



**SUMMARY OF AGREEMENTS
JOHN HAY MANAGEMENT CORPORATION
2015**

GOCC PROPOSAL	AGREEMENT	Remarks
Charter Statement	Charter Statement	
Mission Statement	Mission Statement	
As the steward of Camp John Hay, John Hay Management Corporation develops the estate into a premier tourist and investment destination that enforces efficient and effective regulation, ensures sustainable multiple use of the forest watershed and contributes to national economic growth and job generation.	As the steward of Camp John Hay, John Hay Management Corporation develops the estate into a premier tourist and investment destination, that contributes to economic growth and job generation; ensures sustainable multiple use of the forest watershed; and enforces efficient and effective regulation in the Special Economic Zone.	
Vision Statement	Vision Statement	
By 2018, the JHMC shall have transformed Camp John Hay into the primary catalyst for the tourism development within the Cordillera Region and the leader of environment and forest stewardship in the Philippines.	By 2018, the JHMC shall have transformed Camp John Hay into the primary catalyst for the tourism development within the Cordillera Region and the leader of environment and forest stewardship in the Philippines.	
Core Values	Core Values	
Integrity Stewardship Excellence	Integrity Stewardship Excellence	



For GCG:

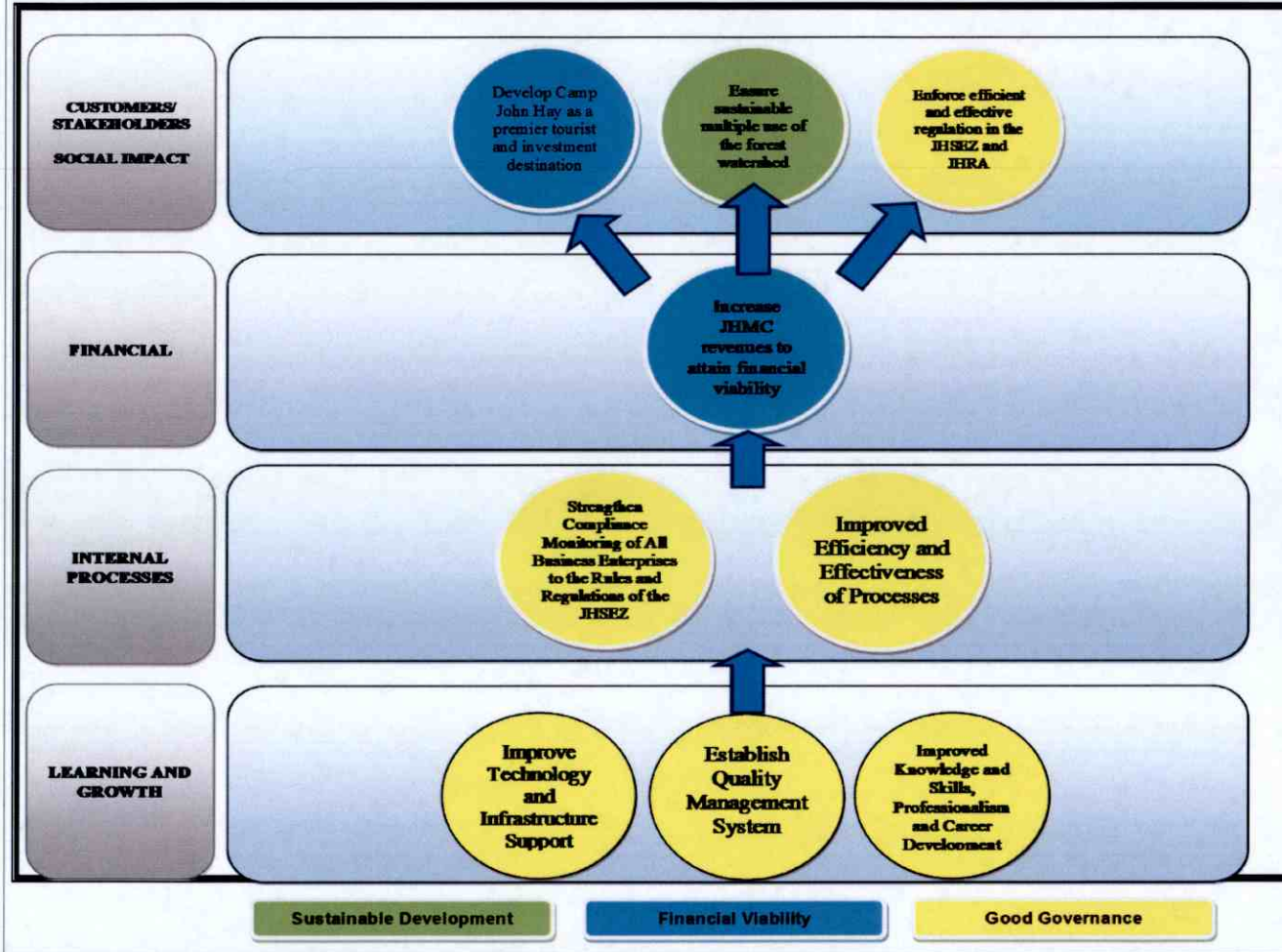
CESAR L. VILLANUEVA
Chairman


For JHMC:


SILVESTRE C. AFABLE, JR.
Chairman


JAMIE ELOISE M. AGBAYANI, MD
President

STRATEGY MAP



For GCG:

CESAR L. VILLANUEVA
Chairman

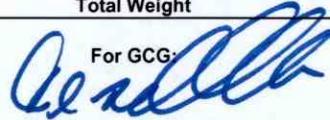
For JHMC:

SILVESTRE C. AFABLE, JR.
Chairman


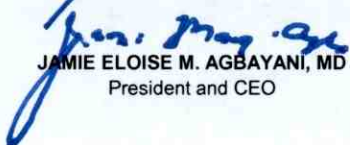

JAMIE ELOISE M. AGBAYANI, MD
President and CEO

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JOHN HAY MANAGEMENT CORPORATION
2015**

		PAN AGREEMENT							Remarks		
		Component					2015 Target				
		Weight	Rating Scale	Full Year 2015 Target	1st Q	2nd Q	3rd Q	4th Q			
CUSTOMER / STAKEHOLDERS / SOCIAL IMPACT	SO 1	Develop Camp John Hay as a Premier Tourist and Investment Destination									
	SM 1	Number of jobs generated in the JHSEZ	12.5%	Actual / Target x Weight	4,100						
		% change									
	SM 2	Gross sales of business enterprises within the JHSEZ	12.5%	Actual / Target x Weight	200,000,000						
		% change									
	SO 2	Ensure Sustainable Multiple Use of the Forest Watershed									
	SM 3	Issuance of ISO 14001 Environmental Management System	10%		JHMC to identify the milestone				limited to 25% of the total area of JHMC (for validation)		
		% change									
	SM 4	Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ.	10%		less than 80µg/ Ncm (PM10)						
		% change									
SO 3	Enforce Efficient and Effective Regulation in the Special Economic Zone										
SM 5	Stakeholder's Satisfaction Survey	10%	Actual / Target x Weight	95%							
FINANCIAL	SO 4	Increase JHMC Revenues to Attain Financial Viability									
	SM 6	Remittance of Collections from Lease Rentals of BCDA Assets	10%	Actual / Target x Weight	Php 27.3 M						
	% change										
INTERNAL PROCESS	SO 5	Strengthen Compliance Monitoring of All Business Enterprises to the Rules and Regulations of the JHSEZ									
	SM 7	Frequency of Spot inspections per Business Enterprise	7.5%	Actual / Target x Weight	Average of 20 inspections per week						
		% change									
	SM 8	Frequency of Certificate of Environmental Compliance (CEC) monitoring	7.5%	Actual / Target x Weight	Average of 85 inspections every two months						
		% change									
	SO 6	Improve Efficiency and Effectiveness of Processes as Stated in the Citizens' Charter and Operations Manual									
	SM 9	Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ upon receipt of complete requirements	5%		30 mins. for renewal 5 calendar days for start up						
	% change										
SO 7	Establish Quality Management System										

		PAN AGREEMENT							Remarks	
		Component				2015 Target				
		Weight	Rating Scale	Full Year 2015 Target	1st Q	2nd Q	3rd Q	4th Q		
LEARNING AND GROWTH	SM 10	ISO Certification for all processes	5%	All or Nothing	ISO Certification 9001:2008 of all frontline services					
	SO 8	Improve Technology and Infrastructure Support								
	SM 11	No. of processes automated	5%	Actual / Target x Weight	2 Financial Information System and Human Resource Information System					
		% change								
	SO 9	Improve Knowledge and Skills, Professionalism and Career Development								
	SM 12	Overall Training Spread Index	5%	Actual / Target x Weight	95%					
		Total Weight	100%							


 For GCG:
CESAR L. VILLANUEVA
 Chairman

For JHMC:

SILVESTRE C. AFABLE, JR.
 Chairman

JAMIE ELOISE M. AGBAYANI, MD
 President and CEO



**SUMMARY OF AGREEMENTS
JOHN HAY MANAGEMENT CORPORATION
REVISED 2014 AGREEMENT**

Indicator	Formula	Renegotiated Targets	Remarks
MFO 2: Environment, Forest and Watershed Management			
Quality: Compliance of JHMC to Environment and Forestry Standards, Laws, Rules and Regulations in the John Hay Special Economic Zone (JHSEZ)	Zero Notices of Violation issued to JHMC by DENR	Defer to delete Target - Zero	
	% change		
Quantity 1: Compliance of JHMC to National Ambient Air Quality Standards on Total Suspended Particulates (TSP) within the JHSEZ	Non-exceedance to the standard national value set for Total Suspended Particulates (TSP)	Remove and Redistribute the weight to 2 indicators (5% to MFO 2, Quantity 2 and 5% to MFO 1, Financial 2 - Remittance of Revenues earned from BCDA Assets)	
	% change		
Quantity 2: Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM 10) within the JHSEZ	Non-exceedance to the standard national value set for Particulate Matter 10 (PM 10)	Target is <80 µg/NCM (2 readings) Weight is increased to 15%	
	% change		
MFO 3: Regulatory Services			
Quantity 1 : Number of Accredited Enterprise in the JHSEZ	Absolute Number	115	
	% change		
Quantity 2; Increase in the number of jobs generated in the JHSEZ	Absolute Number	3,900	
	% change		
Timeliness 1: Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ from the date of receipt of complete documents (For renewals: 30 Mins. For new/startup businesses: 30 calendar days)		30 mins. for renewal 10 calendar days for start up	
	% change		

For GCC:

CESAR L. VILLANUEVA
Chairman

For JHMC:

SILVESTRE C. AFABLE, JR.
Chairman

JAMIE ELOISE M. AGBAYANI, MI
President and CEO