

**SUMMARY OF AGREEMENTS
CEBU PORT AUTHORITY
2015**

	TWG AGREEMENT							PAN AGREEMENT					Remarks	
	Component							Component						
	Weight	Rating Scale	Baseline			Target	Weight	Rating Scale	Full Year 2015 Target	2015 Target				
		2012	2013	2014	2015									
SOCIAL IMPACT	SO 1	Accelerated Trade and Commerce							SO 1					
	SM 1	% Increase in cargo throughput (in million metric tons/ [MMT])	8%	(Target Cargo Throughput-Previous Year Cargo Throughput)/ Previous Year Cargo Throughput x 100	29.01	5% (30.53)	10% (31.91)	15% (33.36)	SM 1	% Increase in cargo throughput (in million metric tons/ [MMT])	8%	(Target Cargo Throughput-Previous Year Cargo Throughput)/ Previous Year Cargo Throughput x 100	5% increase of the actual 2014 baseline	
		% change				5.24%	5.01%	4.54%						
	SM 2	% Increase in passenger traffic(in million passengers)	5%	(Target Passenger Traffic-Previous Year Passenger Traffic)/ Previous Year Passenger Traffic x 100	16.2	5% (17.09 M)	10% (17.82 M)	15% (18.63 M)	SM 2	% Increase in passenger traffic(in million passengers)	5.0%	(Target Passenger Traffic-Previous Year Passenger Traffic)/ Previous Year Passenger Traffic x 100	5% increase of the actual 2014 baseline	
	% change				5.49%	4.97%	5.02%							
CLIENTS AND STAKEHOLDERS	SO 2	Improved Passenger Facilitation and Convenience							SO 2					
	SM 3	Passenger terminals repaired / renovated / upgraded (PTB 2-P3) / Terminal Facility for Fast Craft	13%	A. 100% Completion (5% weight) B. Actual bidding and procurement (8% weight)	N/A	Upgrading of PTB at Punta Engaño and Upgrading of PTB at Pier 1	Construction of Passenger Shed at Berth 13 and Rehabilitation of PTB at Port of Sta. Fe	A. Renovation, Upgrading, and Extension of PTB 2 (1st Quarter of 2015) at Pier 3, Cebu Baseport B. Terminal Facility for Fast Craft	SM 3	Passenger terminals repaired / renovated / upgraded (PTB 2-P3)	13%	100% Completion	A. Renovation, Upgrading, and Extension of PTB 2 (1st Quarter of 2015) at Pier 3, Cebu Baseport B. Terminal Facility for Fast Craft	
		% change			N/A	N/A	N/A							
	SO 3	Improved Delivery of Services							SO 3					
	SM 4	Percentage of Complaints or Requests Responded or Addressed	3%	Number of Complaints or Requests for Assistance Responded or Addressed / Number of Complaints or Requests for Assistance Received x 100	N/A	N/A	N/A	100%	SM 4	Percentage of Complaints or Requests Responded or Addressed	3%	Number of Complaints or Requests for Assistance Responded or Addressed / Number of Complaints or Requests for Assistance Received x 100	100%	
	% change			N/A	N/A	N/A								
	SM 5	Secure PSHEMS Certification to be issued by PEMSEA	3%				Preliminary works (subject to TWG meeting)	SM 5	Secure PSHEMS Certification to be issued by PEMSEA	3%		Preliminary works (subject to TWG meeting)		
FINANCIAL	SO 4	Maximized Financial Growth							SO 4					
	SM 6	% Increase in Revenues (in million pesos)	20%	(Target-Previous Year)/ Previous Year x 100	885	1.13% (895 M)	3.95% (920 M)	12.99% (1,000 M)	SM 6	% Increase in Revenues (in million pesos)	20.0%	(Target-Previous Year)/ Previous Year x 100	12.99% (1,000 M)	
		% change				1.13%	2.79%	8.70%						
	SM 7	% Earnings Before Income Tax, Depreciation and Amortization (EBITDA)(in million pesos)	8.0%	(Target-Previous Year)/ Previous Year x 100	500	6.4% (532 M)	12% (560 M)	20% (600 M)	SM 7	% Earnings Before Income Tax, Depreciation and Amortization (EBITDA)(in million pesos)	8.0%	(Target-Previous Year)/ Previous Year x 100	20% (600 M)	
	% change				6.40%	5.26%	7.14%							

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INTERNAL PROCESS	SO 5	Provided and Maintained Port Facilities							SO 5				
	SM 8	Budget Utilization for Port Projects	8%	Budget Utilized / Total Allocated Amount of the Projects x 100	N/A	N/A	N/A	100%	SM 8	Budget Utilization for Port Projects	8%	Budget Utilized / Total Allocated Amount of the Projects x 100	100%
	SO 6	Economical and Coordinated System of Movement of Goods and Persons							SO 6				
	SM 9	Implementation of cargo handling standard productivity rating System	5%	100% Completion	N/A	N/A	N/A	100% Implemented	SM 9	Implementation of cargo handling standard productivity rating System	5%	100% Completion	100% Implemented
	SM 10	Manualization of regulatory functions (private ports)	5%	100% Completion				Actual manuals	SM 10	Manualization of regulatory functions (private ports)	5%	100% Completion	Actual manuals
SM 11	Increase in the rates of storage penalties	2%	Actual issuance				Memorandum Circular Issued (1st Quarter of 2015)	SM 11	Increase in the rates of storage penalties	2%	Actual issuance	Memorandum Circular Issued (1st Quarter of 2015)	
LEARNING AND GROWTH	SO 7	Implemented Integrated Management System							SO 7				
	SM 12	ISO 9001:2008 Certified (QMS)	4%	ISO Certified	N/A	N/A	N/A	ISO Certified	SM 12	ISO 9001:2008 Certified	4%	ISO Certified	ISO Certified
	SM 13	ISO 14001:2004 Certified (EMS)	4%	ISO Certified	N/A	80% documentation	100% documentation	ISO Certified	SM 13	ISO 14001:2004 Certified	4%	ISO Certified	ISO Certified
	SM 14	Completion of Waste Management System (one-time only)	2%	100% Completion	N/A	N/A	N/A	100% Implementation and Construction	SM 14	Completion of Waste Management System (one-time only)	2.0%	100% Completion	100% Implementation and Construction
	SO 8	Implemented Organizational and Corporate Planning Milestones							SO 8				
	SM 15	Complete Submission of Rationalization Plan to the Governance Commission	2%	Complete Submission	N/A	N/A	N/A	Complete Submission	SM 15	Complete Submission of Rationalization Plan to the Governance Commission	2%	Complete Submission	Complete Submission
	SM 16	Formulation of 10-year CPA Masterplan with DOTC Approval (2015-2025)	3.0%	100% Completed	N/A	N/A	N/A	100% Completed	SM 16	Formulation of 10-year CPA Masterplan (2015-2025)	3.0%	100% Completed	100% Completed
SO 9	Developed Technical and Port Operations Expertise through Training, Experience, Exposure and QMS/EMS							SO 9					
SM 17	Competency and Efficiency Improvement (2 trainings for supervisory/ managerial; 2 trainings for technical)	5.0%	A. 100% of Cashier Collectors/Assessors passed the POS Training B. Thesis formulated (Managerial training)	N/A	N/A	N/A	A. 100% of Cashier Collectors/Assessors passed the POS Training B. Thesis formulated (Managerial training)	SM 17	Competency and Efficiency Improvement (2 trainings for supervisory/ managerial; 2 trainings for technical)	5.0%	A. 100% of Cashier Collectors/Assessors passed the POS Training B. Thesis formulated (Managerial training)	A. 100% of Cashier Collectors/Assessors passed the POS Training B. Thesis formulated (Managerial training)	
Total Weight			100%					Total Weight			100%		

For GCG:

RAINIER B. BUTALID
Commissioner

For CPA:

EDMUND C. TAN
Vice Chairman/ General Manager

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