



NOMINATIONS,  
REMUNERATIONS AND  
ORGANIZATIONAL  
DEVELOPMENT COMMITTEE

REPORT

CY 2025

## **I. JHMC Board Nominations, Remunerations and Organizational Development Committee**

The Nominations, Remunerations and Organizational Development Committee is composed of the following members:

Chairperson: Arnel S. Tungbaban (01 January 2025 to 14 August 2025)  
Kristoffer Lee V. Dance (11 February 2025 to 31 December 2025)

Members: Ma. Cristina R. Corona (01 January 2025 to 31 December 2025)  
Jose Emmanuel P. Guillermo (11 February 2025 to 31 December 2025)  
Rudolph Steve E. Jularbal (11 February 2025 to 31 December 2025)  
John Ray M. Libiran (10 June 2025 to 31 December 2025)  
Michael Remington A. Nerez (08 July 2025 to 31 December 2025)  
Romeo C. Prestoza (01 January 2025 to 31 December 2025)  
Manjit T. Singh Reandi (01 January 2025 to 31 December 2025)  
Karen A. Tabisaura-Calulut (08 July 2025 to 31 December 2025)  
Junie E. Cua (11 February 2025 to 26 March 2025)  
Carlix P. Donila (11 February 2025 to 23 March 2025)  
Marlo Ignacio P. Quadra (11 February 2025 to 14 April 2025)  
Arthur J. Ledesma (01 January 2025 to 21 August 2025)

## **II. Committee Members' Responsibilities**

The Committee shall consist of at least three (3) members of the Board. It shall be responsible for the following:

1. Establishing formal and transparent procedures for the development of policies on remuneration or determination of remuneration levels for individual directors and officers depending on the particular needs of the corporation.
2. Periodically reviewing and evaluating the table of organization and ensuring that it is aligned with the mission and vision of the corporation.
3. Evaluating regularly the needs for organizational growth and ensuring that compensation packages are equitable and competitive to corporations in the same industry.
4. Installing and maintaining a process to ensure that Officers to be nominated or appointed shall have the qualifications and none of the disqualifications mandated under the laws, rules, and regulations.
5. Reviewing and evaluating the qualifications of all persons nominated to positions in the GOCC which require appointment by the Board.
6. Recommending to the GCG nominees for the shortlist in line with the GOCCs and its subsidiaries' Board composition and succession plan.

7. Developing recommendations to the GGG for updating the CPCS and ensuring that the same continues to be consistent with the GOCCs culture, strategy, control environment, as well as the pertinent laws, rules, and regulations.

### III. Accomplishments

For CY 2025, the Nominations, Remunerations and Organizational Development Committee accomplished the following:

1. Reviewed and approved the Nominations, Remunerations and Organizational Development Committee Annual Report for CY 2024.
2. Reviewed the Proposed JHMC Reorganization, which include the Table of Organization, Staffing Pattern, Qualification Standards, and Duties and Responsibilities.
3. Reviewed and recommended the following for Board approval:
  - Implementation of the Compensation and Position Classification System II in JHMC
  - Adoption of Department of Budget and Management (DBM) Circular No. 2024-2 regarding the Guidelines on the Payment of Communication Expenses
  - The transfer of membership coverage of JHMC plantilla employees from Social Security System (SSS) to Government Service Insurance System (GSIS) in compliance with GSIS Memorandum Circular No. 036, series of 2022, and GSIS Policy and Procedural Guidelines No. 383-22 dated 03 March 2022
  - Gender and Development Plan and Budget for CY 2026

### IV. Meetings

The Committee held nine (9) meetings in 2025 as follows:

No.	Date of Meetings
1.	13 January 2025
2.	10 February 2025
3.	24 February 2025
4.	10 March 2025
5.	16 May 2025
6.	26 May 2026
7.	09 June 2025
8.	27 October 2025
9.	05 December 2025

## V. Attendance Record of the Members

The Attendance Record of the Members of the Nominations, Remunerations and Organizational Development Committee for CY 2025 is summarized below:

Members	Date of Meetings				
	13-Jan	10-Feb	24-Feb	10-Mar	16-May
Arnel S. Tungbaban	P	P	P	P	P
Kristoffer Lee V. Dance	NA	NA	P	P	P
Ma. Cristina R. Corona	P	P	P	P	P
Jose Emmanuel P. Guillermo	NA	NA	P	P	P
Rudolph Steve E. Jularbal	NA	NA	P	P	P
John Ray M. Libiran	NA	NA	NA	NA	NA
Michael Remington A. Nerez	NA	NA	NA	NA	NA
Romeo C. Prestoza	P	P	P	P	P
Manjit T. Singh Reandi	P	P	P	P	P
Karen A. Tabisaura-Calulut	NA	NA	NA	NA	NA
Junie E. Cua	NA	NA	A	P	NA
Carlix P. Donila	NA	NA	P	P	NA
Marlo Ignacio P. Quadra	NA	NA	P	P	NA
Arthur J. Ledesma	P	P	P	P	P

Members	Date of Meetings			
	26-May	9-Jun	27-Oct	5-Dec
Arnel S. Tungbaban	P	P	NA	NA
Kristoffer Lee V. Dance	P	P	P	P
Ma. Cristina R. Corona	P	P	P	P
Jose Emmanuel P. Guillermo	P	P	P	P
Rudolph Steve E. Jularbal	P	P	P	P
John Ray M. Libiran	NA	NA	P	P
Michael Remington A. Nerez	NA	NA	P	P
Romeo C. Prestoza	P	A	A	P
Manjit T. Singh Reandi	P	P	P	P
Karen A. Tabisaura-Calulut	NA	NA	P	P
Junie E. Cua	NA	NA	NA	NA
Carlix P. Donila	NA	NA	NA	NA
Marlo Ignacio P. Quadra	NA	NA	NA	NA
Arthur J. Ledesma	P	P	NA	NA

*Legend:*

*P - present*

*A - absent*

*NA - not applicable (the Director is no longer or not yet a Member of the Committee)*

**Prepared by:**

Rhovylyn F. Abon  
Board Committee Secretary

**Reviewed by:**

Anna Maria G. Lopez  
Board Secretary

**Approved by:**

Kristoffer Lee V. Dance  
Chairperson

Ma. Cristina R. Corona  
Member

Jose Emmanuel P. Guillermo  
Member

Rudolph Steve E. Jularbal  
Member

John Ray M. Libiran  
Member

Michael Remington A. Nerez  
Member

Manjit T. Singh Reandi  
Member

Romeo C. Prestoza  
Member

Karen A. Tabisaura-Calulut  
Member