

JOHN HAY MANAGEMENT CORPORATION (JHMC)

Component						Baseline Data		Target	
	Objective/Measure		Formula	Weight	Rating System	2020	2021	2022	2023
CUSTOMER/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	7	3	5	10
	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	4,779	5,485	Equal To or Higher Than the GCG Validated 2021 Actual	5% Increase from the 2022 GCG Validated Actual
	SM 3	Gross Sales of Business Enterprises Within the JHSEZ	Actual Amount	10%	(Actual / Target) x Weight	₱608.25 Million	₱661.601 Million	Equal To or Higher Than the GCG Validated 2021 Actual	7.5% Increase from the 2022 GCG Validated Actual
	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 (0-54µg/ncm) / Total Number of Tests Conducted	7.5%	All or Nothing	100% of Tests Resulted in Good Air Quality	Unverifiable	100% of Tests Resulted in Good Air Quality	100% of Tests Resulted in Good Air Quality

¹ Development projects refer to available areas of 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 issued Permit to Operate (PTO) or Temporary Permit to Operate (TPTO) within the year.

2023 Performance Scorecard (Annex B)

Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2020	2021	2022	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%	85%	92.68%	90%	90%
		Sub-Total		47.5%					
	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	₱9.77 Million	₱11.16 Million	₱13.445 Million	₱16.5 Million
	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	65.56%	73.23%	100%	100%
	SM 8	Disbursement Budget Utilization Rate	Total Disbursements / BCDA-Approved Corporate Operating	5%	(Actual / Target) x Weight	N/A	N/A	90%	90%

2023 Performance Scorecard (Annex B)

Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2020	2021	2022	2023
			Budget (COB) (Both Net of PS Cost)						
		Sub-Total		25%					
INTERNAL PROCESSES	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 Time ² / Total Number of Requests Received	7.5%	(Actual / Target) x Weight	68%	Unverifiable	100%	100%
	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 Surveillance Audit	ISO 9001:2015 Certification Maintained	Pass the 1 st Year Surveillance Audit	Pass the 2 nd Surveillance Audit
	SM 11	Maintenance of ISO 14001:2015 Certification	Actual Accomplishment	5%	All or Nothing	Passed the Surveillance Audit	Passed the Re-Certification Audit	Pass the 1 st Year Surveillance Audit	Pass the 2 nd Year Surveillance Audit
	SO 7	Improve Technology and Infrastructure Support							
	SM 12	Implementation of the Information System Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing	Preliminary Design and Construction of the Prototype of the Environment	Roll-Out of EFMIS	Roll-Out/ Implementation of the Land and Asset Management	100% Accomplishment of the 2023 ISSP Deliverables

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.

2023 Performance Scorecard (Annex B)

Component						Baseline Data		Target	
	Objective/Measure		Formula	Weight	Rating System	2020	2021	2022	2023
						and Forest Management Information System (EFMIS) Has Been Presented to the JHMC-ICTD on 03 December 2020		Information System (LAMIS) and Submission of the ISSP 2023-2025 to DICT	
		Sub-Total		22.5%					
LEARNING AND GROWTH	SO 8	Improve Knowledge and Skills, Professionalism, and Career Development							
	SM 13	Percentage of Employees Meeting Required Competencies	Competency Baseline ³ 2023 – Competency Baseline 2022	5%	All or Nothing	Improved Competency Baseline of the Organization	Competency Baseline of the Organization Improved by 2.04%	Improve Competency Baseline of the Organization	Improve Competency Baseline of the Organization
		Sub-Total		5%					
		TOTAL		100%					

³ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the formula:

$$\sum_{b=1}^B \left[\frac{\sum_{a=1}^A \left(\frac{\text{Actual Competency Level}}{\text{Required Competency Level}} \right) a}{A} \right] b$$

, where a = Competency Required, A = Total Number of Competencies Required of Position, b = Personnel Profiled, B = Total Number of Personnel Profiled.