

# **PORO POINT MANAGEMENT CORPORATION**

A Member of the BCDA Group

## **NOMINATION AND REMUNERATION COMMITTEE REPORT CY 2022**

### **I. NOMINATION & REMUNERATION COMMITTEE**

The Nomination and Remuneration Committee of Poro Point Management Corporation (PPMC) is composed of four (4) members, to wit:

**Chairman:**

Atty. Felix S. Racadio

**Members:**

Mr. Warlito P. Guerra

Mr. Joel G. Caringal

Mr. Nicky A. Oller

### **II. COMMITTEE MEMBERS' QUALIFICATION**

The Nomination and Remunerations Committee shall consist of at least three (3) members of the Board.

### **III. COMMITTEE MEMBERS' RESPONSIBILITIES**

The Committee shall be responsible for the following:

- a) Installing and maintaining a process to ensure that Officers to be nominated or appointed shall have the qualifications and none of the disqualifications mandated under the law, rules and regulations;
- (b) Developing recommendations to the GCG for updating the CPCS and ensuring that it is consistent with the PPMC's culture, strategy, control environment, as well as the pertinent laws, rules, and regulations;
- (c) Review and evaluate the qualifications of all persons nominated to the Board as well as those nominated to other positions requiring appointment by the

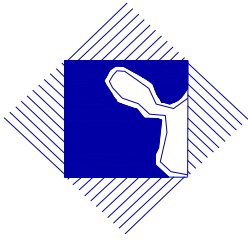
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#### **ADMINISTRATIVE OFFICE**

Gov. Joaquin L. Ortega Avenue, Poro Point  
City of San Fernando 2500, La Union  
Philippines  
Tel. Nos. : 63 (072) 242-4016, 242-0684  
63 (072) 888-5954 to 56, 700-4540  
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Website : [www.poropointfreeport.gov.ph](http://www.poropointfreeport.gov.ph)  
Email Ad. : [poropointfreeportzone@gmail.com](mailto:poropointfreeportzone@gmail.com)

#### **SAN FERNANDO AIRPORT OFFICE**

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Board and provide assessment on the Board's effectiveness in directing the process of renewing and replacing Board members;

(d) Provide oversight to the Selection Committee and Selection and Promotions Board;

(e) Establish a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of corporate officers and directors, and provide oversight over remuneration of senior management and other key personnel ensuring that compensation is consistent with the corporation's culture, strategy and control environment.

## **IV. COMMITTEE MEETINGS CONDUCTED FOR CY 2022**

For the CY 2022, the Nomination and Remuneration, joint with HR and other committees – Finance; Legal and Regulatory Concerns; and Investments and Promotions Committees conducted a total of Nine (9) committee meetings.

*Please refer to attached Annex "A."*

## **V. ATTENDANCE RECORD OF THE COMMITTEE MEMBERS**

For the Calendar Year 2022, a total of Eight (8) meetings were conducted by the Nomination & Remuneration Committee and all of the members of the committee participated in all the scheduled meetings.

*Please refer to attached Annex "B."*

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# Annex "A"

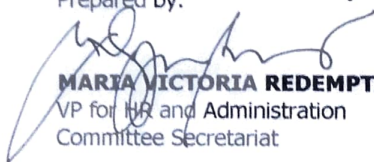
## PORO POINT MANAGEMENT CORPORATION

### HR COMMITTEE AND NOMINATION & REMUNERATION COMMITTEE JOINT MEETINGS FOR CY 2022

DATE	VENUE	DISCUSSION POINTS/ HIGHLIGHTS OF MEETING
February 11, 2022 <i>(Joint Meeting with Finance Committee)</i>	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	Authorization to Implement the Compensation and Position Classification System (CPCS) under Executive Order No. 150, series of 2021  Composition of Bids and Awards Committee (BAC) and BAC Secretariat  Procurement of IT Equipment
February 24, 2022 <i>(Joint Meeting with Finance Committee)</i>	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	PPMC Website Design and Development Project
March 18, 2022	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	BAC Resolution declaring the Failure of the Negotiated Procurement after Two-Failed Biddings of the Contract for the Supply and Delivery of Information Technology Equipment  Approval of Notice of Salary Adjustments pursuant to CPCS Guidelines
April 8, 2022	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	Request for Supplemental Budget for the Establishment of a Competency-Based Human Resource System for Poro Point Management Corporation  Nomination for Election of Officers, Vice Presidents and Managers
May 13, 2022	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	Final Report on the Stakeholders Satisfaction Survey conducted by Saint Louis College for CY 2021
August 26, 2022 <i>(Joint Meeting with Legal and Regulatory Concerns Committee)</i>	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	Request for Extension of Service of Dir. Joel G. Caringal  Deed of Absolute Sale of Unserviceable Motor Vehicles
August 26, 2022 <i>(Joint Meeting with Finance Committee and Investments and Promotions Committee)</i>	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	Request for approval of PPMC's Proposed Plans and Programs for CY 2023 and PPMC's Corporate Operating Budget for CY 2023  Request for approval of PPMC's Performance Evaluation System for CY 2023  Deed of Absolute Sale of Unserviceable Vehicles
September 22, 2023	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	Terms of Reference for the Conduct of Stakeholders Satisfaction Survey for CY 2022  Ongoing Study on Retirement Package of Employees  Request for Review of Compensation of Board of Directors

DATE	VENUE	DISCUSSION POINTS/ HIGHLIGHTS OF MEETING
October 14, 2022 <i>(Joint Meeting with Legal and Regulatory Concerns Committee)</i>	PPMC Board Room, PPMC Admin. Bldg., Gov. Joaquin L. Ortega Ave., City of San Fernando, La Union	<p>Legal Opinion on Memorandum No. 3 (whether or not PPMC to proceed with new contract despite prohibition under MC No. 3)</p> <p>PPMC Employees' Benefits and possibility of Membership of PPMC from SSS to GSIS (Explore the option of forming a Union Similar to Clark Development Corporation and Coordination with GSIS for the requirements of membership of PPMC with GSIS)</p> <p>Insurance Benefits of PPMC Board (accident insurance)</p> <p>BAC Resolution declaring the quotation of Estaka Builders as Single calculated and Responsive Quotation for the Construction of Poro Point Baywalk Structure (Alfresco Restaurant)</p>

Prepared by:



**MARIA VICTORIA REDEMPTA DE GUZMAN-SORIANO**  
VP for HR and Administration  
Committee Secretariat

**NOMINATION & REMUNERATION COMMITTEE MEETINGS  
FOR CY 2022**

MEMBERS	DATE OF MEETINGS FOR CY 2022							
	02/11/2022	02/24/2022	03/18/2022	04/08/2022	05/13/2022	08/26/2022	08/26/2022	09/22/2022
ATTY. FELIX S. RACADIO	P	P	P	P	P	P	P	P
MR. JOEL G. CARINGAL	P	P	P	P	P	P	P	P
MR. EDGAR T. SANTOS	P	P	P	P	P	P	P	P
MR. NICKY A. OLLER	P	P	P	P	P	P	P	P

LEGEND: **P** – PRESENT    **A** – ABSENT    **N/A** - NOT APPLICABLE

Notes:

*February 11, 2022 - Joint Meeting with HR; and Finance Committees.*

*February 24, 2022 – Joint Meeting with HR; and Finance Committees.*

*March 18, 2022 – Joint Meeting with HR Committee.*

*April 8, 2022 – Joint Meeting with HR Committee.*

*May 13, 2022 – Joint Meeting with HR Committee.*

*August 26, 2022 – Joint Meeting with HR; and Legal and Regulatory Concerns Committees.*

*August 26, 2022 – Joint Meeting with Finance; HR; and Investments and Promotions Committees.*

*September 22, 2022 -Joint Meeting with HR Committee.*