



Strategic Measure	Formula	Weight	Rating System	2020 Annual Target	2nd Quarter	
					Target	Accomplishment
SO 1: Increase number of environmentally sound buildable areas for development						
SM 1: Secure approval of Government Seabed Quarry Permit (GSQP) for Lubang Island and Simo Banks-Nasugbu; Leyte-Biliran; Malapascua of Cebu; Maasin of Leyte; and Oton-Guimaras Coastal Waters for Marine Sand Quarry	Actual Accomplishment	10%	All or Nothing	GM-approved Final Report on the Geo-Scientific Survey/ Investigation for Biliran, Leyte and Malapascua, Cebu Sites	Follow-up with the DENR-MGB the Implementing Agreement (IA) and discuss with them in order to finalize the draft contract covering the proposed Geo-Scientific Survey/ Investigation for Biliran, Leyte and Malapascua, Cebu.	PRA-Reclamation Department had a meeting with DENR-MGB regarding the draft Implementing Agreement (IA) for the conduct of Geo-scientific survey/ investigation of at least two (2) sites out of the six (6) sites: Naval, Biliran and Malapascua, Cebu
SM 2a: Implementation of Land Reclamation Activities : Pasay 360 hectare reclamation	Actual Accomplishment	7.50%	All or Nothing	Notice to Mobilize/ Notice to Proceed issued to Proponent	Joint evaluation (RD, PED and ENV) on the value engineering proposal on certain aspect of the detailed engineering design and reclamation methodology submitted by the project proponent. Submission of the draft report to the AGM for RRO for discussion and deliberations.	On-going joint evaluation on the value engineering proposal on certain aspect of the Detailed Engineering Design and reclamation methodology submitted by the project proponent; and Submission of the draft report to the AGM for RRO for discussion and deliberations.
SM 2b: Implementation of Land Reclamation Activities : Navotas City reclamation	Actual Accomplishment	7.50%	All or Nothing	Final Review and Status Report on the Evaluation of Pre-Construction documents submitted to PRA Management	Final assessment and issuance of PRA Notice of Complete Submission of pre-construction documents (Letter/ Notice of Complete Submission).	Navotas City still to submit requirements as discussed last 8 Jan 2020 meeting with the Navotas City and Argon Bay
SM 2c: Implementation of Land Reclamation Activities : Batangas city reclamation	Actual Accomplishment	7.50%	All or Nothing	Notice to Mobilize/ Notice to Proceed issued to Proponent	Call for a joint technical conference to discuss project mobilization, implementation and monitoring with the developer and general contractor in relation to the Notice to Proceed issued.	Follow-up letter on the submission of pre-construction documents and request for technical conference with the proponent

SOCIAL IMPACT/STAKEHOLDERS

Strategic Measure	Formula	Weight	Rating System	2020 Annual Target	2nd Quarter	
					Target	Accomplishment
SO 2: Integrate a comprehensive coastal defense/ protection strategy						
SM 3: Coastal defense strategy for Vulnerable Areas	Actual Accomplishment	10%	(Actual/Target) x Weight	A. Final Report on the Scaling-Out Project for Bulacan and Pampanga as submitted to the Global Resilience Partnership B. Endorsement of the Framework Plan to the LGU (signed by both PRA and the designated LGU Department/ Office)	A. Submit required data for scaling-up proposal to One Architecture B. Submit update report to the Board once documentation of the two LGUs is completed and secure authority for the GM/CEO to sign the EOC NOTE: considering the ECQ/GCQ travel restrictions, data gathering may be affected and the above activities may be delayed	A. Periodic tele-conferencing coordination with One-Architecture on additional requirements, if any, of the proposed scaling out B.1. Continued coordination and follow-up with the Municipality of Virac, particularly on the authority of the Mayor to sign the Expression of Collaboration (EOC) with PRA for the formulation of Coastal Protection Strategy (CPS) of Virac; B.2. Submitted recommendation to Management to include Municipality of Baras to be assisted by PRA in the formulation of CPS for (2020); and B.3 Submitted Memo to PRA Board requesting authority for the GM/CEO to sign the EOC with Virac, and approval to include Municipality of Baras
SO 3: Increase Support of Stakeholders, Address Concerns of Affected Communities and Gain Social Acceptance of Development Projects						
SM 4: Percentage of Satisfied Customers	Actual Accomplishment	5%	(Actual/Target) x Weight 0% = If less than 80%	90%		Sent follow up to DAP for project proposal for conduct of CSS 2020
SO 4: Increase Revenue and Improve Cash Flow						
SM 5: Net Income Commitment	Absolute Amount	15%	(Actual/Target) x Weight 0% = If less than P150Million	Php874 Million (Net Income after Tax)	200 Million	Php 3.1 Billion
SO 5: Increase inventory of marketable land assets						
SM 6: Disposition of unlawfully reclaimed areas	Absolute number	10%	(Actual/Target) x Weight	Endorsement to the DENR for issuance of Presidential Proclamation covering twenty-seven (27) sites	Seek Board approval of ten (10) sites for regularization and/or for endorsement to the DENR for the issuance of Presidential Proclamation.	Two (2) out of four (4) sites approved by the PRA Board of Directors are for Presidential Proclamation endorsement with the DENR Sites: 1. Batangas Bay Terminal Port Inc.; and 2. Mr. Luis Coronado D. De Jesus)
SO 6: Implement Clear and Efficient Reclamation Guidelines and Public Estates Development and Management						
SM 7. Formulation of a new policy	Actual Accomplishment	5%	All or Nothing	Publication of Board-approved Utilization Guidelines on the Social Environmental Fund (SEF) in newspapers of general circulation and filing with UP Law Center	Continue research of reference literatures and draft preliminary guideline for discussion by the Environmental Management Department and the Reclamation and Regulation Office	Conducted research of similar policy, guideline or fund for reference in the crafting of the proposed SEF guidelines, but no similar guidelines was found; Conducted research on possible projects where the SEF can be utilized; and Framework of the policy is being discussed by RRO

INTERNAL PROCESS	Strategic Measure	Formula	Weight	Rating System	2020 Annual Target	2nd Quarter	
						Target	Accomplishment
	SM 8. Development of PRA Properties : Re-development of Coastal Plaza Condominium Project (CPCP)	Actual Accomplishment	7.50%	All or Nothing	100% of the deliverables for the year are implemented based on the Board-approved CPCP Business Plan	Preparation of the Implementing Strategy	Implementation Strategy was prepared. Review on-going for the same.
	SM 9. Maintenance and timely repair of roads and other infrastructure projects : Construction of One Road at Superblock B; and Rehabilitation of PDMB, Asean Ave., and Diokno Blvd.	Actual Accomplishment	5%	All or Nothing	Implementation of 100% Contract Deliverables for the Detailed Engineering Design	<p>Start of Bidding Activities for Consultancy Services and for the Road Repair Works:</p> <ul style="list-style-type: none"> - Transmittal of the Eligibility and Bidding Documents for the procurement of Consultancy Services for review/action of BAC on May 2020; - Approval of revised ABC and Construction Plans for Road Repair Works on May 2020; - Transmittal of Final Bidding Documents for the Road Repair Works to the Board of Directors for approval and start of bidding process 	<p>I. For Consultancy Services:</p> <p>Based on the market study conducted in December 2019, the project cost will require an increase of 57% in the project cost to match the Terms of Reference (TOR). Said increase is more than the maximum increase allowed under the Procurement Law. Hence, it was recommended to the BAC the cancellation of the previous procurement activities due to two failed biddings (Internal Memorandum dated June 10 2020);</p> <p>For the same consultancy services, a new TOR, budget and draft bidding documents based on the previous market study was submitted for BAC TWG review (Internal Memorandum June 10 2020)</p> <p>II. Road Repair Works:</p> <p>Revision of detailed engineering (Construction Plans, Bill of Quantities, Detailed Estimates, Construction Schedule) completed on May 2020;</p> <p>Transmitted Final Bidding Documents, draft Contract Agreement and ABC for approval of the Board of Directors on July 3, 2020</p>
SO 7. Strengthen culture of continuous training and innovation in the organization							
ORGANIZATION	SM 10. Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	Improve Competency Baseline of PRA	<p>1. For the concerned Assistant General Manager (AGM) and Department Manager (DM) to discuss the assesment result with the concerned employee and the needed intervention to improve the employee's performance /productivity.</p> <p>2. Coordinate with DAP for the schedule and implementation of the next stage of PRA competency assessment</p>	<p>DAP is exploring options (alternative media/ online platform) for the implementation of the remaining activities of the Project, to be submitted and for approval of PRA;</p> <p>Awaiting DAP's submission of sealed Individual Assessment Results to be furnished to each assessed employee</p>
	SO 8. Implement a Quality Management System (QMS)						
	SM 11. Improve Processes to Quality Management System	Actual Accomplishment	5%	All or Nothing	Pass the 2nd Surveillance Audit	Conduct of required training/workshop for the PRA ISO 9001:2015 Standards	<p>Conducted required trainings:</p> <ul style="list-style-type: none"> a. Audit Refresher b. Risk-based Thinking c. Training of Document Cotroller
		Total	100%				

Approved by:

- Original signed -

ATTY. ALBERTO C. AGRA
Chairman of the Board

July 28, 2020
Date

- Original signed -

ATTY. JANILO E. RUBIATO
General Manager and CEO

July 28, 2020
Date