

CLARK DEVELOPMENT CORPORATION
Validation Result of 2022 Performance Scorecard

Objective/Measure	Component				CDC Submission		GCG Validation		Supporting Documents	Remarks
	Formula	Weight	Rating System	Target	Actual	Rating	Score	Rating		
SO 1	Extend Livelihood Assistance									
SM 1	Implementation of Priority CSR Projects/Activities									
a) OB Pagsasarili Family Care Centers	Actual Accomplishment	15%	All or Nothing	Completion of the Construction of Two (2) OB Pagsasarili Family Care Centers	San Vicente: 100% and Calapi: 100%	No Self Rating Provided	Completion of the Construction of Two (2) OB Pagsasarili Family Care Centers (OB Pagsasarili Family Care Center in San Vicente, Bamban, Tarlac and the OB Pagsasarili Family Care Center in Sitio Calapi, Mabalacat City, Pampanga)	15%	Progress Reports Certificates of Completions	Target met.
b) Implementation of Livelihood Assistance Projects	Actual Accomplishment	15%	All or Nothing	A Total Minimum of Thirty (30) Beneficiaries, Broken Down, as Follows: 1. Twenty (20) Beneficiaries from the Indigenous Peoples of	31 Beneficiaries of the Aeta Agri and/or Souvenir Market and 12 Beneficiaries of Kabuhayan Kart	No Self Rating Provided	31 Beneficiaries of the Aeta Agri and/or Souvenir Market and 12 Beneficiaries of Kabuhayan Kart	15%	Summary of Beneficiaries Assessment Forms Monitoring Reports and Photos Summary of Vendor Monthly Sales Reports Undertakings	Target exceeded.

SOCIAL IMPACT

Validation Result of the 2022 Performance Scorecard of CDC (Annex A)

Component					CDC Submission		GCG Validation		Supporting Documents	Remarks		
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Score	Rating				
				Clark Freeport Zone through the establishment of Aeta Agri and/or Souvenir Market; and 2. Ten (10) Beneficiaries of Kabuhayan Kart from the Five Contiguous Communities					Acknowledgement Receipts			
	Sub-total		30%			-		30%				
FINANCIAL	SO 2	Generate Productive Economic Activity										
	SM 2	New Committed Investments ¹ by CDC-registered locators	Absolute Amount	12.5%	(Actual / Target) x Weight	₱1.7295 Billion	₱2,314,666,311	No Self Rating Provided	₱2.5625 Billion	12.5%	Lease Agreements Summary of Committed Investment per Industry	Target exceeded.
	SO 3	Increase Operating Profitability and Cash Levels										
SM 3	Increase Earnings Before Interest, Tax, Depreciation, and Amortization (EBITDA)	Operating Income + Depreciation + Amortization	12.5%	(Actual / Target) x Weight	₱1.247 Billion	₱2,619,680,000	No Self Rating Provided	₱2.617 Billion	12.5%	2022 Commission on Audit (COA) Annual Audit Report (AAR)	Target exceeded.	

¹ Pertains to the Property, Plant, and Equipment assets capitalized by the CDC-registered locators to its business in the CFZ.

Validation Result of the 2022 Performance Scorecard of CDC (Annex A)

		Component				CDC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Score	Rating			
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	90%	7.42%	No Self Rating Provided	22.62%	1.26%	Statement of Appropriation, Allocation, Obligation, Disbursement and Balances (SAAODB) Approved and Revised 2022 Corporate Operating Budget (COB)	Target not met.
Sub-total			30%				-		26.26%		
SO 4	Ensure Customer Satisfaction										
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 0% = If Less Than 80%	90%	91%	No Self Rating Provided	91%	5%	Customer Satisfaction Survey Final Report Observation Report Clearing/De-Briefing Report Supervision/Observation/Spot Checking Report Fieldwork Progress Report Back-Checking Report Samples of Accomplished Survey Questionnaires	Target exceeded.

STAKEHOLDERS

Validation Result of the 2022 Performance Scorecard of CDC (Annex A)

Objective/Measure		Component			CDC Submission		GCG Validation		Supporting Documents	Remarks	
		Formula	Weight	Rating System	Target	Actual	Rating	Score			Rating
SM 6a	Compliance to Clean Air (Ambient Air) ² : Total Suspended Particulates (TSP)	Absolute Number	5%	Full Weight = If Actual is Equal or Less Than the Target [1 – (Actual – Target) / (Maximum – Target)] x Weight = If Actual is Greater Than the Target and Less Than Maximum 0% = If Actual is Equal or Greater Than Maximum	≤184 Micrograms per Normal Cubic Meter (µ/NCM)	58.7 µg/NCM	No Self Rating Provided	58.7 µg/NCM	5%	Quarterly Air Quality Test Results from Third-Party Testing Laboratory	Target met.
	Compliance to Clean Air Act (Ambient Air): Particulate Matter 10 (PM10)	Absolute Number	5%		≤120 Micrograms per Normal Cubic Meter (µ/NCM)	36.3 µg/NCM		36.3 µg/NCM	5%		Target met.
SM 6b	Compliance to Clean Water Act (Effluent) ³ : Biochemical Oxygen Demand (BOD)	Absolute Number	5%	0% = If Actual is Equal or Greater Than Maximum	≤40 Milligrams per Liter (mg/L)	10 mg/L	No Self Rating Provided	10 mg/L	5%	Quarterly Results of Analyses from Third-Party Testing Laboratory	Target met.
	Compliance to Clean Water Act (Effluent): Total Suspended Solid (TSS)	Absolute Number	5%		≤80 Milligrams per Liter (mg/L)	12.1 mg/L		12.1 mg/L	5%		Target met.
Sub-total			25%				-		25%		

² Table 3 under DENR Administrative Order (DAO) No. 2000-81 (IRR for RA 8749) provides the maximum air pollutants concentration at 300 µg/NCM for TSP and 200 µg/NCM for PM10.

³ Table 9 under DENR AO No. 2016-08 (Water Quality Guidelines and General Effluent Standards 2016) provides the maximum allowable limit of 50 mg/L for BOD and 100 mg/L for TSS for Class C water body classification.

Validation Result of the 2022 Performance Scorecard of CDC (Annex A)

Component					CDC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Score	Rating			
SO 5	Provide Efficient Services to the Locators										
INTERNAL PROCESS SM 7	Implementation of Information Communication Technology (ICT) Tools	Actual Accomplishment	2.5%	All or Nothing	Automation of Application for Locatorship	System is Operational	No Self Rating Provided	Electronic New Application for Registration System Rolled Out	2.5%	User Acceptance Form for the Electronic New Application for Registration System Functional and Technical Requirements for the Electronic New Application for Registration System	Target met.
		Actual Accomplishment	2.5%	All or Nothing	<u>Submission of the CDC 2022-2024 Information Systems Strategic Plan (ISSP) to the DICT</u>	The ISSP was received by the Department of Information and Communications Technology (DICT) on 04 August 2022. An acknowledgement receipt was sent by DICT on 01 September 2022.	No Self Rating Provided	2022-2024 ISSP Submitted to DICT	2.5%	Letter from DICT Acknowledging Receipt of the 2022-2024 ISSP 2022-2024 ISSP	Target met. The Governance Commission revised the target to <i>Submission of the CDC 2022-2024 Information Systems Strategic Plan (ISSP) to the DICT</i> from <i>"Submission of the CDC 2023-2025 Information Systems Strategic Plan (ISSP) to the DICT"</i> following the clarification of the CDC that the crafting of the 2022-2024 ISSP of the corporation commenced in

Validation Result of the 2022 Performance Scorecard of CDC (Annex A)

Component					CDC Submission		GCG Validation		Supporting Documents	Remarks		
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Score	Rating				
										2021, prior the transmittal of the GCG-Approved 2022 Performance Scorecard.		
	Sub-total		5%				-		5%			
SO 6	Skills Training and Culture Reformation											
LEARNING AND GROWTH	SM 8	Improvement in the Competency Baseline	Competency Baseline 2022 – Competency Baseline 2021	5%	All or Nothing	Improvement in the Competency Baseline ⁴ of the Organization	Approved Competency, Learning and Development Plan Initial Intervention/ Training for Assistant Managers and Up	No Self Rating Provided	Cannot Be Validated	0%	Competency Matrix Computation of Organizational Competency Baseline Certification of the Number of Employees in 2021 and 2022 Issued by the Head of Human Resources Division of CDC	Upon cross-checking the required competencies of sampled positions provided in the Competency Matrix with the assessed competencies as indicated in the Computation of Organizational Competency Baseline, the Governance Commission noted that there were discrepancies in the required competencies and the assessed competencies. The Governance Commission would like to remind the

⁴ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

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

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled

Validation Result of the 2022 Performance Scorecard of CDC (Annex A)

Component					CDC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Score	Rating			
										<p>CDC that the competencies in the Competency Matrix should be the basis for the determination of the organizational competency baseline.</p> <p>Moreover, the Governance Commission noted that the corporation did not use the prescribed formula of the GCG for determining the competency baseline of the organization.</p>	
SO 7	Quality Management System										
SM 9	ISO Certification	Actual Accomplishment	5%	All or Nothing	Pass the Surveillance Audit	Passed the 1 st Surveillance Audit Conducted by Socotec Certification Phils. Inc. on 7-8 November 2022	No Self Rating Provided	ISO 9001:2015 Recertification	5%	Audit Report Attestation Certificate	Target met.
	Sub-total		10%				-		5%		
	TOTAL		100%				-		91.26%		

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