

**CLARK INTERNATIONAL AIRPORT CORPORATION**

	Component				Annual Target	[2nd] Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System <sup>a</sup>		Target	Actual	
<b>Social Impact</b>	SO 1	Enabled Optimal Development of the Clark Civil Aviation Complex (CCAC)						
	SM 1	Aircraft Movement Volume	Actual Figure	0%	Actual/Target	43,456	10,920	Data c/o LIPAD
	SM 2	Number of New Employment Generated by CCAC Locators (including sub lessees)	Absolute Number	10%		1,000	1,000 (Q1-Q4)	0 (Q2)
	<b>Sub-total</b>			<b>10%</b>				
<b>Financial</b>	SO 2	Sustain Financial Performance						
	SM 3	Revenues (in thousand pesos)	Absolute Amount	15%	Actual/Target	389.76 <sup>1</sup>	97.44	104.91
	SM 4	EBITDA (in thousand pesos)	Absolute Amount	5%		180.89	45.22	72.24
	<b>Sub-total</b>			<b>20%</b>				

<sup>1</sup> As a result of the O&M Concession Agreement, CIAC’s revenue sources are limited to non-aeronautical revenues and other income.

	Component				Annual Target	[2nd] Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System <sup>a</sup>		Target	Actual	
<b>Stakeholders</b>	SO 3	Increased Economic Opportunities						
	SM 5	Number of Lease Agreements signed (Locators within CCAC)	Cumulative Number	10%	Actual/Target	Additional 7 Locators from 2019 Cumulative Total	57 (Q1 – Q4)	48
	SO 4	Enhanced Stakeholder Experience						
	SM 6	Percentage of Satisfied Customers	Number of respondents which gave <i>at least</i> a Satisfactory rating / Total number of respondents	5%	Actual/Target  <i>0% = If less than 80%</i>	90% <sup>2</sup>	N/A	Customer Satisfaction Survey will be conducted within the 4 <sup>th</sup> Quarter
	<b>Sub-total</b>			<b>15%</b>				
<b>Internal Process</b>	SO 5	Advanced Business Processes						
	SM 7	ISO 9001:2015	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification	N/A	ISO 9001:2015 Certification is targeted within the 4 <sup>th</sup> Quarter
	SO 6	Developed and Upgraded Airport Infrastructure/Equipment						
	SM 8	Percentage Completion of the CRK Expansion Project – Horizontal Infrastructure	Actual Accomplishment	25%	Actual/Target	100%	100% (Q1 – Q4)	52.514%

<sup>2</sup> Using the Enhanced Standard Guideline on the Conduct of Customer Satisfaction Survey by the GCG

		Component			Annual Target	[2nd] Quarter	
Strategic Objective (SO)/ Strategic Measure(SM)		Formula	Weight	Rating System <sup>a</sup>		Target	Actual
	SM 9	Implementation of Airport Infrastructure Projects	Actual Accomplishment	20% a. 5% b. 5% c. 5% d. 5%	Actual/Target	<p>Submission of TOR to BCDA for Review and Approval:</p> <p>a. Design and Construction of the Second Runway</p> <p>b. Design and Construction of the New CRK Control Tower</p> <p>c. Upgrading of the Airfield Ground Lighting System</p> <p>d. Procurement and Installation of the New Radar System</p>	<p>Submission of TOR to BCDA for Review and Approval:</p> <p>a. Design and Construction of the Second Runway</p> <p>b. Design and Construction of the New CRK Control Tower</p> <p>c. Upgrading of the Airfield Ground Lighting System</p> <p>d. Procurement and Installation of the New Radar System (Q1 – Q4)</p> <p>a. DAED for the Second Runway of CIA: Ongoing preparation and updating of Program of Works (POW), Bidding Documents, Terms of Reference (TOR) and Technical Specifications; shall submit request for review of the TOR and Technical Specifications to CAAP technical personnel</p> <p>b. Design and Build of the New Eighteen-Storey Clark Air Traffic Control Tower Building Facility at CIA: Approved Terms of Reference and Bidding Documents by CIAC and BCDA; schedule for Bidding Process on July 2020</p> <p>c. Rehabilitation and Upgrading of Airfield Ground Lighting (AGL) System including New AGL Powerhouse for CIA: Approved Terms of Reference and Bidding Documents by CIAC and BCDA; schedule for Bidding Process on July 2020</p> <p>d. Supply, Installation, Testing and Commissioning of Primary Surveillance Radar (PSR) and Monopulse Secondary Surveillance Radar (SSR) for CIA: Ongoing updating and review of the prepared Programs of Works (POW), Bidding Documents, Terms of Reference (TOR) and Technical Specifications; review of the TOR and Technical Specifications from CAAP technical personnel has been requested</p>

	Component				Annual Target	[2nd] Quarter	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System <sup>a</sup>		Target	Actual
	<b>Sub-total</b>		<b>50%</b>				
<b>Learning and Growth</b>	SO 7	Enriched Employee Performance and Development					
	SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	10% Improvement from 2019	<p>Conduct of Gap Analysis and Revisit the CIAC Three-Year Training Plan</p> <p>The Competency Assessment of the remaining 51 employees based on the training and other developmental interventions was started by HRD upon the issuance of return to work to CIAC employees on a skeletal work arrangement on 08 June 2020.</p> <p>The assessment was completed on 30 June 2020 and immediately thereafter, HRD conducted a review on the Training Plan for CIAC employees.</p> <p>The Training Plan for the second semester of year 2020 is ongoing and is expected to be submitted to the Office of the President &amp; CEO by the end of July. The training plan takes into consideration the urgent training requirements of the corporation based on the recently approved vision, mission and corporate values of the corporation; as well as the limitations on social gathering brought about by the COVID-19 pandemic.</p>
	<b>Sub-total</b>			<b>5%</b>			
	<b>TOTAL</b>			<b>100%</b>			

a/ But not to exceed the weight assigned per indicator