

SECRETARY'S CERTIFICATE

REPUBLIC OF THE PHILIPPINES) Sc.
BAGUIO CITY)

I, **TEDDY ESTEBAN F. RIGOROSO**, of legal age, married, with office address in Rigoroso Galindez Rabino Laron & Maristela Law Offices, 901 Fil Garcia Tower, 140 Kalayaan Avenue, Diliman, Quezon City, Metro Manila, Philippines, being the Corporate Secretary of the John Hay Management Corporation (JHMC), after having been duly sworn in accordance with law, hereby CERTIFY, that during the 297th Special Meeting of the JHMC Board of Directors held on 28 October 2024 in the Board Room, JHMC Office Building, Camp John Hay, Baguio City, where a quorum was present, upon motion made and duly seconded, the Board passed and approved the following resolution:

*John Hay Management Corporation
Board Resolution No. 2024-1028-208*

Resolve, as it is hereby **resolved**, that the **John Hay Management Corporation ("JHMC") Board of Directors** hereby **approves** the JHMC Performance Scorecard Monitoring Report for the Third Quarter of CY 2024; and

Resolved, finally, that this Resolution shall take effect immediately on 28 October 2024 and shall supersede all prior JHMC resolutions, instructions, memoranda, circulars, or instruments inconsistent herewith.

This certification is being issued subject to the final approval of the Minutes of the 28 October 2024 JHMC Board meeting.

IN WITNESS WHEREOF, I have set my hand this 01 day of OCT 30 2024 in BAGUIO CITY

ATTY. TEDDY ESTEBAN F. RIGOROSO
Corporate Secretary

SUBSCRIBED AND SWORN TO before me this 01 day of OCT 30 2024 in BAGUIO CITY,
affiant exhibiting to me his IBP Identification Card No. 42240.

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Series of 2024

ATTY. MARY ELLEN S. CABUHAT

Notary Public for and in Baguio City
Notarial Commission valid until 31 December 2025
IBP No. 407458; 01/08/2024
PTR No. 6181437; 01/12/2024
Roll of Attorneys No. 55866
MCLE Compliance No. VII-0004316 valid until 04/14/2025

JOHN HAY MANAGEMENT CORPORATION

Component					Annual Target (2024)	3rd Quarter		
Objective/ Measure	Formula	Weight	Rating System	Target		Actual		
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO1	Develop John Hay as a Premier Tourist and Investment Destination						
	SM 1	Number of New Locators	Absolute Number	15%	(Actual/Target) x Weight	10	5	4
	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% increase from the 2023 GCG Validated Actual	5% increase from the 2023 GCG Validated Actual	4,330
						6,605		
	SM 3	Gross Sales of Business Enterprises Within the JHSEZ	Actual Amount	10%	(Actual/Target) x Weight	15% increase from the 2023 GCG Validated Actual	15% increase from the 2023 GCG Validated Actual	₱639,562,480.68
						₱1,173,884,128.44		

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Component					Annual Target (2024)	3rd Quarter	
	Objective/ Measure	Formula	Weight	Rating System		Target	Actual
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO 2	Ensure Responsible and Sustainable Multiple Uses of the Watershed					
	SM4	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) Within the JHSEZ	Absolute Number	7.5%	All or Nothing	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81 100% tests resulted in Good Quality Forty-Two Ambient Air Monitoring conducted resulted to Good Air Quality.
	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA					
	SM 5	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory/ Total Number of Respondents	5%	(Actual/Target) x Weight 0% = if less than 80%	90%	90% Ongoing conduct of the survey by the Third-Party.
		<i>Sub-total</i>		47.50%			

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Component					Annual Target (2024)	3rd Quarter		
	Objective/ Measure	Formula	Weight	Rating System		Target	Actual	
FINANCIAL	SO 4	Increase JHMC Revenues to Attain Financial Viability						
	SM 6	Increase Internally Generated Revenue of JHMC	Actual Amount of Revenues Collections	10%	(Actual / Target) x Weight	₱17,950,000.00	₱13,462,500.00	₱14,572,448.50
	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	100%	75%	49.57%
						₱75,434,572.03	₱56,575,929.02	₱37,390,465.72
	SO 5	Exercise Fiscal Discipline						
	SM 8	Disbursement Budget Utilization Rate	Total Disbursements/ BCDA - Approved Corporate Operating (COB) <i>(Both Net of PS Cost)</i>	5%	(Actual / Target) x Weight	90%	60%	36.78%
						₱145,278,250.00	₱87,166,950.00	₱53,432,392.17
	<i>Sub-total</i>			25%				

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Component					Annual Target (2024)	3rd Quarter	
Objective/ Measure	Formula	Weight	Rating System	Target		Actual	
INTERNAL PROCESS	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/ Total Number of Requests Received	7.5%	(Actual/Target) x Weight	100%	100%
							95.71%
							<u>4,568 out of 4,773</u> Regulatory Permits for Business Enterprises were issued within applicable processing time.
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 Maintenance	Preparatory activities for the ISO 9001:2015 Recertification	The contract between JHMC and TÜV SÜD PSB Philippines Inc. was perfected.
SM 11	Maintenance of ISO 14001:2015 Certification	Actual accomplishment	5%	All or Nothing	ISO 14001:2015 Certification Maintenance	Preparatory activities for the ISO 14001:2015 Recertification	Ongoing preparation of contract.

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Component					Annual Target (2024)	3rd Quarter	
Objective/ Measure	Formula	Weight	Rating System	Target		Actual	
INTERNAL PROCESS	SO 8	Adapt Technology and Improve ICT Infrastructure as Effective Management Tools					
	SM 12	Implementation of the Information System Strategic Plan (ISSP)	Actual Accomplishments	5%	All or Nothing	100% Accomplishment of the 2024 ISSP Deliverables	100% Accomplishment of the 2024 ISSP Deliverables Cleaning of the JHMC Acumatica instance is ongoing. the BCDA and Cloudqwest will give JHMC an update once the JHMC instance is clear JHMC-FSD is preparing the required documents for the application of CAS On-going collaboration with the BCDA Team
	<i>Sub-total</i>			22.50%			

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Component					Annual Target (2024)	3rd Quarter		
	Objective/ Measure	Formula	Weight	Rating System		Target	Actual	
LEARNING AND GROWTH	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	Increase from 2023 Actual Competency Level	Increase from 2023 Actual Competency Level	Ongoing implementation of the HRDP 2024
		<i>Sub-total</i>		5%				
		TOTAL		100%				


Prepared by:


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 Corporate Planning Manager


BEVERLEE O. GUNADEN
 Corporate Planning Clerk


Reviewed by:


JANE THERESA G. TABALINGCOS
 Vice-President and Chief Operations


RONALD B. ZAMBRANO
 Finance Manager

Approved by:


JUNIE E. CUA
 Chairperson, Board of Directors


ATTY. MARLO IGNACIO V. QUADRA
 President and Chief Executive Officer