

JOHN HAY MANAGEMENT CORPORATION
Result of the Revalidation of the 2023 Performance Scorecard

Component											
Objective/Measure		Formula	Weight	Rating System	Target	JHMC Submission		GCG Validation		Supporting Documents	Remarks
						Actual	Rating	Actual	Rating		
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO 1	Develop John Hay as a Premier Tourist and Investment Destination									
	SM 1	Number of New Locators or Development Projects ¹ Signed	Absolute Number	10%	(Actual / Target) x Weight	10	31	10%	38	10%	Permits to Operate (PTOs) and Temporary Permits to Operate (TPTOs) Short-Term and Long-Term Lease Contracts Target exceeded.
	SM 2	Number of Jobs Generated in the JHSEZ	Total Number of Jobs Generated by Locators for the Year / 12 Months	10%	(Actual / Target) x Weight	5% Increase from the 2022 GCG Validated Actual	6,290	10%	6,290 (5.87% increase from 2022 GCG-Validated Actual of 5,941 jobs generated)	10%	Summary of Employment Reports from January to December 2023 Employment Reports Generated from SEZRIS Monthly Employment Reports and/or Certifications from the Locators Target met.

¹ Development projects refer to available areas or structure for disposition which were sourced through public bidding or other allowed modes of divestment. New locators are classified as either lessees, renewal of lease agreements or sub-lessees/concessionaires with Permit to Operate (PTO) or Temporary Permit to Operate (TPTO) within the year.

Revalidation Result of the 2023 Performance Scorecard of JHMC (Annex A)

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure	Formula	Weight	Rating System	Target		Actual	Rating	Actual	Rating		
SM 3	Gross Sales of Business Enterprises Within the JHSEZ	Actual Amount	10%	(Actual / Target) x Weight	7.5% Increase from the 2022 GCG Validated Actual	₱1,020,768,807	10%	₱1,020,768,807 (23.31% increase from 2022 GCG-Validated Actual of ₱827.21 Million)	10%	Annual Locators Sales Report Monthly Sales Report from Locators	Target met.
SO 2	Ensure Sustainable Multiple Use of Forest Watershed										
SM 4	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) Within the JHSEZ	Number of Tests which Resulted in Good Air Quality (0-54 µg/m³ / Total Number of Tests Conducted	7.5%	All or Nothing	100% of Tests Resulted in Good Air Quality	100% of Tests Resulted in Good Air Quality	7.5%	100% of Tests Resulted in Good Air Quality	7.5%	Letter to EMB CAR re Ambient Air Monitoring Result for January to December 2023 Calibration Service Report and Calibration Report of the Ambient Air Monitoring Equipment of JHMC DENR M.C. No. 013 Series of 2005: Guidelines for the Designation of Attainment and Non-attainment	Target met.

Revalidation Result of the 2023 Performance Scorecard of JHMC (Annex A)

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
										Areas in an Airshed Justification of no Ambient Air Data collected in August 2023.	
SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA										
SM 5	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Respondents	10%	(Actual / Target) x Weight If Less Than 80% = 0%	90%	94.50%	10%	94.38%	10%	Compliance Report from ARTA	The result is based on the responses of clients availing external services only. The CSM score refers to the percentage of respondents who rated 'Agree' and 'Strongly Agree' for Service Quality Dimension 0: "I am satisfied with the service that I availed".
	Sub-total		47.5%				47.5%		47.5%		

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
	SO 4	Increase JHMC Revenues to Attain Financial Viability										
FINANCIAL	SM 6	Increase Internally Generated Revenue of JHMC	Actual Amount of Revenue Collections	10%	(Actual / Target) x Weight	₱16.5 Million	₱23.47 Million	10%	₱23.57 Million	10%	Revised Zone Collection Efficiency Report 2023 EPRER as Submitted to and Checked by Bases Conversion and Development Authority (BCDA) BCDA Letter on Verified Collections Justification for the variance in the reported Collection	Target exceeded.
	SM 7	Zone Revenue Collection Efficiency	Actual Collection / Total Zone Revenue Due for Collection (Excluding Advance Payments and Penalties Collected)	10%	(Actual / Target) x Weight	100%	105.82%	10%	90.53%	9.05%	Revised Zone Collection Efficiency Report 2023 EPRER as Submitted to and Checked by BCDA BCDA Letter on Verified Collections	Target not met. Review of the documents showed that there were accounts that are excluded in the verified projected collection of BCDA. See Appendix 1 .

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
	SM 8	Disbursement Budget Utilization Rate	Total Disbursements / BCDA-Approved Corporate Operating Budget (COB) (Both Net of PS Cost)	5%	(Actual / Target) x Weight	90%	65.84%	3.66%	80.60%	4.48%	COA Annual Audit Report 2023 Corporate Operating Budget (COB) as approved by the BCDA Disbursement and Check Vouchers	Target not met. JHMC disbursed a total of ₱35.62 Million out of the total 2023 budget of ₱44.19 Million (Both Net of PS Cost).
		Sub-total		25%			23.66%		23.53%			
	INTERNAL PROCESS	SO 5	Improve Efficiency and Effectiveness of Process									
SM 9		Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time	Number of Requests Processed Within Applicable Processing Time² / Total Number of Requests Received	7.5%	(Actual / Target) x Weight	100%	76.34%	5.73%	Cannot Be Validated	0%	Citizen's Charter Summary Breakdown of Transactions per Process Copies of Issued Permits/ Certificates/ Passes	During the onsite validation, the GCG identified discrepancies in 10 out of 12 sampled permits. ³

² The applicable processing time will be based on JHMC's compliance with Republic Act No. 11032, as reflected in JHMC's Citizen's Charter.

³ Number of sampled permits were limited due to time constraints during the onsite validation held on 29-31 May 2024 at the JHMC Office in Baguio City as it took a considerable amount of time for JHMC to reconcile entries on its database. Summary of findings is presented in **Appendix 2**.

Revalidation Result of the 2023 Performance Scorecard of JHMC (Annex A)

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
SO 6	Establish and Maintain the Quality and Environmental Management System										
SM 10	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	Passed the 2 nd Surveillance Audit	Passed the 2 nd Year Surveillance Audit	5%	ISO 9001:2015 Certification Maintained (2 nd Surveillance Audit Passed)	5%	Audit Report	Target met.
SM 11	Maintenance of ISO 14001:2015 Certification	Actual Accomplishment	5%	All or Nothing	Pass the 2 nd Year Surveillance Audit	Passed the 2 nd Year Surveillance Audit	5%	ISO 14001:2015 Certification Maintained (2 nd Surveillance Audit Passed)	5%	Audit Report	Target met.
SO 7	Improve Technology and Infrastructure Support										
SM 12	Implementation of Information System Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing	100% Accomplishment of the 2023 ISSP Deliverables	100% Accomplishment of the 2023 ISSP Deliverables	5%	100% Accomplishment of the 2023 ISSP Deliverables	5%	Certification of Completion and Acceptance Users Orientation and Rollout of the Systems User Acceptance Test	Target met.
	Sub-Total		22.5%				20.73%		15%		

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
LEARNING AND GROWTH	SO 8	Improve Knowledge and Skills, Professionalism, and Career Development									
	SM 13	Percentage of Employees Meeting Required Competencies	Competency Baseline ⁴ 2023 – Competency Baseline 2022	5%	All or Nothing	Improve Competency Baseline of the Organization	Competency Baseline of the Organization Improved by 1.90%	5%	<u>Competency Baseline of the Organization Improved by 4%</u>	<u>5%</u>	Competency Assessment Report Competency Assessment Matrices Behavior Description Interview (BDI) Forms for all JHMC employees for 2023 <u>The request for reconsideration is GRANTED.</u> <u>The competency baseline improved from 1.03 in 2022 to 1.07 in 2023.</u>
		Sub-total		5%				5%		<u>5%</u>	
		TOTAL		100%				96.88%		<u>91.03%</u>	

Annex A Reviewed and Certified Correct by:


JAENA M. ROSAL
Director IV
Corporate Governance Office C

⁴ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[\frac{\sum_{a=1}^A \left(\frac{\text{Actual Competency Level}}{\text{Required Competency Level}} \right)_a}{A} \right]_b}{B}$$
, where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled.