

PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)
Performance Scorecard

CUSTOMERS/STAKEHOLDERS	Component			Target	Submission		GCG Validation		Supporting Documents	Remarks	
	Objective/Measure	Formula	Weight	2015	Actual	Rating	Score	Rating			
	SO 1 Enhanced Operator's Capacity										
	SM 1	Percentage of Mining Activities Completed									
		a. Exploration Stage	Actual over target	10.00%	100%	100%	10.00%	100% (17 out of 17)	10.00%	<ul style="list-style-type: none">Post-Visit Reports (PVRs) by Project Management DepartmentLetters with partner / operators, DENR-EMB, NCIPProject Approval/ Endorsement from Brgy. Basak	<ul style="list-style-type: none">All targets for mining projects under Exploration Stage, in accordance with the PMDC Chart of Activities for 2015, were met. These cover ff. projects:<ul style="list-style-type: none">a Opol Goldb Opol Chromitec Higanteng Bato Copper – Goldd Paracale Golde Hernani Chromitef Pinamungahan Limestoneg Rogongon Copper – Goldh San Fernando Limestone
		b. Development Stage	Actual over target	N/A	N/A	N/A	N/A	N/A	N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">No target and weight for 2015.
		c. Production Stage	Actual over target	10.00%	100%	100%	10.00%	100% (7 out of 7)	10.00%	<ul style="list-style-type: none">PVRs by Project Management DepartmentCertificates of Approval of Social Development and Management Program (SDMP) and Environmental Protection and Enhancement Program (EPEP)	<ul style="list-style-type: none">Mining-related activities under production stage were also completed as targeted. Such projects are identified, as follows:<ul style="list-style-type: none">a Upper Lip Copper – Goldb Dinagat Parcel 1 Nickel – Chromitec Dinagat Parcel 2B Nickel - Chromite

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SO 2 Sustained Community Development										
SM 2	Number of CSR Beneficiaries (Diwalwal, Dinagat, Kalinga)	Actual over target	10.00%	4,500	4,890	10.00%	4,871	10.00%	<ul style="list-style-type: none">Memorandum dated 02 Feb 2012 addressed to the PMDC Board of Directors (which includes the CSR Accomplishment Report for CY 2015)Summary of CSR AccomplishmentsAcknowledgement Receipts from beneficiaries	<ul style="list-style-type: none">Based on the CSR Accomplishment Report, PMDC was able to serve 4,890 individuals or 108% of the targeted number of beneficiaries. Presented acknowledgement receipts, however, show that total beneficiaries equal to 4,871 individuals only. Nevertheless, actual quantity still exceeded the 4,500 target.
SM 3	Percentage of Reforested Areas in PMDC Mining Areas	Actual over target	10.00%	50% (20/40 has.)	50% (20/40 has.)	10.00%	50% (20/40 has.)	10.00%	<ul style="list-style-type: none">Memorandum dated 02 Feb 2015 addressed to the PMDC Board of Directors (which includes the Agro-Forestry and Reforestation Project Accomplishment Report for CY 2015);Map (Diwalwal Mineral Reservation Area [DMRA] Agro-Forestry and Reforestation Project)	<ul style="list-style-type: none">Validating documents confirm that the Agro-Forestry and Reforestation Project in DMRA which consists of two phases (covering an area of 10 hectares each or a total of 20 hectares) was completed in 2015.

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SO 3 Attained Acceptance of Responsible Mining										
SM 4	Favorable Perception of the Mining Project [Through a Post Information, Education and Communication (IEC) Evaluation Survey]	Scale of 1-5 5 as most favorable	5.00%	Average of 3.00	Average of 3.86	5.00%	Average of 3.86	5.00%	<ul style="list-style-type: none"> • Tabulation of Post-IEC Activity Survey Results ; • Accomplished Post-IEC Activity Survey; • Attendance Sheet of participants; • Post-visit report (Report on the IEC conducted for Indigenous Cultural Community) 	<ul style="list-style-type: none"> • Supporting documents attest that 2 separate IEC activities were conducted. • 23 out of 36 attendees answered the survey. • The survey resulted to a weighted average of 3.63, as tabulated and as reported in the Post-visit report
SM 5	Stakeholders' Satisfaction Survey (CSS)		5.00%	90.00%	None	0.00%	None	0.00%	<ul style="list-style-type: none"> • Letter from DAP dated 6 Oct 2015 submitting its proposal on the conduct of a CSS (including its Work Plan); • Letter received by DAP on 01 Feb 2016 transmitting the MOA signed by PMDC officials • Letter dated 8 Apr 2016 terminating the agreement with DAP, due to its failure to conduct the CSS. 	<ul style="list-style-type: none"> • PMDC commissioned DAP to conduct the former's CSS. DAP, however, failed to deliver the expected output. • It was also noted that the MOA was transmitted to DAP for signature only on Feb 2016.
Sub-total		50.00%				45.00%		45.00%		

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	Objective/Measure	Formula	Weight	2015	Actual	Rating	Score	Rating																
FINANCIAL	SO 4 Boost Revenue Generating Capacities																							
	SM 6	EBITDA	Earnings before Interest, Tax, Depreciation and Amortization	10.00%	₱60.74 Million	₱67.74 Million	10.00%	₱70.30 Million	10.00%	<ul style="list-style-type: none">COA Audit Report on PMDC For the Year Ended 31 Dec. 2015; <table><tr><td>TCI</td><td>₱40,295,067</td></tr><tr><td>Add:</td><td></td></tr><tr><td>Interest</td><td>10,384,827</td></tr><tr><td>Taxes</td><td>15,748,272</td></tr><tr><td>Dep'n</td><td>3,874,221</td></tr><tr><td>Amort'n</td><td>0</td></tr><tr><td>EBITDA</td><td>₱70,302,387</td></tr></table>	TCI	₱40,295,067	Add:		Interest	10,384,827	Taxes	15,748,272	Dep'n	3,874,221	Amort'n	0	EBITDA	₱70,302,387
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Sub-total			10.00%			10.00%		10.00%																
INTERNAL PROCESS	SO 5 Increase Operational Efficiency																							
	SM 7	Percentage of Ore Shipments by Operators Accepted by Buyers	Actual over target	10.00%	100%	100.00%	10.00%	100.00% (5 out of 5)	10.00%	<ul style="list-style-type: none">Certificate from DENR-MGB Region XIIIOre Transport Permits (OTPs) and Mineral Ore Export Permits (MOEPs) issued by DENR-MGB;Draft Survey Report issued by CCIC Philippines, Inc.	<ul style="list-style-type: none">PMDC, through operator AAM-PHIL Natural Resources Exploration and Dev't Corp., completed five (5) shipments of Nickel Ore covered with seven (7) OTPs and seven (7) MOEPs. All of the shipments were accepted by the buyer, Crown Group Universal Ltd., China.													
	SO 6 Improve Database on Inactive Mining Tenements																							
	SM 8	Percentage of Unbidded Tenements with Technical Data Request	Actual over target	10.00%	100%	100.00%	10.00%	100.00% (20 out of 20)	10.00%	<ul style="list-style-type: none">Letters to concerned agencies (LGUs and DENR Regional Offices)	<ul style="list-style-type: none">Requests for technical data of the remaining twenty (20) unbidded mining tenements under the authority of PMDC were filed.													
	SM 9	Number of Cases Filed for Cancellation of Joint Operating Agreement (JOA)	Actual over target	N/A	N/A	N/A	N/A	N/A	N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">No target and weight for 2015.													
Sub-total			20.00%			20.00%		20.00%																

LEARNING AND GROWTH	Component			Target	Submission		GCG Validation		Supporting Documents	Remarks	
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	SO 7 Improve Manpower Competence and Management Effectiveness										
	SM10	Average Percentage of Required Competencies Met	Pass or Fail	5.00%	Training of the Competency Team	Training held in October 2015	5.00%	Training held in October 2015	5.00%	<ul style="list-style-type: none">Supporting Documents show that three out of five members of the Competency Team attended the training conducted by CSC on Competency-Based Human Resource held on 15-16 October 2015.It was also noted that the presented Office Order assigning the composition of the competency team was issued only on 15 October 2015 (training date).Actual accomplishment highlighted only the training on Competency-Based Human Resource.	
									<ul style="list-style-type: none">Certificates of Appearance and Completion (Training on Competency-Based Human Resource)Office Order no. 6, issued 15 October 2015, subject: Composition of Competency Team		
	SM11	ISO 9001:2008 Certification	Pass or Fail	10.00%	ISO Certification	ISO Certification	10.00%	ISO Certification	10.00%	<ul style="list-style-type: none">ISO 9001:2008 Certification	<ul style="list-style-type: none">PMDC was certified by TÜV Rheinland on 15 June 2015.
	SM12	Establishment of IT System	Pass or Fail	5.00%	Formulation of IT Road Map	Formulation of IT Road Map	5.00%	Formulation of IT Road Map	5.00%	<ul style="list-style-type: none">PMDC IT Road Map for CY 2016-2018	<ul style="list-style-type: none">PMDC formulated its three-year IT roadmap, which was approved by PCEO Lito A. Mondragon.
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