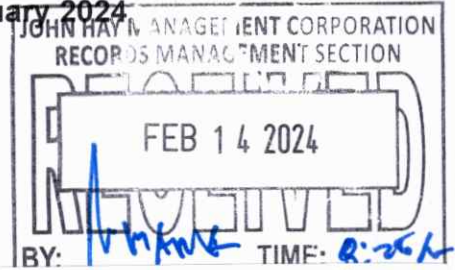




13 February 2024



HON. MARLO IGNACIO V. QUADRA

Chairperson

HON. ALLAN R. GARCIA

President and CEO (PCEO)

JOHN HAY MANAGEMENT CORPORATION (JHMC)

John Hay Special Economic Zone

Camp John Hay, Baguio City

John Hay Management Corporation
 a member of the BCDA Group
 OPCEO-IN-2024-180

RE: TRANSMITTAL OF 2024 PERFORMANCE SCORECARD

Dear Chairperson Quadra and PCEO Garcia,

This is to formally transmit the 2024 Charter Statement and Strategy Map (**Annex A**) and 2024 Performance Scorecard (**Annex B**) of JHMC. The same is to be posted in JHMC's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The JHMC-proposed Charter Statement and Strategy Map were RETAINED, while the Performance Scorecard submitted through letter dated 25 October 2023² was MODIFIED based on the discussions made during the Technical Panel Meeting (TPM) held on 29 November 2023, evaluation of documents submitted through letters dated 18 December 2023 and 19 January 2024,³ and finalized during the Performance Target Conference (PTC) held on 13 February 2024.

We take this opportunity to remind JHMC that Item 7 of GCG M.C. No. 2023-014 mandates GOCCs to submit Quarterly Monitoring Reports and upload the same in the GOCC's website within thirty (30) calendar days from the close of each quarter. JHMC is thus directed to submit its revised Quarterly Targets based on the attached Scorecard within fifteen (15) calendar days from receipt of the GCG-approved Performance Scorecard.

FOR JHMC'S INFORMATION AND COMPLIANCE.

Very truly yours,

ATTY. MARIUS P. CORPUS

Chairperson

ATTY. BRIAN KEITH F. HOSAKA

Commissioner

**ATTY. GERALDINE MARIE
BERBERABE-MARTINEZ**

Commissioner

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² Officially received by the Governance Commission on 26 October 2023.

³ Officially received by the Governance Commission on 20 December 2023 and 19 January 2024, respectively.

⁴ PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 19 January 2023.



Management System
 ISO 9001:2015
 www.tuv.com
 ID 9105080109

VISION

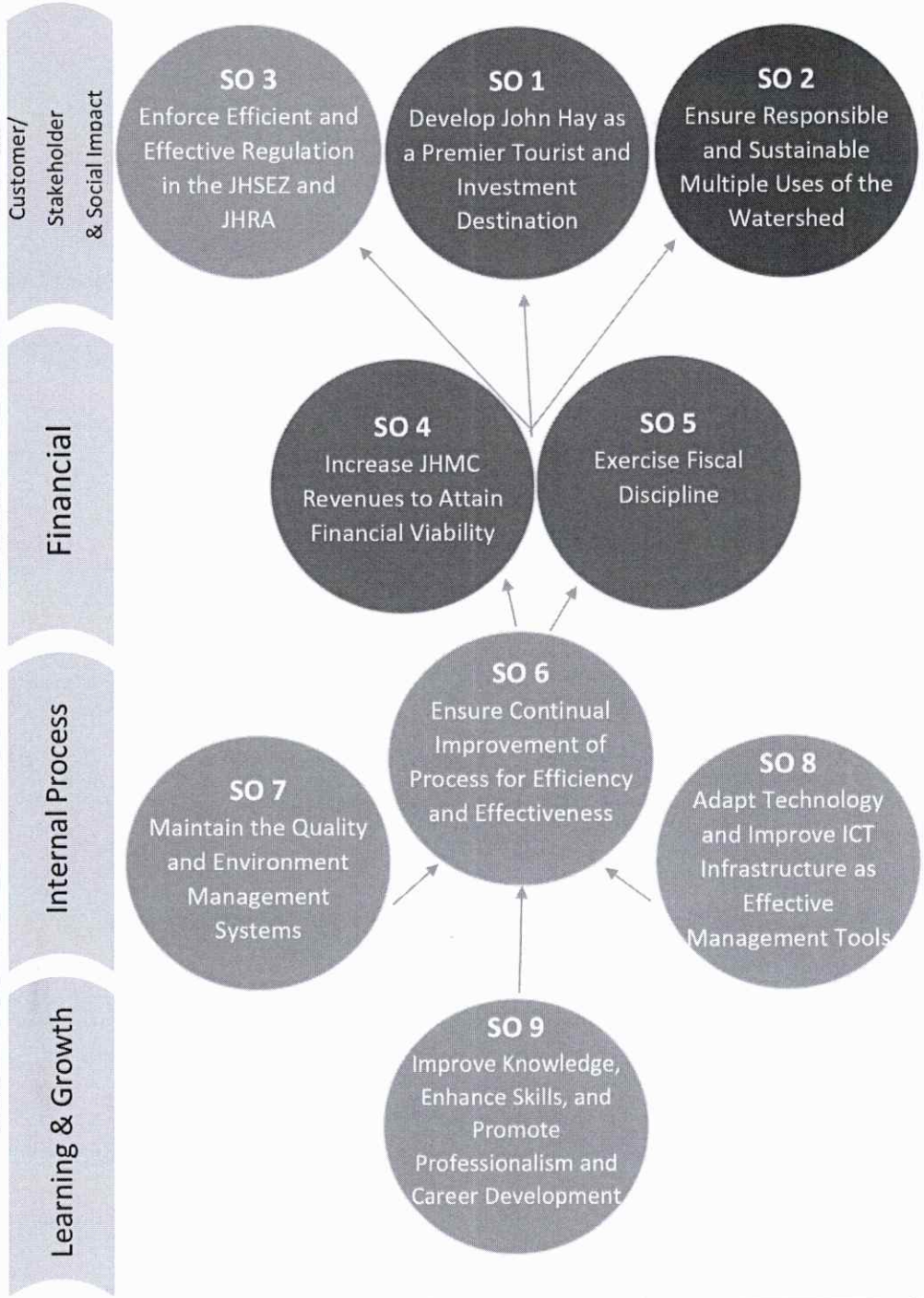
By 2040, JHMC shall have transformed and developed Camp John Hay into a premier, sustainable, safe, and enjoyable tourism destination in the North with preserved historical and cultural sites, promoting investments through innovative approaches, with improved economic opportunities and gender-responsive quality services while protecting the environment.

MISSION

As the steward of Camp John Hay, JHMC develops the estate into a premier tourist destination, continuously contributing to the economic growth and sustainable use and preservation of the forest watershed, with efficient and effective regulations.

CORE VALUES

- Stewardship
- Passion for Environment
- Integrity
- Commitment
- Excellence
- Spirituality



GOOD GOVERNANCE

FINANCIAL VIABILITY

SUSTAINABLE DEVELOPMENT

JOHN HAY MANAGEMENT CORPORATION (JHMC)

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
CUSTOMER/STAKEHOLDERS & SOCIAL IMPACT	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.

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 <i>If Less Than 80% = 0%</i>	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 <i>(Excluding Advance Payments and Penalties Collected)</i>	10%	(Actual / Target) x Weight	73.23%	93.75%	100%	100%

FINANCIAL

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.

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%	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%	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

INTERNAL PROCESSES

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.

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%					

LEARNING AND GROWTH

For GCC:


ATTY. MARIUS P. CORPUS
 Chairperson

For JHMC:


MARLO IGNACIO V. QUADRA
 Chairperson


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