PHILIPPINE MINING DEVELOPMENT CORPORATION

Monitoring Report CY 2016 (3rd Quarter)

	Objective/Measure		Formula	Weight	Baseline 2015	1st Quarter		2nd Quarter		2016 Revised Full Year Target	3rd Quarter		4th Quarter	
						Target	Actual	Target	Actual		Target	Actual	Target	Actual
Customers/Stakeholders	**SO 1**	**Enhanced Operator's Capacity**												
	SM1	Percentage of Mining Activities Completed*												
	a.	Exploration Stage	Actual over Target	10%	100%		16.67% (2/12)		75% (9/12)			91.67% (11/12)	100%	
	b.	Development Stage		N/A	N/A								N/A	
	c.	Production Stage		10%	100%		29% (2/7)		85.71% (6/7)			100% (7/7)	100%	
	SO 2	**Sustained Community Development**												
	SM 2	Number of CSR Beneficiaries (Diwalwal, Dinagat, Kalinga)	Actual over Target	10%	4,890	100	112	2,500	3,109		1,200	1,580	1,200	
	SM 3	Percentage of Reforested Areas in PMDC Mining Areas	Actual over Target	10%	50% (20/40 ha)	50% (20/40 ha)	50% (20/40 ha)	50% (20/40 ha)	50% (20/40 ha)		75% (30/40 ha)	50% (20/40 ha)	75% (30/40 ha)	
	SO 3	**Attained Acceptance of Responsible Mining**												
	SM 4	Favorable Perception of the Mining Project [Through a Post Information, Education and Communication (IEC) Evaluation Survey]	Pass or Fail	5%	Average of 3.86	Average of 3	No IEC scheduled/ conducted since Partner/Operators prefer to schedule after elections	Average of 3	No IEC scheduled/ conducted since Partner/Operators prefer to schedule after inauguration of newly elected national and local		Average of 3	3.78	Average of 3	
	SM 5	Stakeholder's Satisfaction Survey	Pass or Fail	5%			Coordination with a possible 3rd Party to conduct the Satisfaction Survey		Ongoing coordination with Philippine Information Agency (PIA); Proposal under evaluation			MOA with 3rd party is for signing. Survey is expected to commence in	90%	
			Sub-total	**50%**										
Financial	**SO 4**	**Boost Revenue Generating Capacities**												
	SM 6	EBITDA	Earnings before Interest, Tax, Depreciation and Amortization	5%	P60.74 Million	P3.45 Million	P1.69 Million	P0.24 Million	P(10.4) Million		P0.24 Million	P(1.76) Million	P3.26 Million	
			Sub-total	**5%**										

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						Target	Actual	Target	Actual		Target	Actual	Target	Actual
Internal Process	**SO 5**	**Increase Operational Efficiency**												
	SM 7	Percentage of Ore Shipments by Operators Accepted by Buyers		10%	100%	100%	No shipments	100%	100%		100%	100%	100%	
	SO 6	**Improve Database on Inactive Mining Tenements**												
	SM 8	Percentage of Unbidded Tenements with Technical Data Request		N/A	100%	N/A	N/A	N/A	N/A		N/A	N/A	N/A	
	SM 9	Number of Cases Filed for Cancellation of Joint Operating Agreement (JOA)		10%		N/A	N/A	Endorsement to OGCC of the documents for the filing of actions for the judicial cancellation of 4	Documents of 4 cases for judicial cancellation endorsed to OGCC on April 26, 2016			OGCC is preparing the draft complaint for filing with courts	4	
			Sub-total	**20%**										
Learning and Growth	**SO 7**	**Improve Manpower Competence and Management Effectiveness**												
	SM 10	Average Percentage of Required Competencies Met		5%	Training of the Compe-tency Team			Conduct of Competency-Based HR Orientation and Job Analysis for HRAD and FAD	Competency-Based HR Orientation conducted on16 May 2016. Completion of Job Analysis with the HRAD and FAD.		Completion of Job Analysis (LD, PMD, Field Offices, OP & OVP) & Submission of Competency Framework to Top Management by September 2016	Draft Competenc y Framework completed. For presentation to the PMDC Board for approval.	Submission of Board Approved Competenc y Framework	
	SM 11	ISO 9001:2008 Certification		10%	ISO Certi-fication	To pass 1st Surveillance Audit	1st Surveillance Audit Passed							
	SM 12	Establishment of IT System		10%	Formula-tion of IT Road Map	10% Implemented	10% Implemented				Another 10% Implemented	10% implemente d		
			Sub-total	**25%**										
			TOTAL	**100%**										