



**TOURISM
INFRASTRUCTURE AND
ENTERPRISE
ZONE
AUTHORITY**

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DoubleDragon Plaza
DD Meridian Park
Macapagal Avenue corner
EDSA Extension
1302 Bay Area, Pasay City

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corporatesecretary@tieza.gov.ph
www.tieza.gov.ph

RESOLUTION NO. R-04-12-18-J

WHEREAS, on July 20, 2012, President Benigno S. Aquino III issued Executive Order No. 80, series of 2012, which directed the Governance Commission for GOCCs (GCG) to issue the necessary guidelines for the Performance Based Incentives (PBI) System for GOCCs under GCG's jurisdiction;

WHEREAS, GCG issued Memorandum Circular (M.C.) No. 2013-02 establishing the Performance Evaluation System (PES) that will provide for the framework for setting organizational targets of GOCCs;

WHEREAS, GCG MC No. 2013-12 directed all GOCCs to submit the following documents as reference to the Performance Agreement to be signed by TIEZA and GCG as basis FOR THE GRANT OF PERFORMANCE Based Bonus (PBB):

- (a) Proposed Charter Statement and Strategy Map;
- (b) Proposed 2019 Performance Scorecard;
- (c) Proposed 2019 Strategic Initiative Profiles; and
- (d) Briefer on TIEZA's 2019 Scorecard

WHEREAS, GCG MC No. 2013-12 required a Board Resolution approving the submission of the foregoing requirements for consideration of GCG;

WHEREFORE BE IT RESOLVED, AS IT IS HEREBY RESOLVED, to adopt, confirm and ratify as a corporate act the submission of the following attached documents, namely:

- (a) Proposed Charter Statement and Strategy Map;
- (b) Proposed 2019 Performance Scorecard;
- (c) Proposed 2019 Strategic Initiative Profiles; and
- (d) Briefer on TIEZA's 2019 Scorecard

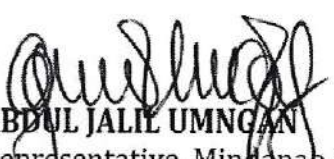
ADOPTED, by the TIEZA Board of Directors this 4th day of December 2018 in Makati City, Philippines.

Usec. EDWIN R. ENRILE
Alternate Chairperson of TIEZA Board

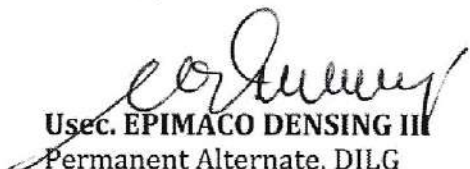
POCHOLO J.D. PARAGAS
Vice-Chairman/COO TIEZA

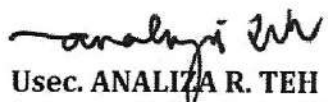
Atty. MAXIMILAN A.E. FERNANDEZ
Permanent Alternate, DPWH

TIEZAWORKS


ABDUL JALIL UMNGAN
Representative, Mindanao Development
Authority


MARIE VENUS O. TAN
Member, TPB COO


Usec. EPIMACO DENSING III
Permanent Alternate, DILG

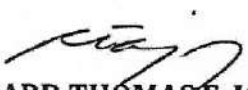

Usec. ANALIZA R. TEH
Permanent Alternate, DENR


ROY B. MARTIN
Director, Tourism Estate
Development Sector

ELIZALDY S. CO
Director, Accommodation
Services Sector

Vacant
Director, Air, Land and Sea Transport
Services Sector

Vacant
Director, Travel and Tours
Services Sector


RICHARD THOMAS F. JOSON
Director, Other Tourism Enterprise Sector

TOURISM INFRASTRUCTURE AND ENTERPRISE ZONE AUTHORITY
PERFORMANCE SCORECARD 2019

PERSPECTIVE	SO	MEASURE		WEIGHT	RATING SYSTEM	DATA PROVIDER	BASELINE	Proposed Target
		DESCRIPTION	FORMULA					
S O C I O - E C O N O M I C	SO 1: Contribute to Country's Competitiveness thru the Development of Sustainable Tourism Zones and Support Infrastructure	SM 1: Management and Supervision of Sustainable Tourism Infrastructure Projects	Milestones Achieved / Target	10%	Actual/ Target x 100	AFS/TEZ	Issuance of Notice to Proceed for the Feasibility Study	Feasibility Study
		SM 1a: Development of Manila Cruise Port						
		SM 1b: Development of a TIEZA owned TEZ	Milestones Achieved / Target	10%	Actual/ Target x 100	TEZ	Identified area for master planning as possible TIEZA owned/ operated TEZ	Technical Due Diligence

PERSPECTIVE	SO	MEASURE		WEIGHT	RATING SYSTEM	DATA PROVIDER	BASELINE		Proposed Target
		DESCRIPTION	FORMULA				2018	2019	
F I N A N C I A L	SO 2: Develop Ecotourism Sites in Depressed Provinces with Strong Tourism Potential	SM 2: Development of Ecotourism Site in Depressed Province	Number of Projects with NOA/Total number of Board-Approved projects with complete Detailed Engineering Design	5%	(Actual/target) x Weight	AESS	-----		Projects with Notices of Award
	SO 3: Achieve Financial Viability and Sustainability of Assets	SM 2: Generation of Net Income from All Assets (Operating, Leased, Joint Venture and Turned-Over Properties)	Gross revenues from all assets less operating expenditures (before depn)	10%	Actual/Target x 100	AMS	45.2M *		45.2M* Conditioned on Asset Rehabilitation
	SO4: Maximize absorptive capacity based on approved plans and programs	SM 3: Appropriation utilization Index - Allocated amount of Board-approved projects for the year/Corporate Operating Budget for the year	Total amount of board approved/corporate operating budget (Appropriated by the TIEZA Board)	10%	Actual/Target x 100	AESS	80%		85%

PERSPECTIVE	SO	MEASURE		WEIGHT	RATING SYSTEM	DATA PROVIDER	BASELINE	Proposed Target
		DESCRIPTION	FORMULA					
STAKEHOLDERS / CUSTOMERS	SO 5: Institutionalize a TIEZA Branding anchored on Transparency, Efficiency, Quality Service and Being Environment Friendly and Filipino-themed for Projects	SM 4: Ensure Customer Satisfaction	Total number of respondents with satisfactory rating/total number of respondents	10%	Actual/Target x 100	AESS/TEZ/AMS	50% GCG counter proposal: 80%	80% of Total Respondents give Satisfactory Rating

PERSPECTIVE	SO	MEASURE		WEIGHT	RATING SYSTEM	DATA PROVIDER	BASELINE	Proposed Target
		DESCRIPTION	FORMULA					
INTERNAL PROCESSES	SO 6: Implement an Integrated Automated Information System	SM 5: Develop and Implement a New Integrated Automated Information System	Percentage of Completion	6%	Actual / Target x 100	MISD	1. In-house Development of TIEZA Assets Individual Website; 2. Outsourced Development - Procurement Process for the following: 2.1 Enterprise Resource Plan; 2.2 Online Travel Tax Payment System; 2.3 Document Management System (NOA) 2.4 Communication System (NOA)	1. In-house Development of TIEZA Assets Individual website (Launching of 5 websites) 2. Outsourced Development: 2.1 Enterprise Resource Plan (NOA) 2.2 Online Travel Tax Payment System (MOA) 2.3 Document Management System (NOA) 2.4 Communication System (NOA)
				8%				
				6%				
	SO 7: Develop Customer Centric Products and Services	SM 6: Implement Quality Management System	Attain Certification ISO 9001:2015	10%	Actual / Target x 100	Lead: QMR, All Processes (3 processess)	Certification ISO 9001:2015 (Asset Management, Travel Tax, and Tourism Infrastructure Management)	ISO 9001:2015 Recertification

PERSPECTIVE	SO	MEASURE		WEIGHT	RATING SYSTEM	DATA PROVIDER	BASELINE		Proposed Target
		DESCRIPTION	FORMULA				2018	2019	
LEARNING & GROWTH	SO 8: Build and Strengthen Organizational Capabilities	SM 7: Implement Competency Model	(No. of employees with identified competency gaps over no. of targeted employees) x 100 %	15%	Actual/Target x 100	AFS	Board-approved Training Plan for employees with Salary Grade 17 and Below	Increase by 5% the competency level of Managers and Employees based on identified functional competency gap	

2019 CHARTER STATEMENT AND STRATEGY MAP (ANNEX

TOURISM INFRASTRUCTURE AND ENTERPRISE ZONE AUTHORITY CHARTER STATEMENT AND STRATEGY MAP

VISION : By 2026, TIEZA is a globally recognized tourism development agency and a primary catalyst for inclusive and sustainable socio-economic growth

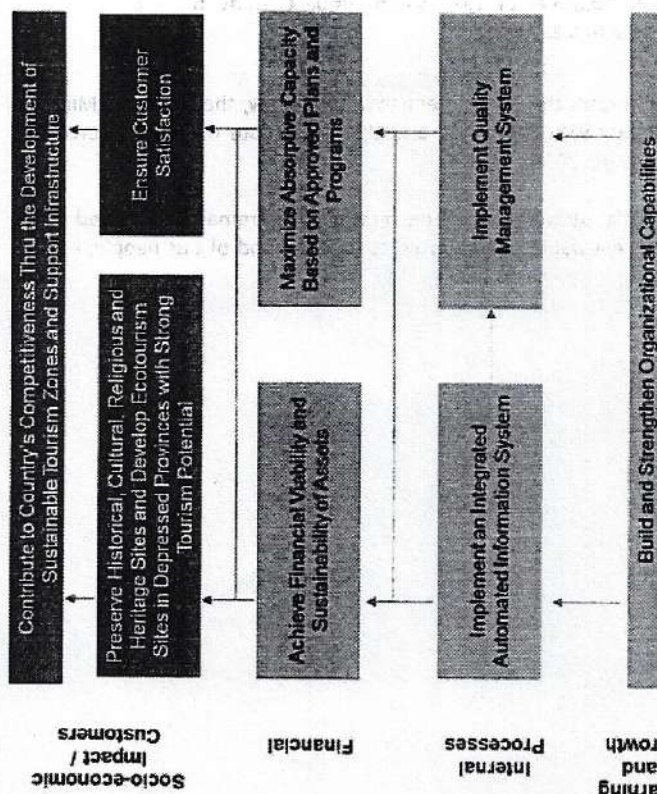


OUR MISSION

To contribute to national tourism development goals and showcase Philippine culture by designating, supervising, and regulating sustainable Tourism Enterprise Zones; undertaking viable Tourism Infrastructure Projects; and managing assets.

OUR CORE VALUES

1. Excellence
2. Integrity
3. Innovation



STRATEGIC THEMES :

