28, 2024	Inspected the Air Pollution Source Installations (APSI) of SMART Cellsite
September 27, 2024	Inspected Mile Hi Center to check Asbestos Roofing material used in the facility and Area 1 warehouse for the remaining Asbestos that was dismantled at the Cottage 665 - 668.

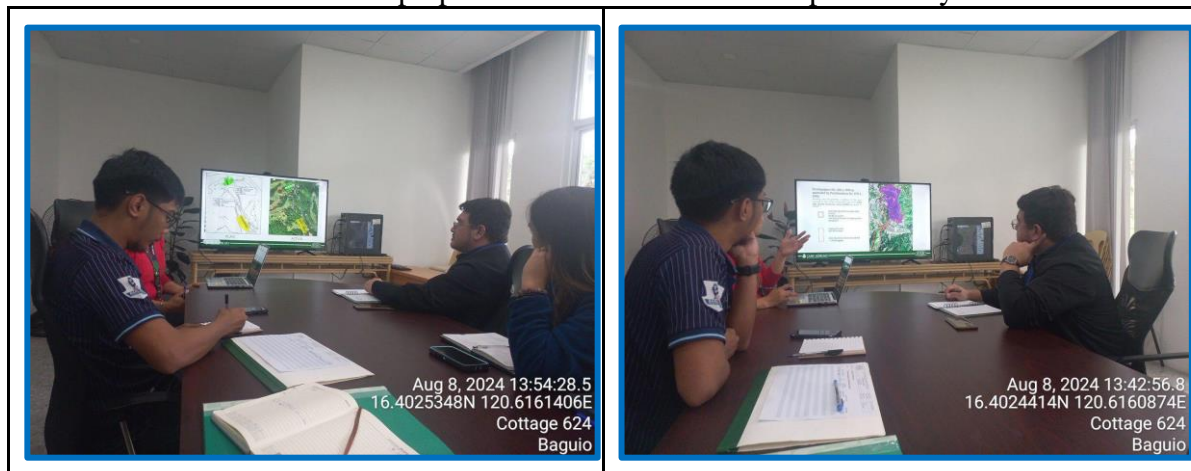
October 17, 2024	Ocular Inspection at Yellow Trail for the BLISTT Airshed Eco Walk.
November 27, 2024	BLISTT Airshed Eco Walk for the Cleaner Air in celebration of Clean Air Month, Anti-VAWC Month, Climate Change, and Environmental Awareness Month

j. Deputy Environment and Natural Resource Officers (DENROs)

A number of DENROs consisting JHMC employees and security providers authorized by DENR to enforce environment and forest protection laws, rules and regulations within CJH were continually being capacitated in relation to their duties and responsibilities.

k. Environmental Impact Statement System

Following the recent en banc decision by the Supreme Court favoring BCDA in recovering 247 hectares of the JHSEZ, previously leased to the Camp John Hay Development Corporation (CJHDevCo), it is essential to initiate the immediate transfer of the Environmental Compliance Certificate (ECC) from CJHDevCo to the BCDA. The JHMC will serve as the implementing arm and administrator for the Camp John Hay estate. Several meetings were conducted with EMB-CAR in preparation for the ECC of Camp John Hay.



A.9 Business Development and Promotions

A.9.1 New Businesses and Lease Agreements/ Contracts

a. Long-Term Lease Contract with the Baguio Mountainscapes Inc. (BMI) and BCDA-JHMC

The BMI, a subsidiary of Filinvest Development Corp (FDC) signed for the 730-square meter property within Camp John Hay., Baguio City. The property is to be developed and will be utilized as a new restaurant, the Hay Diner, designed to encapsulate Baguio’s rich heritage while also adding modern sustainable touches.



(From left) Filinvest Hospitality Corp. project development manager Mariella Pastrana, Chroma Hospitality Inc. country manager James Montenegro, BMI board chairperson Josephine Gotianun-Yap, BMI president and CEO Francis Nathaniel Gotianun, JHMC president and CEO Marlo Ignacio Quadra, BCDA president and CEO Joshua Bingcang, JHMC vice president and COO Jane Theresa Tabalingcos, and BCDA board director Marvin Ponce De Leon lead the signing of the lease contract for Cottage 660 in Camp John Hay, Baguio City. (BCDA photo)

A.9.2 Short-Term Lease Contracts (STLCs)

Locator	Period covered
1. Spouses Simplicio M. Reyes	08 March 2024 to 07 April 2024
2. Samantha Kelsey’s Snack House (Sian Vrandon P. Reyes)	08 September 2024 to 07 December 2024
3. Spouses Simplicio M. Reyes	08 September 2024 to 07 December 2024
4. St. John Paul II Learning Center, Inc.	19 October 2024 to 18 October 2025
5. Makoha Café (Sherwin Faguinas)	22 November 2024 to 21 March 2025

6. Streat Food (Paraiso R. Bautista)	22 November 2024 to 21 March 2025
7. B-B Resto Bar (Joie Mallari)	12 December 2024 to 11 April 2025
8. PSD Corporation (Jervy Andrade)	12 December 2024 to 11 April 2025
9. Luis C. Nunez, Jr.	12 December 2024 to 11 April 2025
10. Santiago's Mobile Restaurant (Edmundo Tamayo Bautista)	12 December 2024 to 11 April 2025

A.9.3 Direct Marketing

a. Panagbenga 2024 (Kick Off Parade)



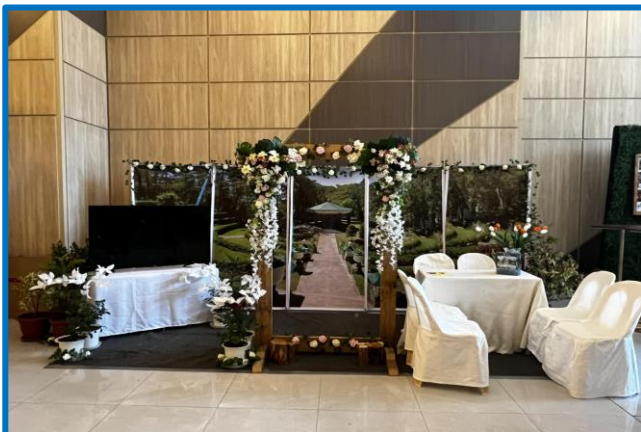
b. Panagbenga 2024 Float Parade



c. Bridal Expo 2024

The JHMC showcased the grandeur of CJH as one of the most ideal places to host weddings and other occasions during the 2024 Bridal Expo.

During the event, JHMC boosted Camp John Hay as a prime location for weddings and other festive gatherings, especially highlighting the Historical Core as a premier destination that offers more than just an intimate and romantic atmosphere. With its historical background and remarkable outdoor venue, hosting events at the Historical Core will yield more unique and memorable experiences.



A.9.4 Other Events and Activities

a. Holy Week Activity (Black Nazarene at the Historical Core)



b. Easter Sunday



c. Fil-Am Friendship Day (Rose Garden Square)



d. Camp John Hay Anniversary Celebration and Christmas Lighting Ceremony





e. Campwide Thanksgiving Celebration



A.9.5 Number of Historical Core Events and Activities

The data indicates that a total of **163** events took place from January to December 2024. The majority of these events were photoshoots, accounting for **112 or 68.71%** of the total events held. The peak of events occurred during the 4th quarter.

Type of Event	Number of Events per Quarter				Total
	1 st	2 nd	3 rd	4 th	
Photoshoot	23	26	20	43	112
Trade Fair/Bazaar	1	1	1	1	4
Wedding Ceremony	2	3	1	5	11
Wedding Ceremony and Reception	3	2	0	3	8
Events Reception	14	8	0	6	28
Grand Total	43	40	22	58	163

A.9.6 Tourist Arrival at the Historical Core, Camp John Hay

From January to December 2024, initial data for the tourist arrival at the JHSEZ were gathered, in coordination with the Safety and Security Department and assistance by the Security Agency guards. The tourist arrival was measured by providing a clicker counter at the points of entry of the JHSEZ, namely- Gate 1 (Ayala Gate), and Gate 4 (Baguio Country Club Gate).

The data shows, by comparison of the tourist's arrival of the whole camp vis-a-vis the tourist's arrival at the Historical Core, only **1.70%** of the camp wide arrivals were captured by the Historical Core.

Month	Gate 1	Gate 4	Total
January	422,816	235,486	658,302
February	321,688	169,091	490,779
March	258,627	144,468	403,095
April	437,040	175,832	612,872
May	342,761	173,189	512,446
June	387,632	172,792	560,424
July	363,705	160,853	524,856
August	386,296	187,952	570,041

September	285,447	153,161	438,608
October	403,918	237,852	641,770
November	541,187	228,250	769,437
December	705,314	403,257	1,094,878
Total	4,856,431	2,442,183	7,277,508
Tourists who visited the Historical Core			123,613
Percentage			1.70%

A.9.7 Historical Core Revenue on Admission of Tickets (in PhP)

For 2024, the total revenue generated amounted to PhP **10,659,221.20**. This revenue was derived from various sources, including approved contracts for events such as fairs, weddings, receptions, equipment rentals, and Point-of-Sale (POS) records.

Notably, this represents a **7.62%** increase in revenue compared to CY 2023, highlighting the continued growth and success of these revenue-generating activities.

A.10 Special Economic Zone Administration

A.10.1 JHSEZ Locators

As we close the year, the number of enterprises doing business within the JHSEZ brings to a total **number of JHSEZ Locators to 106**.

A.10.2 Labor Center and Job Generation

It is the commitment of the John Hay Business Community to provide much-needed jobs to residents of the BLIST Area, the direct beneficiaries of all available jobs inside the JHSEZ.

Based on the record, as of **31 December 2024**, JHSEZ has contributed an average of 4,477 employment generation for the year, with **90% sourced from the BLIST area**.

A.10.3 Quarterly Locator's Meeting

Quarterly Locator's Meetings are being held to discuss business and related matters with JHSEZ Locators. It is the proper forum for JHMC to reiterate and update all stakeholders on the implementation of the JHSEZ existing policies, and the process of the application of necessary permits.

During the 2nd Quarter Locator's Meeting held at the Bell House on **21 June 2024**, the newly appointed PCEO and its Management Team assured Locators the JHMC is looking out for their best interests, briefly explaining the Corporation's development goals, which aims to improve CJH and increase the number of tourists that visit the Camp.



The new JHMC Management joining the Locators in its 2nd Quarter Meeting on 21 June 2024. Photo courtesy of Mr. Ronald B. Zambrano.



SEZAD Manager Zaldy A. Bello discussed the agreement between BCDA-JHMC and City of Baguio concerning Business Permits during the 4th Quarter Locators' Meeting held last 06 December 2024.

A.11 Regulatory Services

A.11.1 Implementation of Rules and Regulations

Continued services for the strict implementation of rules and regulations governing the operations and doing business inside the JHSEZ by the Office of the Building Official (OBO), Environment and Asset Management Department (EAMD), and the Special Economic Zone Administration Department (SEZAD)/ Once-Stop-Action Center (OSAC)/ Customs Clearance Area (CCA).

A.11.2 Issuance of Regulatory Permits

A high percentage of **90.20%** of the total 6,532 regulatory permits and certifications applications were issued within the committed turnaround time from the Environment and Asset Management Department (EAMD), Office of the Building Official (OBO), and the Special Economic Zone Administration Department (SEZAD).

A.10 Project Management

Various priority projects on rehabilitation works aimed to maintain BCDA and JHMC assets in their pristine conditions were implemented in 2023.

A.10.1 Completed Infrastructure Projects

There were **four (4)** projects completed for the year with a total contract amounting to ***Sixteen Million Eight Hundred Sixty-Eight Thousand Six Hundred Forty-Eight & 70/100 (PhP 16,868,648.70)***, as follows:

- ✓ ***Construction of three (3) Forest Ranger Stations at Happy Hallow, Loakan, and Hillside***

The contract, with a duration of 75 calendar days, was awarded to Guava Construction and was completed on **28 June 2024**.

- ✓ ***Enhancement of Historical Core Phase 2: Secret Garden***

The 120-day project was completed on **26 November 2024** by the contractor, Shanika Construction.

- ✓ ***Fabrication and Installation of Signages in the JHSEZ***

A carry-over project awarded in 2023, this 75-day project was completed by ARJ Construction on **25 March 2024**.

✓ *Road Safety Installations in the JHSEZ*

Another carry-over project awarded in 2023, this 90-day project was completed by Norbano Builders on **11 March 2024**.

A.10.2 Ongoing Infrastructure Projects

As of the end of the year, two (2) projects are ongoing with a contract amount totaling to *Twenty-Six Million Nin Hundred Two Thousand Three Hundred Fifty-Nine and 20/100 (PhP 26,902,359.20)*:

✓ *Consulting Services for the Design of Smart Street Lighting System in the JHSEZ*

With 92.36% completion rate at the close of the year, this project was awarded to AC Ong Consulting Inc. on **28 December 2023** with 120 calendar day's duration. The remaining percentage of unaccomplished task will be completed upon the actual implementation of the design.

✓ *Construction of the JHMC Wastewater Treatment Plant*

Awarded to Ultrapure Water and Wastewater Technology, Inc. on **30 April 2024**, this has been suspended due to the delay in the issuance of the Tree Cutting Permit from the DENR which was only received on 30 June 2024. The resumption order was effective **24 October 2024** and is at **2.19%** completed as of yearend. This project's duration is eight (8) months.

B. FINANCIAL PERSPECTIVES

Adherence to R.A. 7656 or "An Act Requiring Government-Owned or Controlled Corporations to Declare Dividends Under Certain Conditions to the National Government, and for Other Purposes"

JHMC declared and remitted cash dividends to the National Government for the year 2023 on 23 April 2024 in the amount of **PhP7,326,319.61** as a direct result of the sustained positive results of operating income by the Corporation beginning year 2010.

This was a result of a Letter Request dated 08 April 2024 and was received by JHMC on 11 April 2024 from the Secretary of Finance, Mr. Ralph G. Recto, requesting a **75%** rate to be remitted.

This brings the total dividends declared to **PhP68,529,772.30** since its first declaration in year 2016.

C. INTERNAL PROCESS PERSPECTIVES

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.

C.1 Review of the JHMC Charter Statement and Strategy Map

The new set of the JHMC Board of Directors and Management made a thorough review and discussion of the existing Charter Statement of JHMC during the Strategic Planning held in November 2024. The event was also attended by the BCDA Representatives headed by no other than the President and CEO Engr. Joshua M. Bingcang. This activity led to the updated JHMC Charter Statement and Strategy Map which was approved on **16 December 2024**.

C.2 Welfare of Internal Stakeholders

At least **six (6) Policies** were introduced and/or amended to prioritize the welfare of JHMC Employees for the year.

C.2.1 New Policies

- a. *Policy for the Conduct of Fairs or Bazaars n Camp John Hay (Effectivity: 10-28-24)*

C.2.2 Amended Policies

- a. *Contract Preparation and Monitoring Policy (Effectivity: 10-28-24)*
- b. *Citizen's Charter of the Legal Department (Effectivity: 10-28-24)*
- c. *Recruitment, Selection and Hiring Policy (Effectivity: 12-09-24)*
- d. *Policy on Code of Discipline (Effectivity: 12-09-24)*
- e. *Anti-Sexual Harassment Policy (Effectivity: 12-23-24)*

C.3 Risk Assessment and Management

The JHMC implements its **enhanced** Risk Management System (RMS) to ensure the breakthrough realization of the Organization's goals and objectives.

C.3.1 Management and Performance Reviews

✓ 25-26 January 2024: CY 2023 Annual Performance Review

Aimed to check on the result of the progress of implementation of the approved plans and programs of the organization, the challenges encountered and ways to move forward to mitigate risks and achieve continual improvement within the JHMC operations, the Performance Review for CY

2023 result of projects, activities, and programs implementations at the Palm Grove Hotsprings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet.



The Participants from the Management of the CY 2023 Annual Performance Review at Palm Grove Hotsprings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet on 25 January 2025 (above) and on 26 January 2025 (below).



✓ CY 2024 Quarterly Performance Review

As part of the Plan-Do-Check-Act (PDCA) Cycle, the Quarterly Performance Review sessions are undertaken for purposes of **proper risk and opportunity management** for a more effective and efficient implementation of the 2024 programs, activities, and projects.

For the year, the Q1 to Q3 Performance Review sessions were held at the Baguio Palace Hotel, #21 Legarda Road, Baguio City.



The Participants from the Management of the CY 2023 Annual Performance Review at Palm Grove Hotspings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet on 25 January 2025 (above) and on 26 January 2025 (below).

C.3.2 Corporate Planning Sessions

✓ 26-27 November 2024: Strategic Planning

The BCDA Top Management, JHMC Board of Directors and JHMC Top Management were brought together at the Bell House, Historical Core, Camp John Hay, Baguio City on to review and discuss the future of the organization.

Guided by the Risk-Based Thinking (RBT), the JHMC BOD and Management are brought together to brainstorm and seek information in order to identify information and various signs of change that **positively disrupts** the Organization.

For the very first time, the BCDA is well represented in this Strategic Planning activity for having no less than the BCDA President and CEO, Engr. Joshua M. Bingcang, personally attending the 1st day of the activity. With him is VP for Engineering and Social Support Department Mark P. Torres; Planning Officer IV Rolando I. Navarrete Jr; and, Senior Corporate Planning Strategist Rhodenica T. Latido.





The Day 1 Participants with the BCDA Representatives led by the President and CEO Engr. Joshua M. Bingcang, JHMC Board of Directors and Management.



The Day 2 Participants with the JHMC Board of Directors led by Chairman Junie E. Cua with the Management.

✓ **19-20 June 2024: Operations Planning**

From the Strategic Planning, the Operations Planning was successfully conducted with the JHMC Management at the Sotogrande Hotel Baguio, Interior Lot 92M from Leonard Wood Road, Cabinet Hill – Teacher's Camp, Baguio City. It is at this level of planning that the measures, targets, and risks are identified and risk treatment plans are integrated into the Corporate Plans.



The President and CEO and the attendees of the Day 1 of the Operations Planning Activity.



The Participants of the Day 2 of the Operations Planning Activity.

✓ **04-05 July 2024: Departmental and Budget Planning**

Departmental Planning is important because it is at this level that action plans are identified for proper risk management. The Departmental and Budget Planning was successfully conducted with the JHMC Management and selected Officers and Staffs at the Sotogrande Hotel Baguio, Interior Lot 92M from Leonard Wood Road, Cabinet Hill – Teacher’s Camp, Baguio City.

This activity paved the way for the start of the realization of the JHMC Strategic Plan 2024-2028 and the formulation of the proposed Corporate Operating Budget (COB) for CY 2025.



The Departmental and Budget Planning Participants posed with the President and CEO Atty. Marlo Ignacio V. Quadra during the 1st and 2nd day of the activity.



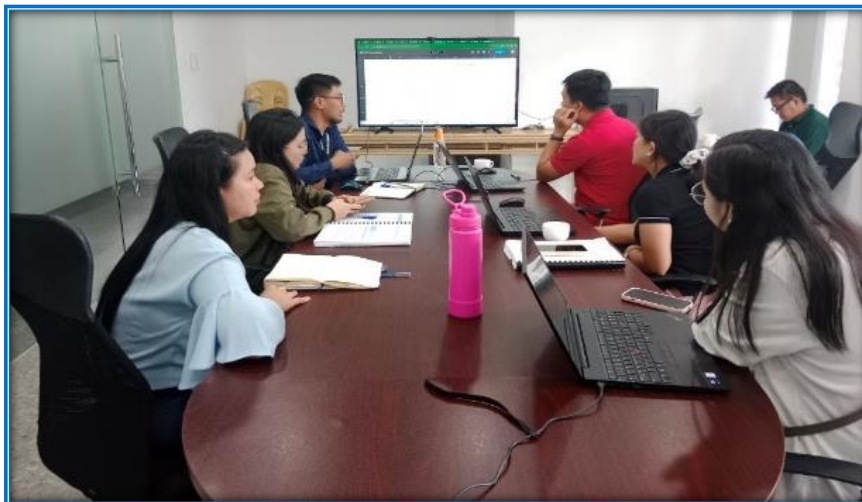
C.3.3 Operations Audit by the BCDA for 2021 to mid-2024

As part of the BCDA's oversight function to all its Subsidiaries and in accordance with the Performance Agreement (PA) between BCDA and JHMC, the Operations Audit was conducted to ensure conformance with the provisions of the PA and other relevant rules and regulations. An entry meeting was conducted on 09 September 2024 at the Conference Room C&D, BCDA Corporate Office, Bonifacio Technology Center to obtain an initial understanding of JHMC's operations, determine the documents / records needed for the audit, and identify the Point Person for the duration of the audit.

Additionally, this activity is being undertaken for purposes of **proper risk and opportunity management** for a more effective and efficient operations.

An onsite visit was conducted on **21-22 October 2024 and 04-05 November 2024**. Inspection of the infrastructure projects and observation of processes were also undertaken.





The random Auditees during the onsite Audit with the BCDA Internal Audit Services Department personnel.

C.3.4 Legal Risk Assessment/ Management

Legal Opinions on various matters consulted by Management and the Board were issued to assess/ evaluate legal risks and recommend actions to address, manage and/or mitigate such risks.

15 LEGAL OPINION

11 CONTRACT REVIEW

C.3.5 2024 Annual Legal Risk Assessment Survey (LRAS)

On 28 December 2024, the annual LRAS was conducted with 49.43% participation rate. The result will be used for legal risk interventions as may be necessary.

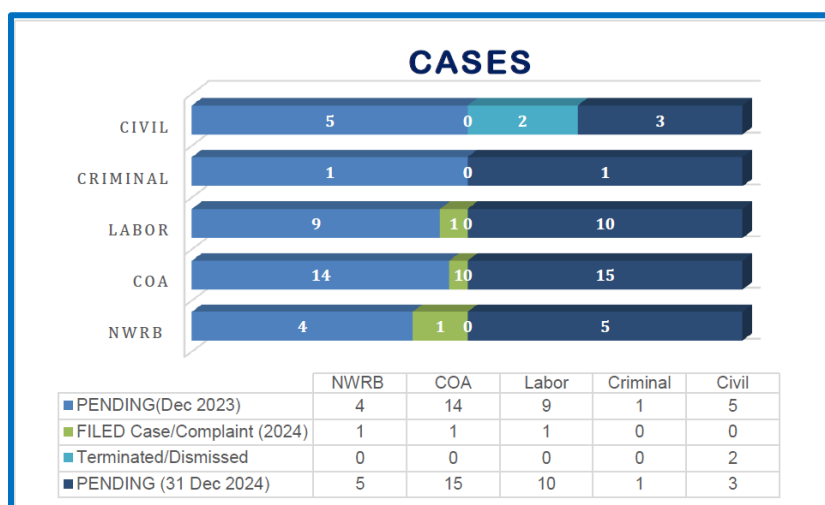
C.3.6 Case Management

In collaboration with the Office of the General Corporate Counsel (OGCC) and the Office of the Solicitor General (OSG), the following data for 2024 is presented:

- ✓ **Cases filed with the City Buildings and Architecture Office (CBAO)**
JHMC files complaints with the CBAO against persons for construction structures without the required permits from JHMC and CBAO for violation of the National Building Code.

Month	No. of individuals
February	9
March	25
April	20

- ✓ **Summary of Various Cases Filed by and Against JHMC/BCDA**



✓ **Reversion Cases**

Below is the no. of reversion cases pending based on the 23 September 2024 update of BCDA-Legal Services Department:

<u>PENDING</u>	
SC	18
RTC	5
MTC	10
FOR FILING:	1

C.4 Good Governance Conditions

For 2024, the JHMC has **fully complied** with the Good Governance Conditions (GGCs) and Other Conditions and Requirements (OCRs) as provided in Sections 11 and 12 of the GCG MC No. 2024-01 “Enhanced Performance Evaluation System (PES) for the GOCC Sector” dated 28 June 2024.

C.5 Senate Bills and House Bills

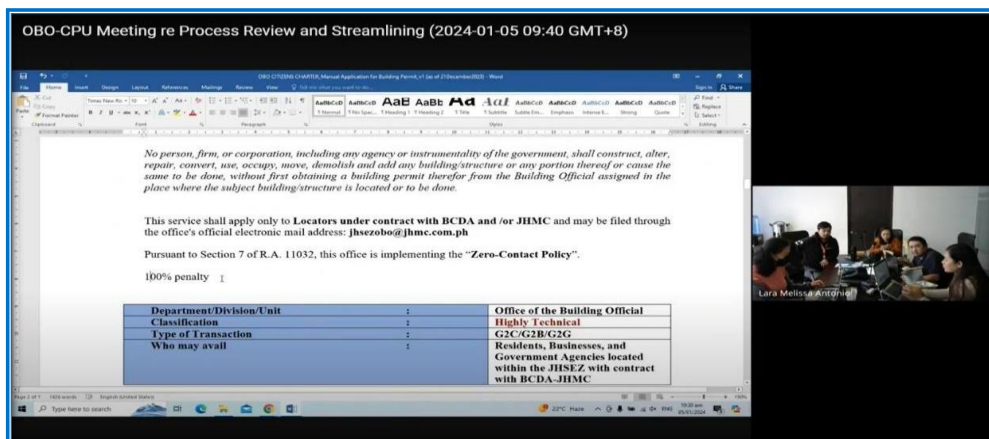
The JHMC’s position papers were prepared for the following:

- ✓ **House Bill 9428:** “An Act Declaring Portions of the Land Transferred to the Bases Conversion and Development Authority in Camp John Hay Reservation Area Under Republic Act No. 7227”
- ✓ **House Bill 7406:** “An Act Amending Sections 23, 50, 52 and 50 of Republic Act No. 11689, Otherwise known as Revised Charter of the City of Baguio”
- ✓ **Senate Bill 2717:** “Amendments to the Investors’ Lease Act”
- ✓ **Senate Resolution of Both Houses No. 6:** “Resolution of Both Houses of Congress Proposing Amendments to Certain Economic Provisions of the 1987 Constitution of the Republic of the Philippines, Particularly on Articles XII, XIV and XVI”
- ✓ **Senate Bill No. 2762/ House Bill No. 9794:** “An Act Amending Sections 27, 28, 32, 34, 51, 106, 108, 109, 112, 135, 237, 237-a, 269, 292, 293, 294, 295, 296, 297, 300, 301, 308, 309, 320, and 311, and Adding New Sections 135-a, 295-1, 296-1 and 297-1 of the National Internal Revenue Code of 1991, as Amended, and for Other Purposes”

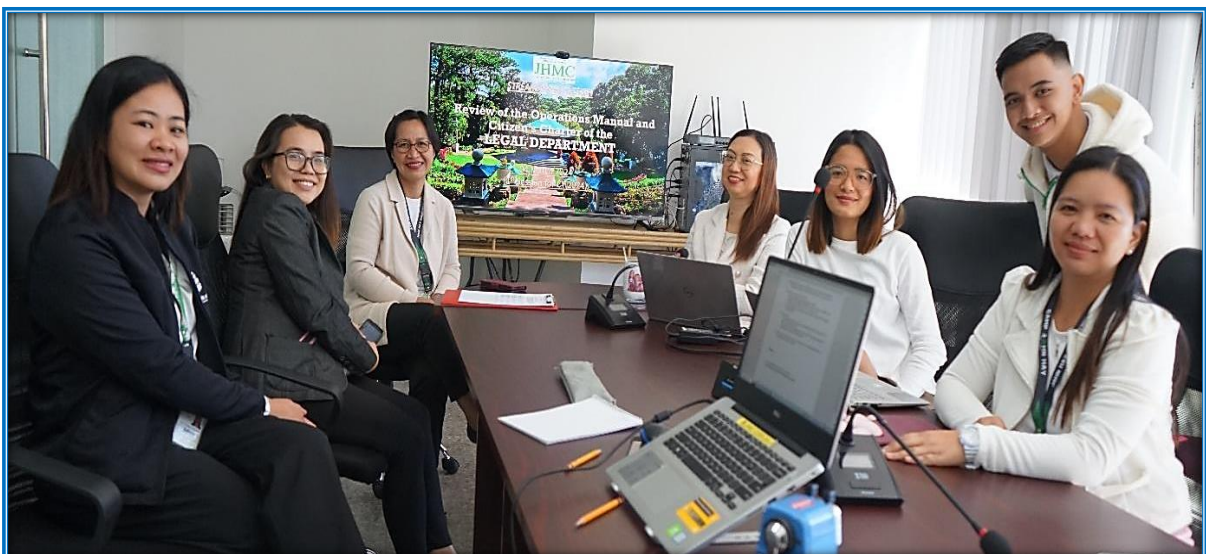
C.6 Process Review and Streamlining Efforts

Compliance to EODB Law and OP-ARTA directives on streamlining and process improvement and in compliance to the ISO 9001:2015 standards on continual improvement, **a total of seven (7) meetings** for the updating of the Citizen's Charter and operational processes based on recent issuances from the applicable regulatory agencies and the guidance from the ISO 9001:2015, with the evaluation and recommendation for revisions by the OPCEO-CPU, as follows:

- **05 January 2024** - process review and updating of the existing Citizen's Charter of the Office of the Building Official (OBO0 at the Conference Room, 2nd Floor, JHMC Office Building, JHSEZ, Camp John Hay, Baguio City;



- **04-05 March 2024** - process review and updating of the existing Citizen's Charter of the Legal Department (LD) at the Conference Room, 2nd Floor, JHMC Office Building, JHSEZ, Camp John Hay, Baguio City;



- **03 and 05 June 2024; 06 November 2024; and, 11 December 2024** - process review and updating of the existing Citizen's Charter of the ASD – General Services Division at the Board Room, 1st Floor, JHMC Office Building, JHSEZ, Camp John Hay, Baguio City;



C.7 2024 Updated Citizen's Charter

As a result of the streamlining efforts, the systems and procedures affecting the external services, internal services, and internal processes of at **least two (2) Offices**: (1) **Legal Department**; and, (2) the **Office of the Building Official (OBO)** have already been approved by the BOD in CY 2024. The rest are in their finalization stages.

C.8 Digitization Efforts in 2024

At least two (2) systems were automated and or updated for the year:

C.8.1 Updating of the Land and Asset Management Information System (LAMIS)

In collaboration with the BCDA, this project aims to automate all land-related processes within JHMC and develop/ configure web mapping applications to easily be connected to the BCDA Web Mapping Platform.

Initially rolled out in December 2022, its functionalities were updated and enhanced in 2024, as follows: (a) databases; (b) web maps; and, (c) enhanced features for the CJH Community Redevelopment Project Census and Tagging GeoForm.

The updated system was rolled out to End-Users on **27 December 2024**.

C.8.2 Implementation of the Billing and Contract Monitoring Information System (BCMIS)

This project is in collaboration with the JHMC, and Bases Conversion and Development Authority (BCDA) with its Consultant, CloudQwest Solutions, Inc.

This project was initiated to implement and integrate the BCMIS within the JHMC's Enterprise Resource Planning (ERP) System for the automation of processing system of the Internal Support Services of JHMC. This will also enhance other features of the ERP to maximize the use of the system.

The JHMC has the following processes/ module to be considered in the Information System and designated users can only access the Information System according to their role-based user privilege:

- Billing Module
- Contract Monitoring Module

The system was rolled out to End-Users on **05 December 2024**.

C.9 Website Statistics

Based on the table below, the official JHMC website (<http://www.jhmc.com.ph>) garnered the following statistics according to web.com.ph Awstats data (website service provider):

MONTH	UNIQUE VISITS		NUMBER OF VISITS		HITS	
	2023	2024	2023	2024	2023	2024
January	6,512	7,744	13,676	13,274	247,003	902,506
February	4,922	9,584	9,521	26,207	212,023	382,625
March	6,276	9,614	10,392	38,645	256,378	514,902
April	6,303	8,070	13,641	28,925	284,951	382,313
May	6,479	7,157	12,341	24,952	386,704	334,033
June	6,236	7,783	13,578	27,339	284,488	382,886
July	6,492	8,744	12,531	28,966	246,802	383,474
August	6,856	2,762	11,185	7,416	254,619	138,523
September	7,561	7,221	15,179	22,251	253,100	458,207
October	5,189	8,269	8,669	25,397	227,939	445,646
November	7,064	7,716	11,048	21,943	247,849	339,836
December	6,580	8,330	10,326	22,539	246,444	310,573
TOTAL	76,470	92,994	142,087	287,854	3,148,300	4,975,524
REMARKS	21% ↑		102% ↑		58% ↑	

Note: Visits refer to the number of times the website was accessed and hits refer to any files or pages requested from the website.

There is an increase in the number of visits in the www.jhmc.com.ph website.

C.10 Disposition of Records

The actual disposal of records activity as requested by JHMC was conducted last **18 April 2024**, and it was attended and witnessed by the representative of National Archives of the Philippines (NAP) and Commission on Audit (COA).

The following disposed records were dated from 1991 to 2022 and having exceeded its retention period:

RECORDS SERIES TITLE AND DESCRIPTION	PERIOD COVERED
Communication Incoming Outgoing	2008-2021
Special Order (S.O)	2010-2021
Policy	2010-2021
Memorandum/Notices	2010-2021
Logbooks	2010-2021
Meetings/Proceedings Files, Agenda (Board Materials)	1997-2022
Completed Staff Work (CSW)	2010-2021
Plans Action/Work	2010-2020

RECORDS SERIES TITLE AND DESCRIPTION	PERIOD COVERED
Reports Others	2008-2021
Customer Feedback Forms	2015-2021
Daily Drivers's Trip Ticket	2010-2022
Travel Authorizations	2010-2022
Daily Time Record (DTR) and other supporting documents	2015-2021
Performance Appraisal/Evaluation	2011-2018
Bids and Awards Committee Files	1991-2018
Stock Cards	2015-2020
Requisition and Issue Slip (RIS)	2010-2022
Training Reports	2018-2021

The following table shows the summary of records disposed:

ITEMS	TOTAL
Number of Sacks	233
Weight (in kilograms)	3,223
Amount (in PhP) per Kilogram	3.29
Amount (in PhP)	10,603.67



C.11 Implementation of the Approved Amended Strategic Performance Management System (SPMS) Manual of JHMC

In its 4th year, the SPMS Manual of the JHMC was fully implemented in compliance with the provisions of the Governance Commission on Government-Controlled or Owned Corporations (GCG) Memorandum Circular No. 2021-01 for the establishment and implementation of an SPMS of the Civil Service Commission (CSC) or its equivalent.

- ✓ At least **eight (8) meetings** were facilitated for the year by the Performance Management Team (PMT) for the following:

a. ***Performance Review Conference***

The result of the PMT Secretariat's (OPCEO-CPU) validation of the initial assessment of each Office Heads were discussed, with recommendations for the corresponding OPCR rating, for the consideration and endorsement of the PMT Members for the approval of the PCEO as the Presiding Officer of the Conference.

16 January 2024 – Review of the EAMD – LAMD Individual Performance and Commitment Review (IPCR) Forms held at the Conference Room, 2nd Floor JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City;

01 April 2024 – Presentation of the validation result of the 2023 Office Performance Evaluation Report (OPER) for FSD and ASD held at the Board Room, 1st Floor JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City;

02 April 2024 – Presentation of the validation result of the 2023 OPER for SSD held at the Board Room, 1st Floor JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City;

03 April 2024 – Presentation of the validation result of the 2023 OPER for IAO and SEZAD held at the Conference Room, 2nd Floor JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City;

04 April 2024 – Presentation of the validation result of the 2023 OPER for EAMD, LD, and OPCEO held at the Board Room, 1st Floor JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City;

05 April 2024 – Presentation of the validation result of the 2023 OPER for OCS and BDD held at the Board Room, 1st Floor JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City;

15 April 2024 – Performance Review Conference for CY 2023 was held at the Board Room, 1st Floor, JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City. The OPCEO-CPU provided the result of its validation of the initial assessment of each Office Heads, with recommendations for the corresponding OPCR rating, for the consideration and endorsement of the PMT Members for the approval of the PCEO as the Presiding Officer of the Conference; and,

b. ***Deliberation of the Proposed Office Performance and Commitment Review (OPCR) Forms***

The PMT Secretariat (OPCEO-CPU) provided its recommendations/ observations on the Success Indicators and weight distribution based on the alignment of the concerned Office to the Organizational goals and objectives and various Agency Accountabilities, for the PMT's consideration and approval on the following sessions:

19 November 2024 – Deliberation for the proposed Office Performance Commitment and Review (OPCR) 2025 held at the Board Room, 1st Floor, JHMC Office Complex, JHSEZ, Camp John Hay, Baguio City.





D.1 Human Resource Development Program

The HRDP comprises the various interventions to address competency gaps of employees and/or developmental activities, which may be for a specific employee, group of employees or for the whole organization.

D.1.1 Strategic Measure: Increase the Organizational Competency

The JHMC committed to provide each employee at least a 16 hours training and/or development programs. Thus, out of the 57 regular employees, **a total of 57 employees or 100%** were provided with at least 16 hours of training and/or development programs as of 31 December 2024, the summary of which is hereunder provided:

OBJECTIVES	KPI	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
To provide continuous learning and growth opportunities for all JHMC personnel which includes, but not limited to training, seminar, forums, conferences, coaching, mentoring, focused group discussion, and short courses.	Provision of 16 hours relevant training and/or development program per JHMC personnel based on the approved Human Resource Development Program (HRDP).	52 Employees	52 Employees	32 Employees	25 Employees

D.1.2 Organizational Development Programs

Some of the organizational development programs provided were the following:



Safety and Security Related
Training: Fire Safety
Awareness Training
22 April 2024
Bureau of Fire Protection
Baguio | ASD - HRD
Bell House, Camp John Hay,
Baguio City



Safety and Security Related
Knowledge Training: Forest
Fire Management
23 April 2024
Bureau of Fire Protection
Baguio | ASD - HRD
Bell House, Camp John Hay,
Baguio City



Capacity Building for JHMC
Committee on Anti - Red
Tape
16 April 2024
Anti - Red Tape Authority



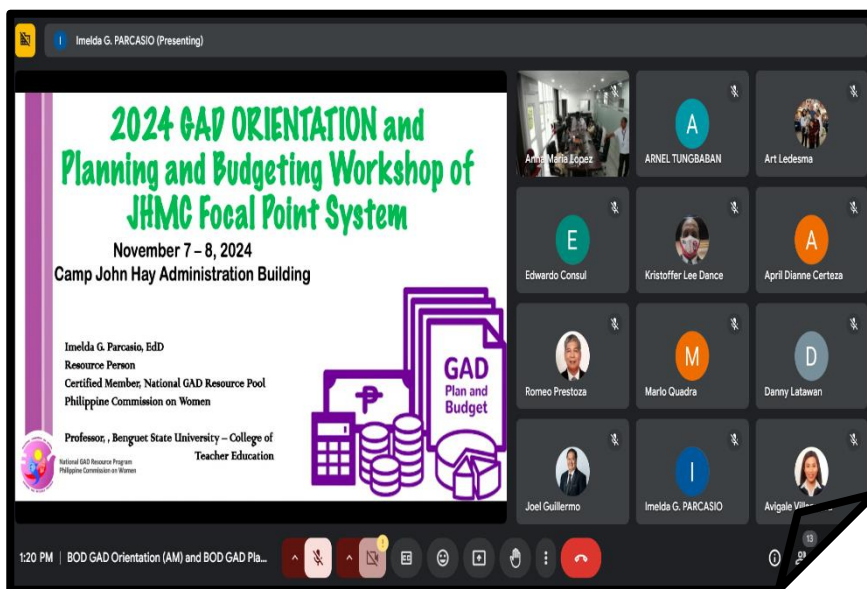
Quality Management
System: Quality Workplace
Standards
27 May 2024
Alfa Personnel Care
Language Tutorial Inc.
Bell House, Camp John Hay,
Baguio City



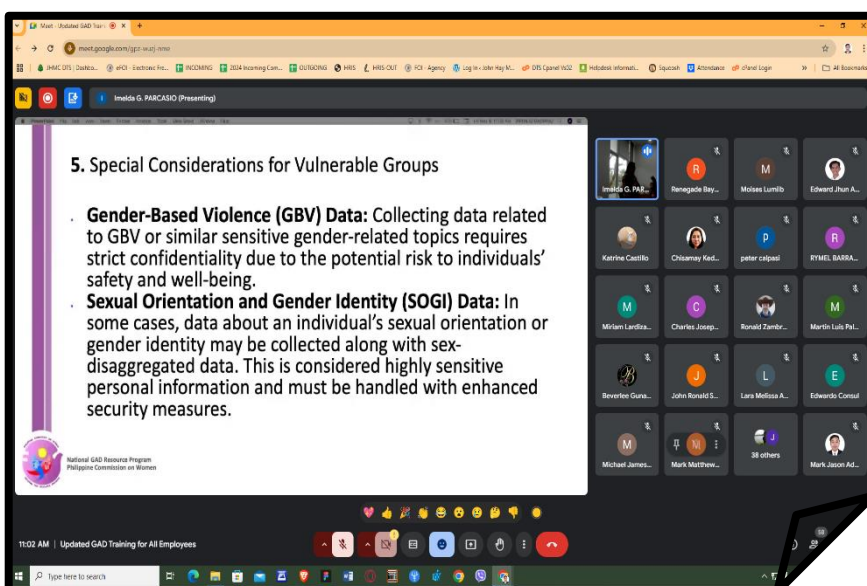
Environmental Management
System: Industrial Hygiene
28 May 2024
Alfa Personnel Care
Language Tutorial Inc.
Bell House, Camp John Hay,
Baguio City



SEC Small and Medium Industries and Large Enterprises Embracing Sustainability (SEC SMILEES)
18 September 2024
Securities and Exchange Commission
Ion Hotel, Baguio City



GAD Orientation, Planning and Budgeting for 2025
Dr. Imelda G. Parcasio
07 November 2024
JHMC Board Room



GAD Training on RA 1131 Safe Spaces Act
Dr. Imelda Parcasio
08 November 2024
JHMC Conference Room/Online

D.1.3 Staff Meetings



19 January 2024

Staff Meeting Agenda:

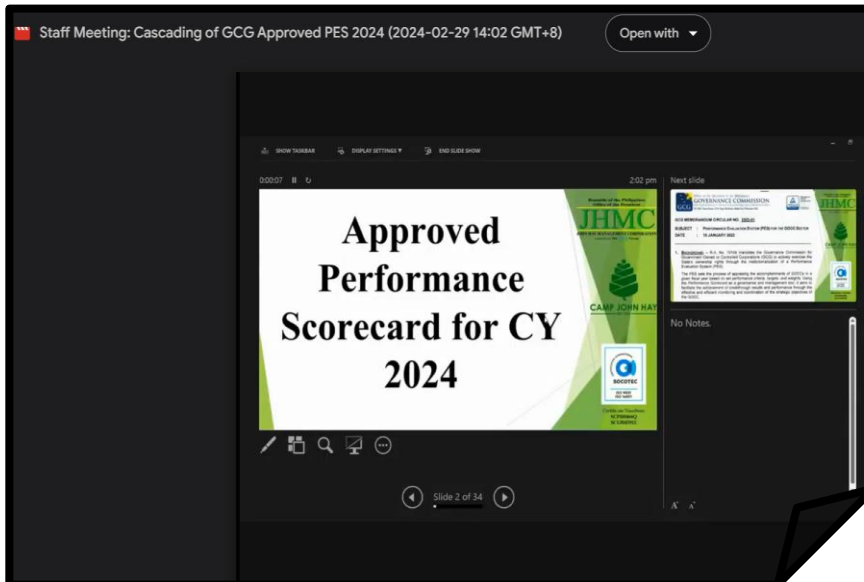
1. Corporate Planning Unit: Amended Quality Manual, and SPMS,
2. Human Resource Division: Statement of Assets, Liabilities and Net Worth (SALN)



19 February 2024

Staff Meeting Agenda:

1. Provident Fund,
2. GSIS Migration



29 February 2024
Staff Meeting Agenda:
Cascading of GCG
Approved PES 2024



27 May 2024
Staff Meeting Agenda:
Intended for incoming and
outgoing President and CEO



12 December 2024
Staff Meeting Agenda:
1. CPU: a. Cascading of the Amended JHMC Charter Statement and Strategy Map, b. Guidelines for the preparation and submission of the 2025 (IPCR) Forms, 2. HRD: a. Cascading of Policy on Recruitment, Selection and Hiring; b. Code of Discipline; c. National ID Schedule for JHMC Employees and Locators, 3. EMD: General Updates

D.2 Work-Life Balance

The JHMC continuously promotes the well-being of its employees regardless of position, age, sex, civil status, religion, belief, and culture through the conduct of various activities such as physical, financial, environmental, emotional, and spiritual. Thus, the JHMC, developed and implemented the following programs to ensure a work-life balance amongst all employees, to wit:

D.2.1 Team Building Activity and Health and Wellness Activity



13 – 15 March, 2024
JHMC Team Building
Activity at San Juan, La
Union
One Team! One Hurray!



13 – 15 March, 2024
JHMC Team Building
Activity at San Juan, La
Union
One Team! One Hurray!



13 – 15 March, 2024
JHMC Team Building
Activity at San Juan, La
Union
One Team! One Hurray!



22 March, 2024
Health and Wellness Kick Off
Program



22 March, 2024
Health and Wellness Kick Off
Program



Fridays Health and Wellness
Activity



Fridays Health and Wellness
Activity



30 October 2024
Health and Wellness Closing
Program



30 October 2024
Health and Wellness Closing
Program



D.3 Rewards and Recognition

JHMC conducted a Recognition Program to the **Loyalty Awardees for CY 2024**, to wit:





15 years
Joey Bongdoen Ayeo - eo



15 years
Ronald Corpuz Santos



15 years
Anne Maria Gilas Lopez
Represented by: April Dianne
D. Certeza



10 years
Lea Contada Quisoben -
Maguilao



10 years
Jose Batang Tagle
Represented by: Rodel P.
Villanueva



5 years
Beverlee Quela Gunaden



5 years
Avigale Cenon Villanueva

D.4 Gender and Development (GAD) Program

07-08 October 2024 – 4th Investment Promotion Agencies' (IPA) GAD Forum held at the TIEZA, Auditorium, Double Dragon, Meridian Tower, Diosdado Macapagal Avenue, Pasay City.



Benchmarking and Exchange of Best Practices

03 December 2024: Authority of the Freeport Bataan (AFAB) benchmarking on JHMC GAD practices.



JHMC GFPS led the AFAB GAD Committee in the tour of the facilities with GAD perspectives. Photo credits from the JHMC Official Facebook Page.

“The past is a source of knowledge, and the future is a source of hope. Love of the past implies faith in the future.”

– Stephen Ambrose



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

CLOSING STATEMENT

2024 has been transformative. It has been a journey of pushing boundaries, embracing change, and building bridges. And as we regenerate our resolve to navigate through challenges, I would like to express my profound gratitude to my JHMC family who continuously work hand in hand as we advance toward our shared mission.

Words scarcely capture the abundance of blessings JHMC has experienced this past year. With continuous improvement on our management systems and streamlining of our processes, we became more adaptable than ever. We diligently worked to optimize resources in order to achieve goals.

Let's all work hard towards **a culture of trust, shared purpose, and collective success.**

With a grateful heart,

ATTY. MARLO IGNACIO V. QUADRA
President and Chief Executive Officer
John Hay Management Corporation