

PORO POINT MANAGEMENT CORPORATION

	Objective/Measure	Component			Baseline Data		Target	
		Formula	Weight	Rating System	2015	2016	2017	
SOCIAL IMPACT	SO 1	Increased Economic Activity Within the Poro Point Freeport Zone in pursuit of Inclusive Growth						
	SM 1	Number of new locators signed meeting best use criteria	Actual Number of Locators signed meeting the best-use criteria / Total Number of Locators signed for the year	10.00%	Actual / Target x Weight	3 Locators	No Locators	3 Locators
	SM 2	Actual Investment in the Freeport Zone	Actual Cumulative Investment of all locators inside the PPFZ as of December 31, 2017 / Total Target Investment x 100 x Weight	15.00%	If the total actual investment is: ≥ ₱2.45 Billion: (Actual Increase / Target Increase) x Weight < ₱2.45 Billion: 0.00%	₱1.80 Billion	₱2.45 Billion	Additional ₱300 Million (Total – ₱2.75 Billion)
	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 x 100 x Weight	5.00%	Actual / Target x Weight	100%	100%	100%
		Sub-total		30.00%				

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FINANCIAL	SO 2	Increased Operating Profitability						
	SM 4	Actual Zone Revenue	Actual Zone Revenue for the year / Target Zone Revenue x 100 x Weight	15.00%	If the actual zone revenue is: ≥ ₱87 Million: Actual / Target x Weight < ₱87 Million - 0.00%	₱83 Million	₱87 Million	₱97 Million
	SM 5	Airport Revenue Collection Efficiency	Actual Collection / Total Airport Collection x 100 x Weight	20.00%	Actual / Target x Weight			85%
		Sub-total		35.00%				
STAKEHOLDERS	SO 3	Achieved Stakeholders Satisfaction						
	SM 6	Percent of stakeholders who rated PPMC with Highly Satisfied and Very Highly Satisfied	Number of stakeholders who rated Highly Satisfied and Very Highly Satisfied / Total number of stakeholders surveyed	10.00%	Actual / Target x Weight		77% (30 out of 39 respondents)	90% of the respondents which gave a rating of Highly Satisfied and Very Highly Satisfied ⁴
		Sub-total		10.00%				

⁴ Equivalent to the upper two boxes (4 and 5 rating) in a 5-point rating scale.

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INTERNAL PROCESS	SO 4	Streamline Frontline Services						
	SM 7	Percentage of requests processed within the applicable time	Request processed within the applicable time / Total number of requests	10.00%	Actual / Target x Weight			100% of requests processed within the applicable time: <i>Start-up Business Registration: 17 days</i> <i>Renewal of Registration Certificate: 2.5 days</i> <i>Renewal of Permit to Operate: 4 hours</i> <i>Issuance of Building Permit: 11 days</i>
		Sub-total		10.00%				
LEARNING AND GROWTH	SO 5	Institutionalize a Quality Management System						
	SM 8	ISO Certification from a Certifying Body	Upgrading of Quality Management System to ISO 9001:2015	5.00%	All or nothing	Passed Re-Surveillance Audi	Passed Re-Surveillance Audi	Readiness for ISO 9001:2015 Certification
	SO 6	Develop a Professional, Competent and Motivated Workforce						
	SM 9	Implementation of the Competency-Based Framework	Based on the result of assessment	5.00%	All or nothing		1st Quarter: 5 HRD Interventions 2nd Quarter: 5 HRD Interventions 3rd Quarter: 13 HRD Interventions	Establish Organizational Competency Baseline

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						4th Quarter 10 HRD Interventions	
	SO 9	Automate Key Processes					
	SM 10	Creation of IT-Based system for key processes	The automated system is established and in place	5.00%	All or nothing	Automation of Document Tracking System	Automation of Import and Export Permit System
		Sub-total		15.00%			
		TOTAL		100%			