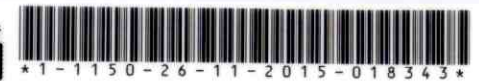


**SUMMARY OF AGREEMENTS  
JOHN HAY MANAGEMENT CORPORATION  
FY 2016**



GOCC PROPOSAL	AGREEMENT	Remarks
<b>Charter Statement</b>	<b>Charter Statement</b>	
<b>Mission Statement</b>	<b>Mission Statement</b>	
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 enforces efficient and effective regulation, ensures sustainable multiple use of the forest watershed and contributes to national economic growth and job generation.	
<b>Vision Statement</b>	<b>Vision Statement</b>	
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.	
<b>Core Values</b>	<b>Core Values</b>	
Stewardship Passion for the Environment Integrity Commitment Excellence	Stewardship Passion for the Environment Integrity Commitment Excellence	

For GCG:

**MA. ANGELA E. IGNACIO**  
Commissioner

For JHMC:

**SILVESTRE C. AFABLE, JR.**  
Chairman

**JAMIE ELOISE M. AGBAYANI, MD**  
President and CEO

**John Hay Management Corporation**  
a member of the BCDA Group



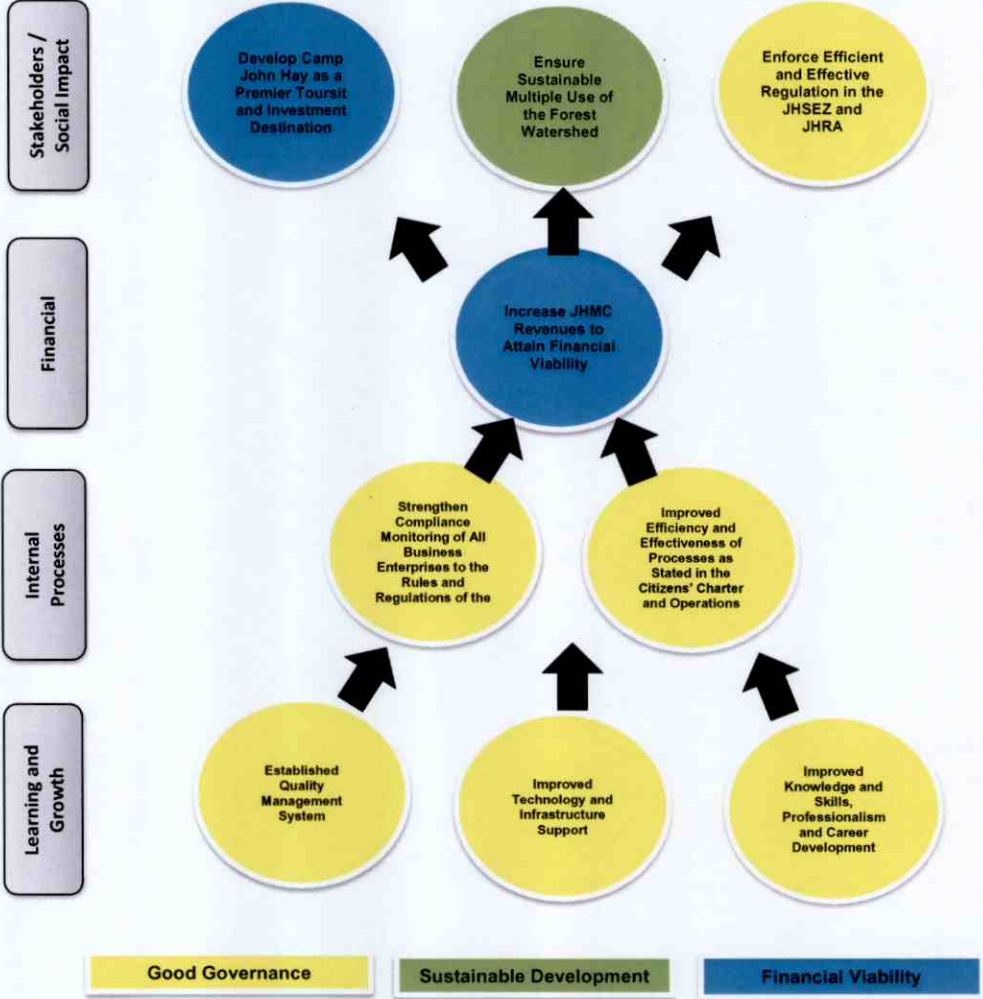
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**JOHN HAY MANAGEMENT CORPORATION  
CHARTER STATEMENT AND STRATEGY MAP**

**Vision :** 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.

**Mission :** 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.

**Core Values :**  
Stewardship  
Passion for the Environment  
Integrity  
Commitment  
Excellence



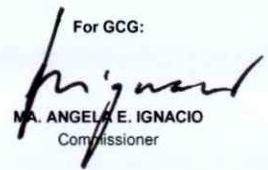
For GCG:  
*[Signature]*  
MA. ANGELA E. IGNACIO  
Commissioner


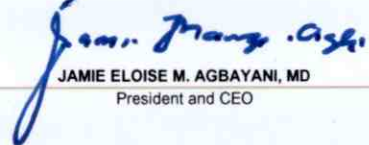
For JHMC:  
*[Signature]*  
SILVESTRE C. AFABLE, JR.  
Chairman  
*[Signature]*  
JAMIE ELOISE M. AGBAYANI, MD  
President and CEO

**SUMMARY OF AGREEMENT  
JOHN HAY MANAGEMENT CORPORATION  
2016**

		PAN AGREEMENT							Remarks		
		Component					2016 Target				
		Formula	Weight	Rating Scale	Full Year 2016 Target	1st Q	2nd Q	3rd Q		4th Q	
SOCIAL IMPACT	<b>SO 1</b>	<b>Develop Camp John Hay as a Premier Tourist and Investment Destination</b>									
	SM 1	Number of new locators or projects signed	Number of new locators or projects	7.5%	Actual / Target x Weight	2 locators or projects					
		% change				#VALUE!					
	SM 2	Number of jobs generated in the JHSEZ	Absolute number	7.5%	Actual Increase / Target Increase x Weight	5,500					
		% change				#VALUE!					
	SM 3	Gross sales of business enterprises within the JHSEZ	Absolute number	5%	Actual / Target x Weight	₱600.00 M					
		% change									
	<b>SO 2</b>	<b>Ensure Sustainable Multiple Use of the Forest Watershed</b>									
	SM 3	Issuance of ISO 14001 Environmental Management System	Based on Milestones	10.0%	10% - Activity 5 7.5% - Activity 4 5% - Activity 3 2.5% - Activity 2 0 - Activity 1	Formulation of the Environmental Management Plan					Leading to ISO Certification by 2017
		% change									
SM 4	Compliance of JHMC to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ	Number of tests which resulted to Good Air Quality (0-54 ug/nm) / Total number of tests	5%	Actual / Target x Weight	100% (8/8) of the tests resulted to Good Air Quality						
	% change				#VALUE!						
			35%								
STAKEHOLDERS	<b>SO 3</b>	<b>Enforce Efficient and Effective Regulation in the JHSEZ and JHRA</b>									
	SM 5	Stakeholder's Satisfaction Survey	Based on result of survey 90%-100% = Excellent 80%-85% = Very Satisfactory 80%-84% = Satisfactory 75%-79% = Fair 74% and below = Poor	10.0%	Actual / Target x Weight	84%					
		% change									
CIAL	<b>SO 4</b>	<b>Increase JHMC Revenues to Attain Financial Viability</b>									
	SM 6	Revenue Generated by JHSEZ	Actual amount in Mn Php	7.5%	Actual / Target x Weight	₱72.00 M					

FINAN		% change			#VALUE!						
	SM 7	Zone Revenue Collection Efficiency	Actual Collection / Total Zone Revenue for the year	7.5%	Actual / Target x Weight	86%					
				15%		#VALUE!					
INTERNAL PROCESS	SO 5	<b>Improved Efficiency and Effectiveness</b>									
	SM 8	Issuance of Permit to Operate (PTO) for Business Enterprises in the JHSEZ from the date of receipt of complete requirements	Average processing time for renewal	7.5%	Actual / Target x Weight	15 mins. for renewal					
			% change			-40.00%					
				Average processing time for start-up	7.5%	Actual / Target x Weight	7 calendar days for start up				
				% change			-30%				
	SM 9	Asset Disposition Manual	Milestone achieved	7.5%	All or nothing	Board Approved Manual for the Asset Disposition					
			% change								
				23%							
LEARNING AND GROWTH	SO 6	<b>Established Quality Management System</b>									
	SM 10	ISO Certification for all processes	Based on milestones	5%	All or nothing	Passed Surveillance Audit					
	SO 7	<b>Improved Technology and Infrastructure Support</b>									
	SM 11	No. of processes automated	Based on milestones	7.5%	All or nothing	SEZAD Information System (Phase 2)					
				% change							
	SO 8	<b>Improved Knowledge and Skills, Professionalism and Career Development</b>									
SM 12	Establishment of a Competency Model	Based on milestones	5%	All or nothing	Board-approved Competency Model						
				18%							
				100%							
	<b>Total Weight</b>										

For GCG:  
  
 MA. ANGELA E. IGNACIO  
 Commissioner

For JHMC:  
  
 SILVESTRE C. AFABLE, JR.  
 Chairman  
  
 JAMIE ELOISE M. AGBAYANI, MD  
 President and CEO