

PORO POINT MANAGEMENT CORPORATION

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2013	2014	2015	
SOCIAL IMPACT	SO 1	Increased Economic Activity Within the Poro Point Freeport Zone						
	SM 1	Percent of new locators or projects signed meeting best use criteria (Investment, Employment and Lease Rate)	Actual Number of Locators/Projects signed meeting the best-use criteria / Total Number of Locators/Projects signed for the year	10%	Actual/Target x Weight	100%	100%	100% compliance on new projects and Publication of Requests for Expressions of Interest for the Long-term Lease and Development of the 6 has. Lighthouse Property
		Number of new locators or projects signed		0%				2 locators
	SM 2	Actual Investment in the Freeport Zone	Actual Cumulative Investment of all locators inside the PPFZ as of December 31, 2015 / Total Target Investment x 100 x Weight	10%	(Actual Increase / Target Increase) x Weight	₱1,593 M	₱1,680 M	₱1,800 Mn

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	SM 3 Percent of locators complied with employment commitment (includes existing)	Actual Number of Locators complied with the above 110% employment commitment / Total Number of Locators with employment commitment	5%	Actual / Target x Weight	100%	100%	100% (above 110% of the locators' commitment level)
	Sub-total		25%				
FINANCIAL	SO 2	Increased Operating Profitability					
	SM 4 Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) Margin	Actual EBITDA (Management Fee + Miscellaneous Income) minus (Personal Services + MOOE excluding interest, taxes, depreciation, amortization) over (Management Fee + Miscellaneous Income) / Total Revenue	10%	Actual / Target x Weight	4%	14%	6%
	SM 5 Actual Zone Revenue	Actual Zone Revenue for the year	5%	Actual / Target x Weight	₱68.6 M	₱72.1 M	₱76 Mn
	SM 6 Zone Revenue Collection Efficiency	Actual Collection/Total Zone Revenue for the year	5%	Actual / Target x Weight	96.89%	95%	97%
	Sub-total			20%			

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STAKEHOLDERS	SO 3	Improved Business Environment						
	SM 7	Access to ICT infrastructure (telecom, internet); provide redundancy	Milestone achieved	5%	All or nothing		1 telecom provider	Award of Contract for Construction of BPO Building
	SM 8	Percent of locators with access to alternative sources of water aside from deepwells	Actual Number of Locators with access to alternative sources of water aside from deepwells / Total no. of locators	5%	3/12 - 5% 2/12 - 3% 1/12 - 1% 0/12 - 0%	0%	0%	25% (3/12)
	SO 4	Achieved Stakeholders Satisfaction						
	SM 9	Stakeholders Satisfaction Rating based on a survey conducted by a third party	Average of the Ratings of all Stakeholders Repondents	10%	3 on a 5-point scale - 10% 2.75 on a 5-point scale - 7.5% 2.5 on a 5-point scale - 5% 2 below - 0%	n/a	n/a	3 on a 5-point scale
		Sub-total		20%				
INTERNAL PROCESS	SO 5	Streamline Frontline Services						
	SM 10	Turn Around Time for Business Registration and Renewal of Permit to Operate and Registration Certificates from Receipt of Complete	Average processing time of New Business Registrants processed within the applicable period	5%	Actual / Target x Weight			Start-up Business Registration : 19 days

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	Requirements	Average processing time of Locators renewed within the applicable period	5%	Actual / Target x Weight			Renewal of Registration Certificates: 8 days	
		Average processing time of Locators renewed within the applicable period	5%	Actual / Target x Weight			Renewal of Permit to Operate: 4 days	
	Sub-total		15%					
LEARNING AND GROWTH	SO 6	Institutionalize a Quality Management System (9001:2008)						
	SM 11	ISO Certification from a Certifying Body	Notice from third party Certifying Body that PPMC passed the Surveillance Audit	5%	All or nothing		ISO 9001:2008 Certified	Passed Re-Surveillance Audit
	SO 7	Upgrading of the San Fernando Airport to meet International Civil Aviation Organization Standards						
	SM 12	Privatization of San Fernando Airport	Certification from CAAP	5%	All or nothing		Manualization of Airport Processes approved by the Board	Board Approval of the Terms of Reference for the Privatization (non-PPP mode) of the Operations and Management of the San Fernando Airport (Approval of the Asset Disposition Program for the San Fernando Airport - please see attached Stages/Phases)
	SO 8	Develop a Professional, Competent and Motivated Workforce						
SM 13	Training of Aerodrome personnel to achieve certification	Actual Number of Aerodrome personnel who passed the training / Number of Aerodrome personnel required to undergo training	5%	Actual / Target x Weight			Passed the training	

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SO 9	Automate Key Processes						
SM 14	Creation of IT-Based system for key processes	The automated Document Tracking System is established and in place	5%	All or nothing			Automation of Document Tracking System
	<i>Sub-total</i>		20%				
	TOTAL		100%				





