

CLARK DEVELOPMENT CORPORATION

		Component					Baseline Data (if applicable)		Target
		Objective/Measure	Formula	Weight	Rating System*	Data Provider	2013	2014	2015
SOCIAL IMPACT	SO 1	Extended Employment and Livelihood Assistance							
	SM 1	Number of jobs generated in CFZ	Total number of jobs Generated	10%	Actual/Target x Weight		19,079	84,024	8,000
	SO 2	Generate Productive Economic Activity							
	SM 2	% of new leases for manufacturing, commercial, logistics, tourism and services	Total Area leased by new manufacturing, commercial, logistics, tourism & services projects divide by total area leased by all signed projects for the year	5%	Actual/Target x Weight		46% (excluding tourism)	60%	75%
	SM 3	Total new committed investments (in US\$) in the CFZ	Amount of New committed investments (in US\$)	10%	Actual/Target x Weight		\$58.10 Million	\$188.44 Million	\$25 Million
		Sub-total		25%					
FINANCIAL	SO 3	Increase Operating Profitability and Cash Levels							
	SM 4	Income from Operations (inc. Interest Income only)	Total amount in ₱ Mn	15%	Actual/Target x Weight		₱314 M	₱355 M	₱415 M
	SM 5	EBITDA	Total amount in ₱ Mn	15%	Actual/Target x Weight		₱487 M	₱538 M	₱593 M
	SO 4	Increase Productive Area for Development							
	SM 6	Area of land recovered from informal settlers/non-performing locators; revival of projects	Total Area in hectares/ possession of area	5%	Actual/Target x Weight		327.86 has.	70 has.	45 has.
		Sub-total		35%					

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STAKEHOLDERS	SO 5	Customer Satisfaction							
	SM 7	Satisfaction survey conducted by a third party		5%	Actual/Target x Weight		N/A	N/A	Not lower than 80%
	SM 8	Total number of beneficiaries from livelihood projects	Total number of beneficiaries	5%	Actual/Target x Weight		434	1,165	473
	SM 9	Total number of agricultural projects implemented	Total number of projects	4%	Actual/Target x Weight		0	3	4
		Sub-total			14%				
INTERNAL PROCESS	SO 6	Providing Delightful Services to Locators							
	SM 10	Response time to emergency and security incidents from time of call	In Minutes (mins.)	5%	Actual/Target x Weight		15 mins	10 mins	10
	SM 11	Reduction in Processing Time on the Issuance of Business Permit							
		Marketing Department (MD)	Average reduction in processing time	5%	Actual/Target x Weight		50%	50% reduction from 2012	52% reduction from 2012
		Building Utilities Regulatory Department (BURD)	Average reduction in processing time				40%		
		Enterprise Regulations Department (ERD)	Average reduction in processing time				50%		
		Health Services Office (HSO)	Average reduction in processing time				48%		
	Environmental Management Department (EMD)	Average reduction in processing time				50%			
	Sub-total			10%					

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	Objective/Measure	Formula	Weight	Rating System*	Data Provider	2013	2014	2015	
LEARNING AND GROWTH	SO 7 Skills Training and Culture Reformation								
	SM 12	Establish a competency framework	Competency Based Human Resources Guidelines in Recruitment, Training and Development and Career Development Established	5%	Actual/Target x Weight				Establish a competency framework
	SO 8 Establish Quality Management System								
	SM 13	ISO Certification of all processes	ISO Certification	5%	Actual/Target x Weight		Process Flowchart for 37 Processes Accomplished	Documentation following 9001 : 2008 format, Training and Creation of QMS	ISO Certification
	SO 9 Automation of Processes								
SM 14	Document Tracking System	Automated Processes	2%	Accomplishment Percentage x Weight		N/A	System Development	1st Qtr-Completion of System, 2nd Qtr-Testing, 3rd Qtr-Roll-Out, 4th Qtr-Full Implementation	

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	HR System	Automated Processes	2%			N/A	Manual computation and posting of leave balance from data uploaded from the CTKM to the HRIS server and approved application for leave (AFL)	Automated computation and posting of leave balance from data uploaded from the CTKM from the HRIS server and online filing and approval of the AFL. The leave balance report shall be linked with the payroll system.
	Bring-in/Bring-out	Automated Processes	2%			Pilot Testing, Jun-Dec - 40% implemented	Pilot Testing, Jan-Jul -40% implemented, for full implementation by Dec. 2014	Full Implementation
	Sub-total		16%					
	TOTAL		100%					

*Actual rating not to exceed the allotted weight.

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