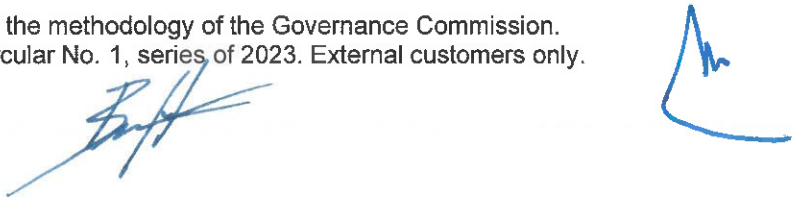


JOHN HAY MANAGEMENT CORPORATION (JHMC)

Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
CUSTOMER/STAKEHOLDERS & SOCIAL IMPACT	SO 1	Develop Camp John Hay as a Premier Ecotourism and Investment Destination							
	SM 1	Number of New Locators (Direct Lease)	Absolute Number	15%	(Actual / Target) x Weight	Not Applicable	Not Applicable	10	10
	SO 2	Ensure Responsible and Sustainable Multiple Uses of the Forest Watershed							
	SM 2	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) Within the JHSEZ	Average of the Monthly Values in ug/m³ Particulate Matter 10 (PM10)	10%	All or Nothing	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	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81
	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA							
	SM 3	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Respondents	10%	(Actual / Target) x Weight If Less Than 80% = 0%	Business Organizations - 94.03% Individuals - 100% ¹	94.38%	90%	90% ²
		Sub-Total			35%				

¹ The data is based on the survey results using the methodology of the Governance Commission.
² Based on GCG-ARTA Joint Memorandum Circular No. 1, series of 2023. External customers only.



Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
FINANCIAL	SO 4	Increase JHMC Revenues to Attain Financial Viability and Autonomy							
	SM 4	Increase Internally Generated Revenue of JHMC	Revenue from Regulatory Functions, CUSA, Historical Core, and Gains and Miscellaneous Income	10%	(Actual / Target) x Weight	₱ 19.54 Million	₱ 23.57 Million	₱ 17.95 Million	₱ 20.30 Million
	SM 5	Zone Revenue Collection Efficiency	Actual Collection / Total Amount Due per Lease Agreement (Excluding Advance Payments and Penalties Collected)	7.5%	(Actual / Target) x Weight	Not Applicable	Not Applicable	Not Applicable	100%
			Actual Collection / Actual Revenue from Regulatory Fees and Historical Core (Excluding Advance Payments and Penalties Collected)	7.5%	(Actual / Target) x Weight	Not Applicable	Not Applicable	Not Applicable	100%
	SO 5	Exercise Fiscal Discipline							
	SM 6	Disbursement Budget Utilization Rate	Total Disbursements / BCDA-Approved Corporate Operating Budget (COB) (Both Net of PS Cost)	5%	(Actual / Target) x Weight	73%	80.60%	90%	90%
		Sub-Total			30%				





Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
INTERNAL PROCESS	SO 6	Continual Improvement of Processes for Efficiency and Effectiveness							
	SM 7	Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time ³	Total Number of Permits Issued Within Applicable Processing Time / Total Number of Applications for Permits Received	10%	(Actual / Target) x Weight	Cannot Be Validated	Cannot Be Validated	100%	100%
	SO 7	Maintain the Quality and Environment Management Systems							
	SM 8	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained (1 st Surveillance Audit Passed)	ISO 9001:2015 Certification Maintained (2 nd Surveillance Audit Passed)	ISO 9001:2015 Certification Maintained	ISO 9001:2015 Certification Maintained
	SM 9	Maintenance of ISO 14001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 14001:2015 Certification Maintained (1 st Surveillance Passed)	ISO 14001:2015 Certification Maintained (2 nd Surveillance Audit Passed)	ISO 14001:2015 Certification Maintained	ISO 14001:2015 Certification Maintained

³ The measure shall cover the following core services of the corporation: (a) Certificate of Environmental Compliance (CEC); (b) Building Permit (BP); (c) Certificate of Occupancy (COO); (d) Gate Pass (GP); (e) Permit to Bring-In (PBI); (f) Permit to Bring Out (PBO) – Forest Products; (g) Fireworks Display Permit; (h) Permit to Bring Out (PBO) for Locators – Local Articles for Permanent Pull-Out; (i) Permit to Bring Out (PBO) for Locators – Temporary Transfer; and (j) Permit to Bring Out (PBO) for Stakeholders.



Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
LEARNING AND GROWTH	SO 8	Adapt Technology and Improve ICT Infrastructure as Effective Management Tools							
	SM 10	Implementation of the Information System Strategic Plan (ISSP)	Total Number of Deliverables ⁴ Due for 2025 Attained / Total Number of Deliverables Due for 2025	5%	(Actual / Target) x Weight	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	100% Accomplishment of the 2025 ISSP Deliverables
		Sub-Total		25%					
	SO 9	Improve Knowledge, Enhance Skills, and Promote Integrity, Professionalism, and Career Development							
	SM 11	Percentage of Employees Meeting Required Competencies	Competency Level 2025 – Competency Level 2024 (where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employees)	5%	All or Nothing	Competency Baseline of the Organization Improved by 0.68%	Cannot Be Validated	Increase from 2023 Actual Competency Level	Increase from 2024 Actual Competency Level
	SM 12	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Not Applicable	Not Applicable	Not Applicable	Board-Approved Public Service Continuity Plan (PSCP)
		Sub-Total		10%					
		TOTAL		100%					

⁴ Deliverables refer to systems/applications



Component				Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
BONUS STRATEGIC MEASURES							
GAD Budget Utilization Rate		1%	All or Nothing	N/A		5% of Total COB	
ISO Certification on any of the following Standards i. Environmental Management System (EMS) Certification ii. Business Continuity Management Systems (BCMS)		1%	All or Nothing	N/A		Certification on Environmental Management System (ISO 14001:2015) or Business Continuity Management System (ISO 22301:2019)	

For GCG:


ATTY. BRIAN KEITH F. HOSAKA
Commissioner

For JHMC:


HON. MARLO IGNACIO V. QUADRA
President and Chief Executive Officer (PCEO)