

| Component | | | | | | | | | | |
|-----------------------|--|---|--------------|------------------------|----------|----------|---------|---------|--|--|
| Objectives / Measures | Formula | Weight | Rating Scale | Baseline | | | Target | | | |
| | | | | 2012 | 2013 | 2014 | 2015 | 2016 | | |
| SM 3a | Increase new committed investments (in US\$) in the CFZ | Total amount of committed investments in Million US\$ | 5% | Actual/Target x Weight | - | \$58 M | \$188 M | \$25 M | \$300 M | |
| SM 3b | Actual investments in the CFZ | Total amount of actual investments | 5% | Actual/Target x Weight | - | - | - | - | Increase of 10% of the actual investment in 2015 | |
| SM 4 | Total number of tourist arrivals in CDC Tourism Activities/Projects Initiated/Participated | Total number of tourist arrivals | 10% | Actual/Target x Weight | - | - | - | - | 200,000 | |
| | | | 36% | | | | | | | |
| SO 3 | Increase Operating Profitability and Cash Levels | | | | | | | | | |
| SM 5 | EBITDA | Total amount in Million Peso | 30% | Actual/Target x Weight | ₱342 M | ₱487 M | ₱538 M | ₱593 M | ₱746 M | |
| SO 4 | Increase Productive Area for Development | | | | | | | | | |
| SM 6 | Area of land recovered from informal settlers/non-performing locators; revival of projects | Total Area in hectares | 5% | Actual/Target x Weight | 304 has. | 328 has. | 83 has. | 45 has. | 20 has. | |
| | | | 35% | | | | | | | |

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| STAKEHOLDERS | SO 5 Ensure Customer Satisfaction | | | | | | | | | |
| | SM 7 | Satisfaction survey conducted by a third party | % of respondents who rated CDC of at least Satisfactory | 5% | Actual/Target x Weight | N/A | N/A | N/A | 80% | 85% |
| | SM 8 | Total number of beneficiaries from livelihood projects | Total number of beneficiaries | 4% | Actual/Target x Weight | - | 434 | 1,165 | 473 | 1,000 |
| | SM 9 | Total number of agricultural projects implemented | Total number of projects | 5% | Actual/Target x Weight | - | - | 580 | 470 | 600 |
| | | | | 14% | | | | | | |
| INTERNAL PROCESS | SO 6 Providing Delightful Services to Locators | | | | | | | | | |
| | SM 10 | Response time to emergency and security incidents from time of call | In Minutes (mins.) | 5% | Actual/Target x Weight | 10 min. | 15 min. | 7 min. | 10 min. | 7 min. |
| | SO 7 Automation of Processes | | | | | | | | | |
| | SM 11 | Computerization of Accounting System | Based on milestone achieved | 5% | All or Nothing | - | - | - | Document Tracking System; HR System; Bring-in/Bring-out | Accounting System Computerized |
| | | | 10% | | | | | | | |

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|---------------------|-----------------------|--|---|--------------|----------------|------|------|--------|--|--|
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| | | | | | 2012 | 2013 | 2014 | 2015 | 2016 | |
| LEARNING AND GROWTH | SO 8 | Skills Training and Culture Reformation | | | | | | | | |
| | SM 12 | Increase the Competency level in strategic areas | Competency Based Human Resources Guidelines in Recruitment, Training and Development and Career Development Established | 5% | All or Nothing | - | - | - | Approval of Competency Based Human Resources Management and Development Manual | Establishing Baseline (Identify the level of competencies) |
| | | | | 5% | | | | | | |
| | | | | 100% | | | | | | |

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