

PORO POINT MANAGEMENT CORPORATION

	Component	Component			Baseline Data			Target	
		Objective/Measure	Formula	Weight	Rating System	2016	2017	2018	2019
SOCIAL IMPACT	SO 1	Increased Economic Activity within the Poro Point Freeport Zone							
	SM 1	Number of New Locators Meeting Best Use Criteria or New Developmental Projects Signed	Absolute number	10%	(Actual/Target) x Weight	0	0 (None of the locators meet the "best use criteria")	4	5
	SM 2	Actual Investment in the Poro Point Freeport Zone (PPFZ)	Absolute amount	10%	(Actual/Target) x Weight 0% = If less than ₱249.9 Million	Additional ₱450 Million (Total: ₱2.46 Billion)	Additional ₱974 Million (Total: ₱3.42 Billion)	Additional ₱450 Million	Additional ₱450 Million
	SM 3	Percentage of Locators Complied with Employment Commitment (Includes Existing)	Actual number of locators complied with employment commitment / Total number of locators with employment commitment	10%	(Actual/Target) x Weight	100%	100%	N/A	100%
		Sub-total			30%				
FINANCIAL	SO 2	Increased Operating Profitability							
	SM 4	Actual Zone Revenue	Absolute number	10%	(Actual/Target) x Weight 0% = If less than ₱87 Million	₱87 Million	₱101.25 Million	₱111.88 Million	₱116.8 Million ¹

¹ Includes ₱8.9 Million from the contract with the Philippine Coast Guard (PCG) involving the lighthouse property. If contract with PCG does not pursue in 2019, target will be revised to ₱107.9 Million.

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	SM 5	Airport Fees Collection Effectiveness Index (CEI)	(Beg. Receivables + Monthly Credit Sales – End Total Receivables) / (Beg Receivables + Monthly Credit Sales – End Current Receivables) x 100	10%	(Actual/Target) x Weight	N/A	N/A	80%	90%
		Sub-total		20%					
CUSTOMER / STAKEHOLDER	SO 3	Improved Business Environment							
	SM 6	Implementation of Infrastructure and Development Projects	Actual number of projects completed / Total number of projects	10%	(Actual/Target) x Weight	N/A	N/A	N/A	100% <ol style="list-style-type: none"> 1. San Fernando Airport Access Road 2. Relocation of PNP AVSEG Office and Quarters 3. Asphalt Sealant for the San Fernando Airport Runway 4. Drainage at the Poro Point Baywalk Commercial Strip 5. Rehabilitation of CAAP Quarters 6. San Fernando Airport Fuel Shed

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	SO 4	Achieve Stakeholders Satisfaction							
	SM 7	Percentage of Satisfied Customers	Total number of respondents who gave a rating of at least Satisfactory / Total number of respondents	10%	(Actual/Target) x Weight 0% = If less than 80%	77%	83.87%	90%	90%
		Sub-total		20%					
INTERNAL PROCESS	SO 5	Streamline Services Provided							
	SM 8	Percentage of Requests Processed within Applicable Processing Time ²	Total number of requests processed within applicable processing time / Total number of requests processed in the year	15%	(Actual/Target) x Weight 0% = If less than 90%	N/A	Unverifiable due to insufficient documents	100%	100%
		Sub-total		15%					
LEARNING AND GROWTH	SO 6	Institutionalize a Quality and Environmental Management System							
	SM 9	Maintain ISO Certification	Actual accomplishment	5%	All or nothing	Passed Surveillance Audit	Readiness for ISO 9001:2015 Certification	Certification under ISO 9001:2015 Standards	ISO 9001:2015 Certification Retained

² Permits under the Citizens Charter of PPMC. Applicable time should be in compliance with Republic Act No. 11032 otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

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SM 10	Establishment of Environmental Management System Certifiable to ISO 14001:2015 ³	Actual accomplishment	0%	N/A	N/A	N/A	N/A	Preparation of Documents for the Gap Assessment for the ISO 14001 in 2020	
SM 11	Attain Aerodrome Registration ⁴	Actual accomplishment	0%	N/A	N/A	N/A	N/A	Compliance with CAAP standards in managing PPMC's airport	
SO 7	Develop a Competent and Motivated Workforce								
SM 12	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	(Actual/Target) x Weight	+0.50 Improvement from the Baseline (3.90 from 3.40)	Established Organizational Baseline of 4.06 out of 5.00	Improve Competency Baseline	Development of Competency Model with the submission of the following ⁵ : 1. Competency Catalogue 2. Competency Framework 3. Competency Tables 4. Competency Matrix 5. Position Profiles	

³ This measure is for monitoring purposes only; thus, no weight has been assigned.

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⁵ Deliverables should comply with the minimum requirement prescribed under the Frequently Asked Questions on Competency Frameworks/Models as uploaded in the GCG website.

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									(Note: Conduct of competency assessment to establish competency baseline per employee in 2020)
SO 8	Automate Key Processes								
SM 13	Implementation of IT-based System for Key Processes	Actual accomplishment	5%	All or nothing	Automation of Disbursement System	None	Automation of Issuance of Permit to Bring in and Bring out	Automation of Human Resource Information System	
	Sub-total		15%						
	TOTAL		100%						