

JOHN HAY MANAGEMENT CORPORATION (JHMC)

CUSTOMER/STAKEHOLDERS & SOCIAL IMPACT	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
	SO 1	Develop John Hay as a Premier Tourist and Investment Destination							
	SM 1	Number of New Locators ¹	Absolute Number	15%	(Actual / Target) x Weight	0	5	Not Applicable	10
	SM 2	Monthly Average Number of Jobs Generated	Total Number of Jobs Generated by Locators for the Year / 12 Months	10%	(Actual / Target) x Weight	5,485	5,941	5% Increase from the 2022 GCG Validated Actual	5% Increase from the 2023 GCG-Validated Actual
	SM 3	Gross Sales of Business Enterprises Within the JHSEZ	Actual Amount	10%	(Actual / Target) x Weight	₱661.60 Million	₱827.21 Million	7.5% Increase from the 2022 GCG Validated Actual	15% Increase from the 2023 GCG Validated Actual
	SO 2	Ensure Responsible and Sustainable Multiple Uses of the Watershed							
	SM 4	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) Within the JHSEZ	Absolute Number	7.5%	All or Nothing	100% of Tests Resulted in Good Air Quality	100% of Tests Resulted in Good Air Quality	100% of Tests Resulted in Good Air Quality	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81

¹ New locators pertain only to lessees under long-term or short-term lease contracts.

FINANCIAL	Component				Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024
	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA						
	SM 5	Percentage of Satisfied Customers ²	Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight If Less Than 80% = 0%	92.68%	Business Organizations - 94.03% Individuals - 100%	90% 90% ³
		Sub-Total		47.5%				
	SO 4	Increase JHMC Revenues to Attain Financial Viability						
	SM 6	Increase Internally Generated Revenue of JHMC	Actual Amount of Revenue Collections	10%	(Actual / Target) x Weight	₱11.16 Million	₱19.535 Million	₱16.5 Million ₱17.95 Million
	SM 7	Zone Revenue Collection Efficiency	Actual Collection / Total Zone Revenue Due for Collection (Excluding Advance Payments and Penalties Collected)	10%	(Actual / Target) x Weight	73.23%	93.75%	100% 100%

² The baseline data provided is based on the survey results using the methodology of the Governance Commission.

³ Based on GCG – ARTA Joint Memorandum Circular No. 1, series of 2023.

INTERNAL PROCESSES	Component				Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024
	SO 5	Exercise Fiscal Discipline						
	SM 8	Disbursement Budget Utilization Rate	Total Disbursements / BCDA-Approved Corporate Operating Budget (COB) (Both Net of PS Cost)	5%	(Actual / Target) x Weight	Not Applicable	73%	90%
		Sub-Total		25%				
	SO 6	Ensure Continual Improvement of Process for Efficiency and Effectiveness						
	SM 9	Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time	Number of Requests Processed Within Applicable Processing Time ⁴ / Total Number of Requests Received	7.5%	(Actual / Target) x Weight	Unverifiable	Unverifiable	100%
	SO 7	Maintain the Quality and Environment Management Systems						
	SM 10	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained	ISO 9001:2015 Certification Maintained (1 st Surveillance Audit Passed)	Pass the 2 nd Year Surveillance Audit
								ISO 9001: 2015 Certification Maintained

⁴ The applicable processing time will be based on JHMC's compliance with Republic Act No. 11032 as reflected in JHMC's Citizen's Charter.

LEARNING AND GROWTH	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
	SM 11	Maintenance of ISO 14001:2015 Certification	Actual Accomplishment	5%	All or Nothing	Passed the Re-Certification Audit	ISO 14001:2015 Certification Maintained (1 st Surveillance Audit Passed)	Pass the 2 nd Year Surveillance Audit	ISO 14001:2015 Certification Maintained
	SO 8	Adapt Technology and Improve ICT Infrastructure as Effective Management Tools							
	SM 12	Implementation of the Information System Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing	Roll-Out of Environment and Forest Management Information System (EFMIS)	Roll-Out and Implementation of Land and Asset Management Information System (LAMIS)	100% Accomplishment of the 2023 ISSP Deliverables	100% Accomplishment of the 2024 ISSP Deliverables
		Sub-Total		22.5%					
	SO 9	Improve Knowledge, Enhance Skills, and Promote Professionalism and Career Development							
	SM 13	Percentage of Employees Meeting Required Competencies	Number of Employees with Required Competencies Met / Total Number of Employees	5%	All or Nothing	95% or 53 Out of 56 Employees Met the Required Competency	89.09% or 49 Out of 55 Employees Met the Required Competency	Improve Competency Baseline of the Organization	Increase from 2023 Actual Competency Level
		Sub-Total		5%					
		TOTAL		100%					

For GCC:


ATTY. MARIUS P. CORPUS
Chairperson

For JHMC:


MARLO IGNACIO V. QUADRA
Chairperson


ALLAN R. GARCIA
President and Chief Executive Officer (PCEO)