

CLARK DEVELOPMENT CORPORATION (CDC)

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
<b>SOCIAL IMPACT</b>	<b>SO 1</b>	<b>Extend Livelihood Assistance</b>						
	SM 1	Implementation of Priority CSR Projects/Activities						
	a. Number of Pre-School Completers	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	N/A	N/A	Thirty (30) Completers for SY 2022-2023
	b. Number of Beneficiaries of Livelihood Assistance Projects	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	38 Food Panda Drivers Given ₱3,500 Cash Assistance Under the Kabuhayan Assistance for Clark Displaced Employees	A Total Minimum of Thirty (30) Beneficiaries Broken Down as Follows: 1. Twenty (20) Beneficiaries from the Indigenous Peoples of Clark Freeport Zone Through the Establishment of Aeta Agri and/or Souvenir Market; and 2. Ten (10) Beneficiaries of Kabuhayan Kart from Five Contiguous Communities	48 Beneficiaries

2023 Performance Scorecard (Annex B)

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
	<b>SO 2</b>	<b>Generate Productive Economic Activity</b>							
	SM 2	New Committed Investments <sup>1</sup> by CDC-Registered Locators	Absolute Number	15%	(Actual / Target) x Weight	₱7.670 Billion	₱3.37 Billion	₱1.7295 Billion	₱1.73 Billion
	SM 3	Number of Jobs Generated Within the Clark Freeport Zone and Clark Special Economic Zone	Actual Accomplishment	15%	Actual / Target) x Weight	N/A	N/A	N/A	3.5% Increase from the 2022 Actual Employment Data
		<b>Sub-Total</b>		<b>40%</b>					
<b>FINANCIAL</b>	<b>SO 3</b>	<b>Increase Operating Profitability and Cash Levels</b>							
	SM 3	Increase Earnings Before Interest, Tax, Depreciation and Amortization (EBITDA)	Operating Income + Depreciation + Amortization	15%	(Actual / Target) x Weight	₱1.216 Billion	₱1.68 Billion	₱1.247 Billion	₱2.118 Billion
	SM 4	Disbursement Budget Utilization Rate	Total Disbursements / DBM-Approved or Board-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual / Target) x Weight	N/A	N/A	90%	90%
		<b>Sub-Total</b>		<b>20%</b>					

<sup>1</sup> Pertains to property, plant, and equipment assets capitalized by the CDC-registered locators.

2023 Performance Scorecard (Annex B)

Component					Baseline Data		Target		
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<b>STAKEHOLDER</b>	<b>SO 4a</b>	<b>Ensure Customer Satisfaction</b>							
	SM 5	Percentage of Satisfied Customers	Total Number of Respondents Which Gave At Least Satisfactory Rating / Total Number of Respondents	5%	(Actual / Target) x Weight  If Less Than 80% = 0%	90%	Survey Non-Compliant with the Required Quality Control Procedure	90%	90%
	<b>SO 4b</b>	<b>Maintain Environmental Sustainability Goals (ESG)</b>							
	SM 6a	Compliance to Clean Air Act (Ambient Air): Total Suspended Particulates (TSP)	Absolute Number	5%	All or Nothing	31.80 Micrograms per Normal Cubic Meter (µg/NCM)	69.64 µg/NCM (Average for 4 Quarters)	≤184 µg/NCM	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81
	Compliance to Clean Air Act (Ambient Air): Particulate Matter 10 (PM10)	Absolute Number	5%	All or Nothing	25.0 µg/NCM	44.56 µg/NCM (Average for 4 Quarters)	≤120 µg/NCM	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81	

2023 Performance Scorecard (Annex B)

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	SM 6b	Compliance to Clean Water Act (Effluent): Biochemical Oxygen Demand (BOD)	Absolute Number	5%	All or Nothing	7.5 mg/L	3.25 Milligrams per Liter (Average for 4 Quarters)	≤40 Milligrams per Liter (mg/L)	Within the Water Quality Guidelines Provided Under DENR Administrative Order No. 2016-08
		Compliance to Clean Water Act (Effluent): Total Suspended Solids	Absolute Number	5%	All or Nothing	17.5 mg/L	11.42 Milligrams per Liter (Average for 4 Quarters)	≤80 Milligrams per Liter (mg/L)	Within the Water Quality Guidelines Provided Under DENR Administrative Order No. 2016-08
	<b>Sub-Total</b>			<b>25%</b>					
<b>INTERNAL PROCESS</b>	<b>SO 5</b>	<b>Providing Efficient Service to the Locators</b>							
	SM 7	Implementation of Information Communication Technology (ICT) Tools	Actual Accomplishment	5%	(Actual / Target) x Weight	E-Bar with Locator Entry Capability <u>Not</u> in Place	Automation of the Following Systems: 1. Villa and Land Use Certificate Issuance System; and 2. Vehicle Clearance	Automation of Application for Locatorship	100% Implementation of 2023 Deliverables Under the 2023-2025 ISSP

2023 Performance Scorecard (Annex B)

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						and Vehicular Accident System	Submission of the CDC 2023-2025 Information Systems Strategic Plan (ISSP) to the DICT		
<b>LEARNING AND GROWTH</b>	<b>SO 6</b>	<b>Skills Training and Culture Reformation</b>							
	SM 8	Improvement of Competency Baseline	Competency Baseline <sup>2</sup> 2023 – Competency Baseline 2022	5%	All or Nothing	Report Not Acceptable	Competency Baseline for 563 Employees or 84% Established	Improvement in the Competency Baseline of the Organization	Improvement in the Competency Baseline of the Organization
	<b>SO 7</b>	<b>Quality Management System</b>							
	SM 9	ISO Certification	Actual Accomplishment	5%	All or Nothing	Passed the Surveillance Audit	Re-Certification Under ISO 9001:2015 Standards	Pass the Surveillance Audit	ISO 9001:2015 Recertification
			<b>Sub-Total</b>		<b>15%</b>				
		<b>TOTAL</b>		<b>100%</b>					

<sup>2</sup> The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the formula:

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

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