

JOHN HAY MANAGEMENT CORPORATION

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2013	2014	2015	2016	
SOCIAL IMPACT	SO 1	Develop Camp John Hay as a Premier Tourist and Investment Destination							
	SM 1	Number of new locators or projects signed meeting best use criteria	Absolute number	7.5%	Actual / Target x Weight	-	-	1	2
	SM 2	Number of jobs generated in the JHSEZ	Absolute number	7.5%	Actual / Target x Weight		No Baseline Data Available	4,100	5,050
	SM 3	Gross sales of business enterprises within the JHSEZ	Absolute number	5%	Actual / Target x Weight	₱150M	₱200M	₱200M	₱550M
	SO 2	Ensure Sustainable Multiple Use of the Forest Watershed							
	SM 4	Issuance of ISO 14001 Environmental Management System	Based on milestones	10%	All or nothing	-	-	Research and thorough study on ISO 14001 Compliance Processes, procedures and standards (in-house) and procurement of consultancy service for ISO 14001	Formulation of the Environmental Management Plan
	SM 5	Compliance of JHMC 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 ug/ncm)/Total number of tests	5%	Actual/Target x Weight	100% (average of 11 ug/ncm)	100% (average of 11 ug/ncm)	100%	100% (8/8) of the tests resulted in Good Quality
		Sub-total		35%					

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STAKEHOLDERS	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA							
	SM 6	Stakeholder's Satisfaction Survey	Based on result of survey 90%-100% = Excellent 80%-85% = Very Satisfactory 80%-84% = Satisfactory 75%-79% = Fair 74% and below = Poor	10%	Actual/Target x Weight	80% (SEZAD)	90% (SEZAD)	95% (SEZAD)	84%
FINANCIAL	SO 4	Increase JHMC Revenues to Attain Financial Viability							
	SM 7	Revenue generated by JHSEZ	Actual amount in Million Pesos	7.5%	Actual/Target x Weight	₱78.37 M	₱70.79 M	₱71 M	₱72 M
	SM 8	Zone Revenue Collection Efficiency	Actual Collection / Total Zone Revenue for the year	7.5%	Actual/Target x Weight	61%	84%	85%	86%
		Sub-total		15%					
INTERNAL PROCESS	SO 5	Improved Efficiency and Effectiveness							
	SM 9	Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ from the date of receipt of complete requirements	Average processing time for renewal	7.5%	Actual/Target x Weight	18 mins. For renewal	13 mins. For renewal	30 mins. for renewal	15 mins. for renewal
			Average processing time for start up	7.5%	Actual/Target x Weight	2 calendar days for start up	6.2 calendar days for start up	10 calendar days for start up	7 calendar days for start up

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	SM 10	Asset Disposition Manual	Milestone achieved	7.5%	All or nothing	-	-	-	Board Approved Manual for the Asset Disposition
		Sub-total		22.5%					
LEARNING AND GROWTH	SO 6	Establish Quality Management System							
	SM 11	ISO Certification for all processes	Based on milestones	5%	All or nothing	4 processes documented	6 out of 6 documented	ISO Certification 9001:2008 of all frontline services	Passed Surveillance Audit
	SO 7	Improve Technology and Infrastructure Support							
	SM 12	No. of processes automated	Based on milestones	7.5%	All or nothing	1 Document Management System	1 Special Economic Zone Information System	2 Financial Information System and Human Resource Information System	SEZAD Information System (Phase 2)
	SO 8	Improve Knowledge and Skills, Professionalism and Career Development							
	SM 13	Establishment of a Competency Model	Based on milestones	5%	All or nothing	-	-	-	Board-approved Competency Model
		Sub-total		18%					
		TOTAL		100%					