

JHMC

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

SECRETARY'S CERTIFICATE

REPUBLIC OF THE PHILIPPINES) Sc.

BAGUIO CITY)

I, **TEDDY ESTEBAN F. RIGOROSO**, of legal age, married, with office address in Rigoroso Galindez Rabino Laron & Maristela Law Offices, 901 Fil Garcia Tower, 140 Kalayaan Avenue, Diliman, Quezon City, Metro Manila, Philippines, being the Corporate Secretary of the John Hay Management Corporation (JHMC), after having been duly sworn in accordance with law, hereby CERTIFY, that during the Organizational and 262nd Regular Meeting of the JHMC Board of Directors held on 07 April 2025 at the Board Room, JHMC Office, Camp John Hay, Baguio City, where a quorum was present, upon motion made and duly seconded, the Board passed and approved the following resolution:

*John Hay Management Corporation
Board Resolution No. 2025-0407-079*

Resolve, as it is hereby **resolved**, that the **John Hay Management Corporation ("JHMC") Board of Directors** hereby **approves** the Performance Scorecard Monitoring Report for CY 2024;

Resolved, finally, that this Resolution shall take effect immediately on 07 April 2025 and shall supersede all prior JHMC resolutions, instructions, memoranda, circulars, or instruments inconsistent herewith.

This certification is being issued subject to the final approval of the Minutes of the 07 April 2025 JHMC Board meeting.

APR 30 2025

IN WITNESS WHEREOF, I have set my hand this ___ day of _____ 2025 in BAGUIO CITY

ATTY. TEDDY ESTEBAN F. RIGOROSO
Corporate Secretary

APR 30 2025

SUBSCRIBED AND SWORN TO before me this ___ day of _____ 2025 in BAGUIO CITY,
affiant exhibiting to me his IBP Identification Card No. 42240.

Doc No.: 192
Page No.: 39
Book No.: X
Series of 2025

GRAY S. TAMBIAK
Notary Public for Baguio City
Notarial Commission N.A. 38-MC-25-R
My Commission Expires on December 31, 2026
Roll No. 63487; 05-08-14: Manila
MCLE COMPLIANCE No. 1111 - ON PROCESS
PTR No. 7619668; 01-02-2023; Baguio City
IBP O.R. No. 477774; 11-19-24 (2025)
Baguio-Benguet Chapter
Email: gray_tambiak@yahoo.com

JOHN HAY MANAGEMENT CORPORATION

Component						Annual Target (2024)	January 01, 2024 to December 31, 2024	
	Objective/ Measure	Formula	Weight	Rating System	Actual Accomplishment		Weight (%)	
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO1	Develop John Hay as a Premier Tourist and Investment Destination						
	SM 1	Number of New Locators	Absolute Number	15%	(Actual/Target) x Weight	10	11	15
	SM 2	Monthly Average Number of Jobs Generated	Total Number of Jobs Generated by Locators for the Year/ 12 months	10%	(Actual/Target) x Weight	5% increase from the 2023 GCG Validated Actual	4,259	6.45
						6,605		
	SM 3	Gross Sales of Business Enterprises Within the JHSEZ	Actual Amount	10%	(Actual/Target) x Weight	15% increase from the 2023 GCG Validated Actual	₱1,099,814,742.94	9.37
						₱1,173,884,128.44		

Component						Annual Target (2024)	January 01, 2024 to December 31, 2024	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO 2	Ensure Responsible and Sustainable Multiple Uses of the Watershed						
	SM4	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) Within the JHSEZ	Absolute Number	7.5%	All or Nothing	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81	100% tests resulted in Good Quality January to April 2024 - average readings as submitted to the EMB-CAR were all within the GOOD air quality index December 2024 - within the GOOD air quality index as per CEPMO reading	7.50
	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA						
	SM 5	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory/ Total Number of Respondents	5%	(Actual/Target) x Weight 0% = if less than 80%	90%	93.88%	5
		Sub-total			47.50%			

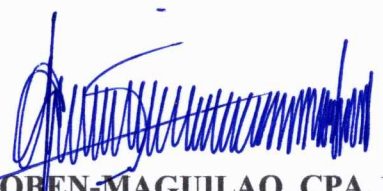
Component						Annual Target (2024)	January 01, 2024 to December 31, 2024	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	
FINANCIAL	SO 4	Increase JHMC Revenues to Attain Financial Viability						
	SM 6	Increase Internally Generated Revenue of JHMC	Actual Amount of Revenues Collections	10%	(Actual / Target) x Weight	₱17,950,000.00	₱21,476,302.56	10
	SM 7	Zone Revenue Collection Efficiency	Actual Collection / Total Zone Revenue Due for Collection (Excluding Advance Payments and Penalties Collected)	10%	(Actual / Target) x Weight	100%	131.72%	10
						₱75,434,572.03	₱99,360,193.81	
	SO 5	Exercise Fiscal Discipline						
	SM 8	Disbursement Budget Utilization Rate	Total Disbursements/ BCDA - Approved Corporate Operating (COB) (Both Net of PS Cost)	5%	(Actual / Target) x Weight	90%	86.97%	4.83
						₱116,262,202.59	₱101,116,499.01	
	Sub-total			25%				

Component						Annual Target (2024)	January 01, 2024 to December 31, 2024	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
INTERNAL PROCESS	SO 6	Ensure Continual Improvement of Process for Efficiency and Effectiveness						
	SM 9	Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time	Number of Requests Processed Within Applicable Processing Time/ Total Number of Requests Received	7.5%	(Actual/Target) x Weight	100%	94.84%	7.11
						6,558 out of 6,915 Regulatory Permits for Business Enterprises were issued within applicable processing time.		
	SO 7	Maintain the Quality and Environment Management Systems						
	SM 10	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintenance	Passed the Recertification Audit conducted by TÜV SÜD PSB Philippines Inc. (3rd Party Certifying Body) on 14-15 October 2024.	5
	SM 11	Maintenance of ISO 14001:2015 Certification	Actual accomplishment	5%	All or Nothing	ISO 14001:2015 Certification Maintenance	Passed the Recertification Audit conducted by W3 Solutionz Training and Assessment Center (3rd Party Certifying Body) on 12-13 November 2024.	5


Component						Annual Target (2024)	January 01, 2024 to December 31, 2024	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
INTERNAL PROCESS	SO 8	Adapt Technology and Improve ICT Infrastructure as Effective Management Tools						
	SM 12	Implementation of the Information System Strategic Plan (ISSP)	Actual Accomplishments	5%	All or Nothing	100% Accomplishment of the 2024 ISSP Deliverables	Five (5) of the 2024 ISSP deliverables were accomplished: 1. Virtual Private Network (VPN) 2. Digitization of Vital Records and Documents 3. Upgrading/ Replacement of ICT Equipment 4. Billing and Contract Monitoring Information System (BCMIS) 5. Enhancement of the Land and Assets Management Information System (LAMIS) The following were not implemented for reasons beyond the control of JHMC. 1. Upgrading and migration of JHMC web services to DICT 2. Enhancement of the SEZ Regulatory	5
	Sub-total			22.50%				

Component						Annual Target (2024)	January 01, 2024 to December 31, 2024	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
LEARNING AND GROWTH	SO 9	Improve Knowledg, Enhance Skills, and Promote Professionalism and Career Development						
	SM 13	Percentage of Employees Meeting Required Competencies	Number of Employees with Required Competencies Met/ Total Number of Employees	5%	All or Nothing	Increase from 2023 Actual Competency Level	Competency Baseline of the Organization improved by 5.09%.	5
	Sub-total			5%				
	TOTAL			100%			95.26	

Prepared by:




LEA C. QUISOBEN-MAGUILAO, CPA, REA, REB
Corporate Planning Manager

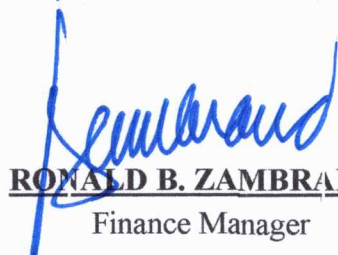


BEVERLEE Q. GUNADEN
Corporate Planning Clerk

Reviewed by:



JANE THERESA G. TABALINGCOS
Vice-President and Chief Operations

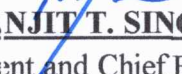


RONALD B. ZAMBRANO
Finance Manager

Approved by:



JOSE EMMANUEL P. GUILLERMO
Chairperson, Board of Directors



MANJIT T. SINGH REANDI
President and Chief Executive Officer