



Strategic Measure	Formula	Weight	Rating System	2021 Annual Target ¹	1st 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%	Milestones	Implementing Agreement (IA)/ Final Output in concurrence with the DENR-MGB	Coordination with DENR-MGB on the finalization and review by the OGCC of the IA for the actual conduct of Geo-Scientific Survey/Investigation for Biliran, Leyte and Malapascua, Cebu	<p>a) PRA sent a follow-up letter to DENR-MGB dated March 4, 2021 for our request for a meeting regarding the Implementing Agreement (IA) for the actual conduct of Geo-Scientific Survey/Investigation for Biliran, Leyte and Malapascua, Cebu.</p> <p>b) The said meeting was conducted on March 19, 2021 where PRA was informed by the DENR-MGB that they have already reviewed the IA and they will transmit formally their comments. PRA is awaiting for the same.</p>
SM 2a: Implementation of Land Reclamation Activities : Pasay 360 hectare reclamation	Actual Accomplishment	7.5%	Milestones	Timely submission of Quarterly Monitoring Report to the PRA Management every 3rd Monday of preceding month from the end of the Quarter	Act on the timely approval of submitted pre-construction documents to trigger the initial mobilization of the General Contractor.	<p>a) PRA reviewed and evaluated the preliminary pre-construction plans and documents submitted by Pasay City/SM Prime Holdings Inc. (SMPHI) on 08 March 2021.</p> <p>b) PRA transmitted the Review/Evaluation Report to Pasay City on 23 March 2021. The LGU shall comply with the final submission of the preliminary pre-construction plans and documents. However, Pasay City requested for a thirty (30) working days time extension reckoning from 25 March 2021, to fully comply with the submission of said documents and the requirements under the Notice to Mobilize (NTM) and Notice to Commence Actual Reclamation Works (NTCARW).</p>
SM 2b: Implementation of Land Reclamation Activities : Navotas City reclamation	Actual Accomplishment	7.5%	Milestones	Issuance of Notice to Mobilize (NTM); and timely submission of Quarterly Monitoring Report to the PRA Management every 3rd Monday of preceding month from the end of the Quarter	Act on the timely approval of submitted pre-construction documents to effect the issuance of NTM and trigger the initial mobilization of the General Contractor	<p>a) PRA reviewed and evaluated the pre-construction plans and documents submitted by Navotas City.</p> <p>b) PRA transmitted the Evaluation Report of the pre-construction plans and documents to Navotas City dated 05 February 2021.</p>
SM 2c: Implementation of Land Reclamation Activities : Batangas city reclamation	Actual Accomplishment	7.5%	Milestones	Timely submission of Quarterly Monitoring Report to the PRA Management every 3rd Monday of preceding month from the end of the Quarter	Act on the timely approval of submitted pre-construction documents to effect the issuance of NTM and trigger the initial mobilization of the General Contractor	<p>a) Awaiting proponent's submission of the revised pre-construction plans and documents following PRA's preliminary review and evaluation with findings and recommendations of the same on October 21, 2020. Follow-up was done during the site inspection/meeting with proponent on March 12, 2021.</p> <p>b) PRA conducted ground investigation last March 12, 2021 on the affected part of the project site, together with the representatives from the Batangas Port Planners and Development, Inc. (BPPDI), Melekon Contractors, Inc and Department of Energy (DOE), for purposes of delineating the gas pipe alignment from the reclamation coverage.</p>

SOCIAL IMPACT/STAKEHOLDERS

Strategic Measure	Formula	Weight	Rating System	2021 Annual Target ¹	1st Quarter	
					Target	Accomplishment
SO 2: Promote and integrate a comprehensive coastal defense/ protection strategy into development plans						
SM 3: Coastal defense strategy for Vulnerable Areas	Actual Accomplishment	10%	Milestones	Completion of the Coastal Protection Strategy (CPS) Report and endorsement to the LGU (signed by both PRA and the designated LGU Department/Office)	Signing of Expression of Collaboration (EOC) between PRA and LGU; set-up study team and gathering of available secondary data	<p><u>LGU 1: Baras, Catanduanes</u> The EOC was finalized and signed by the PRA and the LGU on 2 December 2020</p> <p><u>LGU 2: Virac, Catanduanes</u> - PRA conducted a project presentation to the Sanggunian of the LGU for the reconsideration of their denial to issue an authority for the Mayor to sign and enter into an EOC with PRA for the CPS. After reconsideration, Virac Municipal Resolution No. 2021-03-63 was issued authorizing the Mayor to enter into an EOC with PRA, with proposed enhancement on the EOC. - The revised EOC with proposed enhancement was submitted to PRA Legal Department for review.</p>
SO 3: Increase Support of Stakeholders, Address Concerns of Affected Communities and Gain Social Acceptance of Development Projects						
SM 4: Percentage of Satisfied Customers/ Stakeholders	Actual Accomplishment	5%	(Actual/ Target) x Weight	90%	<p>1) Update composition of committee for Customer Satisfaction Survey (CSS);</p> <p>2) Preliminary activities for the hiring of consultant to conduct the CSS for 2021.</p>	<p>1) Issuance of Office Order No. 18 s. 2021 for the new composition of CSS Committee</p> <p>2) Request for Project Proposal dated February 22, 2021 was sent to DAP on February 26, 2021 and was received by them on March 1, 2021.</p>
SO 4: Increase Revenue and Improve Cash Flow						
SM 5: Net Income Commitment	Absolute Amount	15%	(Actual/ Target) x Weight	Php 541 Million	Php 33 Million	Php 255 Million
SO 5: Increase inventory of marketable land assets						
SM 6: Disposition of unlawfully reclaimed areas	Actual Accomplishment	10%	(Actual/ Target) x Weight	Endorsement to the DENR for issuance of Presidential Proclamation (PP) covering ten (10) sites	PRA Board Approval of two (2) applications for PP Endorsement with the DENR	The PRA Board approved the forfeiture proceedings of the 2.1195-hectare completed unauthorized Reclaimed land undertaken by Ms. Zoe Estella V. Ouano in Brgy. Opao, Mandaue City, Cebu in favor of PRA per Board Resolution No. 5286, series of 2021. Said approval also authorized the PRA management to apply and comply with the DENR requirements for issuance of Presidential Proclamation in favor of PRA.
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 policy on PRA Monitoring of the Non-Environmentally Critical Projects in newspapers of general circulation and filing with the Office of the National Administrative Register (ONAR)	Submit draft policy to Legal for comments / inputs	The final draft of the policy was deliberated upon by the Environmental Management Department and was submitted to the Assistant General Manager for inputs. Per the latter's instruction, comments/inputs of the managers of the Reclamation and Regulation Office shall be gathered first before submitting to the Management Committee for inputs prior to submission for review and comments of the Legal Department

FINANCE

	Strategic Measure	Formula	Weight	Rating System	2021 Annual Target ¹	1st Quarter	
						Target	Accomplishment
INTERNAL PROCESS	SM 8. Development of PRA Properties : Re-development of Coastal Plaza Condominium Project (CPCP)	Actual Accomplishment	7.5%	Milestones	Publication of Public Bidding for the disposition of free areas	Submission of all documents required by the Department of Human Settlements & Urban Development (DHSUD) for the approval of the Alteration of the Site Development Plan.	<p>a) Sent a total of 364 notification letters to unit buyers, of which 30% of them conformed while 139 letters were returned.</p> <p>b) Obtained DHSUD requirements, as follows: - Signed Alteration Plan - Signed and sealed survey plans - Tabulation of Areas - Signed sale status report, etc.</p> <p>c) The filing/submission to DHSUD was moved to 2nd Quarter due to the implementation of the Enhanced Community Quarantine.</p>
	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%	Milestones	<p><u>I. Rehabilitation of PRA Roads through Agency-to-Agency Implementation</u> - 100% completion of soil foundation study (thru test pits or boreholes), and of Detailed Engineering Design (DED)</p> <p><u>II. Construction of One (1) Road through Agency-to-Agency Implementation</u> - 100% implementation of boreholes and soil foundation study, and Detailed Engineering Design (DED)</p> <p><u>III. Road Repair Works of PRA Roads</u> - 100% completion of the road repair/ maintenance works through cutting/squaring</p>	<p><u>Rehabilitation of PRA Roads through Agency-to-Agency Implementation & Construction of One (1) Road through Agency-to-Agency Implementation:</u> Execution of the Memorandum of Agreement between PRA and DPWH-NCR, where DPWH-NCR assumes the role of "Procurement Agent" for the Rehabilitation of PRA Roads and Construction of One (1) Road</p> <p><u>Road Repair Works of PRA Roads:</u> Procurement activity for Negotiated Procurement.</p>	<p><u>Rehabilitation of PRA Roads through Agency-to-Agency Implementation & Construction of One (1) Road through Agency-to-Agency Implementation:</u> a) The PRA Board of Directors approved the PAA between PRA and DPWH on February 18, 2021 thru Board Resolution No. 5259, Series of 2021. b) The Approved Budget for the Contract and Terms of Reference of the Consultancy Services was approved by the General Manager & CEO on March 01, 2021. c) The draft MOA was reviewed and revised by the PRA Legal Department on March 30, 2021, pending transmittal to- and review of- the DPWH.</p> <p><u>Road Repair Works of PRA Roads:</u> a) Ongoing procurement activities for a Negotiated Procurement. b) Pre-negotiated video conference conducted on March 24, 2021 and was attended by four (4) contractors.</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	Improvement of Competency Baseline	<p>1. Prepare Learning & Development Program to prioritize employees requiring immediate intervention based on the result of the Competency Assessment;</p> <p>2. Negotiate with DAP to conduct the following competency: - Re-assessment to determine the improvement - Technical assistance in the provision of right intervention/ training - Training/intervention for HR Personnel for the conduct of future assessment.</p>	<p>1) Some employees were already provided with appropriate learning intervention.</p> <p>2a) Letter request for the provision of technical assistance dated January 22, 2021 was sent to DAP.</p> <p>2b) Preliminary meeting with DAP was held last March 23, 2021; Awaiting for their submission of Proposal on or before the end of April 2021.</p>
	SO 8. Implement a Quality Management System (QMS)						
	SM 11. Improve Processes to Quality Management System	Actual Accomplishment	5%	Milestones	Recertification under ISO 9001:2015	Required trainings/workshops for the Recertification under ISO 9001:2015 Standards	<p>a) The orientation of new employees entitled "ISO 9001:2015 Quality Management System Awareness" to be held on April 28, 2021 was scheduled</p> <p>b) The Terms of Reference for the procurement of the consultancy services of the certifying body to conduct the Recertification was prepared and has already been approved by the BAC.</p>
	Total		100%				

¹ Revised CY2021 Interim PES based on Technical Panel meeting on 10 November 2020

Approved by:

- Original signed -

ATTY. ALBERTO C. AGRA
Chairman of the Board

April 27, 2021
Date

- Original signed -

ATTY. JAMLO E. RUBIATO
General Manager and CEO

April 27, 2021
Date