



The MAP MEMO

ELECTRONIC WEEKLY NEWSLETTER OF THE MANAGEMENT ASSOCIATION OF THE PHILIPPINES

Volume 7 Issue No. 41

map.org.ph

October 12, 2021

Liwayway Group's CARLOS CHAN is MAP Management Man of the Year 2021



The MANAGEMENT ASSOCIATION OF THE PHILIPPINES (MAP) announced recently the selection of **Amb. CARLOS CHAN**, Chair of Liwayway Group, as the recipient of the ***“MAP Management Man of the Year 2021”*** award.

The ***“MAP Management Man of the Year”*** is an award that the MAP confers on individuals in business or government, whether a member of the MAP or not, who have attained unquestioned distinction in the practice of management, and have made valuable contributions to the progress of the country and in re-shaping national values. It is bestowed on exceptional persons who have posted a record of achievement and distinction as leaders and managers of organizations, and who are exemplary models who deserve to be emulated by their peers and by the younger leaders and managers.

The conferment of the award follows a thorough, stringent selection process. The distinction of ***“MAP Management Man of the Year”*** has only been conferred 45 times in the five-decade history of the award.

The criteria for the award include integrity, leadership, and management qualities; contribution to nation-building and values formation; effective stewardship within the confines of the highest standard of business and management practice; among others.

Amb. Chan was chosen for the following:

1. for his business acumen and management qualities in transforming a local cornstarch-repacking business into an international snack manufacturing company;
2. for being an exemplar of the Filipino entrepreneurial spirit that is globally competitive;
3. for demonstrating patriotism and for helping enhance the country's image by carrying the Philippine flag with pride in all his business operations abroad;
4. for his leadership role in the substantial contributions of the Liwayway Group to national development through technology improvements, product development, skills training, job creation and income generation;
5. for his contributions to shaping national values and inspiring others by his outstanding achievements attained from humble beginnings through hard work, perseverance and discipline; and
6. for setting an example for Filipino managers through a track record of integrity, entrepreneurial excellence, managerial competence and professional leadership in his management career in both private and public sectors.

The roster of ***“MAP Management Man of the Year”*** awardees include: Washington Z. SyCip (1967), Geronimo Z. Velasco (1977), Henry A. Brimo (1978), Jose M. Soriano (1979), Cesar E.A. Virata (1981), Jaime V. Ongpin and Vicente T. Paterno (1982), Dante G. Santos (1983), Cesar A. Buenaventura and Roberto T. Villanueva (1985), Jaime Zobel de Ayala (1987), Ramon V. del Rosario, Sr. (1988), Jose B. Fernandez, Jr. (1989), Raul T. Concepcion (1990), Oscar J. Hilado (1991), Alfonso T. Yuchengco (1992), Juan B. Santos (1994), David M. Consunji and Rizalino S. Navarro (1996), Gabriel C. Singson (1998), Delfin L. Lazaro and Henry Sy, Sr. (1999), Oscar M. Lopez (2000), Tony Tan Caktiong (2002), Jesus P. Tambunting (2003), Rafael B. Buenaventura (2004), Manuel V. Pangilinan (2005), George S. K. Ty and Jaime Augusto Zobel de Ayala II (2006), Jose L. Cuisia Jr. (2007), Antonino T. Aquino and Jesus P. Estanislao (2009), Lilia B. de Lima and Ramon R. del Rosario, Jr. (2010), Erramon Aboitiz (2011), Aurelio R. Montinola III (2012), Edgar O. Chua (2013), Albert F. del Rosario (2014), Amando M. Tetangco, Jr. (2015), Teresita Sy-Coson (2016), John L. Gokongwei, Jr. (2017), Fernando Zobel de Ayala (2018), Nestor V. Tan (2019), Federico R. Lopez (2020) and Carlos Chan (2021).

Elected MAP Governors for 2022 - 2023

October 12, 2021

Circular No. 109 – 2021

Subject: Elected MAP Governors for 2022 - 2023

Dear Fellow MAP Member:

We, in the MAP Nomination and Election Committee (NOMELEC), are pleased to inform you that the following four (4) members (*in alphabetical order*) have been elected MAP Governors for 2022 – 2023 who will serve concurrently as MAP Research and Development Foundation Trustees for the same period:

1.



Atty. ALEXANDER "Alex" B. CABRERA
Chair Emeritus and ESG Leader
Isla Lipana & Co./PwC Philippines

2.



Mrs. VICTORIA "Vicky" P. GARCHITORENA-ARPON
Consultant
Family Philanthropy and Corporate Social Responsibility

3.



Dr. CIELITO "Ciel" F. HABITO
Chair
Brain Trust, Inc.

4.



Dr. DONALD PATRICK "Donald" LIM
Chief Operating Officer
DITO CME Holdings, Inc.

Our four (4) Governors-elect will join our currently serving Governors on the MAP Board for 2022:

1. Mr. ROMEO "Romy" L. BERNARDO, Managing Director, Lazaro Bernardo Tiu & Associates
2. Ms. MARIANNE "Maan" B. HONTIVEROS, Managing Director, CEO Advisors, Inc.
3. Mr. ALFREDO "Fred" E. PASCUAL, Lead Independent Director, SM Investments Corporation
4. Sec. ROGELIO "Babes" L. SINGSON, President and CEO, Metro Pacific Water
5. Mr. WILSON P. TAN, Chair and Country Managing Partner, SyCip Gorres Velayo & Co. (SGV)

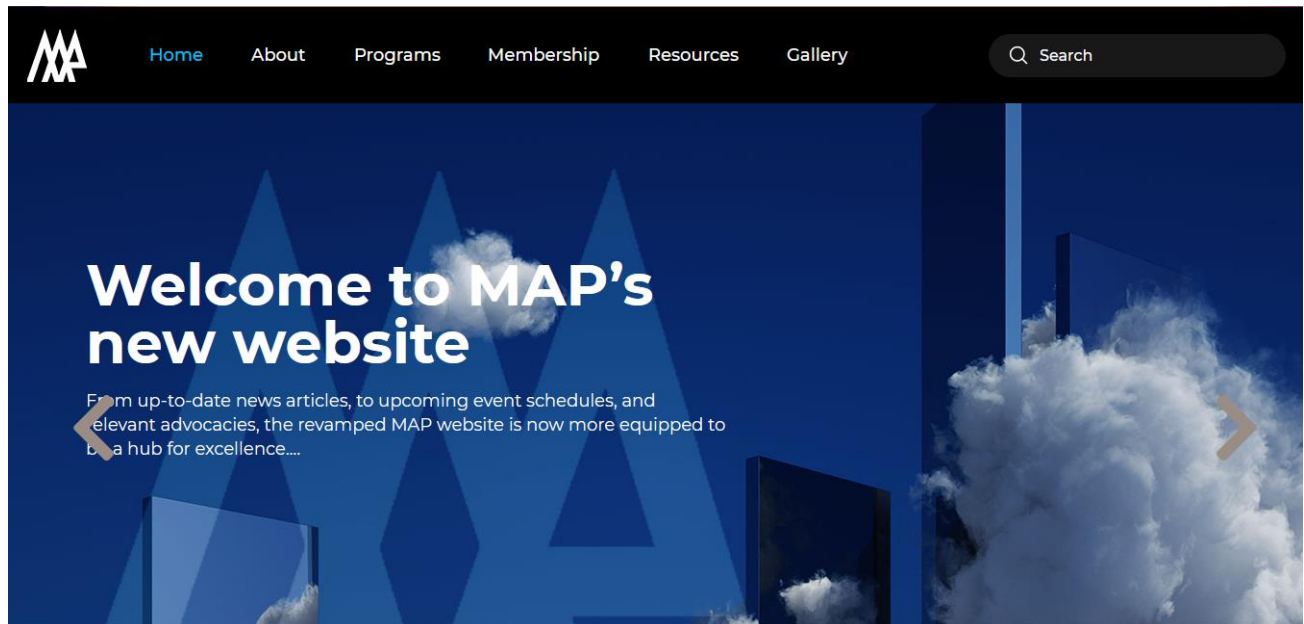
You shall be receiving another circular soon on the new MAP officers for 2022.

Let us all extend our warm congratulations and best wishes to our MAP Governors for 2022 - 2023.

Sincerely,

MARILOU C. CRISTOBAL
Chair, MAP NOMELEC

New MAP Website Launched



New MAP Website launched - <map.net.ph>

The MAP Communications Committee, co-chaired by Ms. Susan Dimacali, led the launch of the new MAP website at the October 12, 2021 MAP General Membership Meeting.

The new website featured only the 1st Phase and a beta site, which means MAP members can still give their inputs to be considered before it will be formally launched to the public.

The 2021 MAP Board supported the upgrading and redesign of the MAP website to better reflect the premiere image of the MAP as well as the MAP's mission and values, its commitment to excellence, and its stature and responsibility in nation-building.

MAP members can now explore the site at <map.net.ph>.

The 2nd Phase will include exclusive access of members to the website.



“Tax reform in progress”

October 5, 2021

Mr. RAYMOND “Mon” A. ABREA

For more than two decades, we have been paying first-world taxes with the highest rate among ASEAN member countries regarding personal and corporate income taxes, even value-added taxes.

While some sectors enjoyed tax incentives and exemptions, regular employees and micro-entrepreneurs suffered financially due to the overly burdensome and complicated tax system.

Not fully understanding the nitty-gritty and complexity of our tax regulations will leave you dumbfounded, frustrated, and helpless, paying more penalties than your essential tax obligations. Even those who decided to stop operations and continuously incurred losses will have to do basic tax compliance. Otherwise, they will pay the penalty from a minimum of P1,000 per tax return per month up to a P10 million fine with 6-10 years imprisonment if found guilty of tax evasion.

The bureaucracy in the Bureau of Internal Revenue (BIR) made it too hard to pay the right taxes which resulted in more taxpayers dealing with fixers and paying under-the-table compromises. However, most of us simply blamed the BIR and its infamous examiners, making them one of the most corrupt government agencies for the longest time without really addressing the problem.

While the past has made paying taxes too hard for practically everyone, the current administration made tax reform as its top socio-economic agenda, starting with the immediate passage of the Tax Reform for Acceleration and Inclusion (TRAIN) law on December 19, 2017.

TRAIN law is designed to lower personal income tax by allowing self-employed and professionals earning P3 million and below to avail themselves of the optional eight percent (8%) tax in lieu of the graduated personal income tax and percentage tax. It also exempted the first P250,000 income of individual taxpayers from paying income tax. Further, both Donor’s and Estate Taxes were reduced to a fixed rate of six percent (6%).

TRAIN law (or Package 1A) is part of the Comprehensive Tax Reform Program of the Duterte administration, which is composed of:



Although some provisions of the Tax Amnesty Act (or Package 1B) were vetoed by the President, it granted tax amnesty on estate taxes and delinquent accounts.

While its implementation was interrupted following the series of lockdowns due to COVID-19 pandemic, the June 14, 2021 deadline for the availment of estate tax amnesty was extended to June 14, 2023 pursuant to Republic Act 11569.

In the midst of the pandemic, the Corporate Recovery and Tax Incentives for Enterprises (CREATE) or Package 2 of the CTRP was enacted and became effective on April 11, 2021. CREATE Law reduced corporate tax from 30% to 20% for small businesses who have a taxable income not exceeding P5 Million AND total assets excluding land not exceeding P100 Million, and 25% for all other corporations—both domestic and foreign. It also provides tax relief measures to help businesses recover from the losses they incurred during this pandemic, and a more rationalized incentive package for targeted investors.

As the Co-Chair of the Ease of Doing Business (EODB) on Paying Taxes, I witnessed firsthand the immediate and long-term administrative reforms implemented by the Bureau of Internal Revenue (BIR) from the streamlining of processes and reducing documentary requirements to providing eServices which led to its digital transformation helping taxpayers comply without having to leave the comforts of their homes, especially during ECQ or MECQ.

The improved electronic platforms of the BIR paved the way for almost 100% online filing of the annual income tax returns (ITRs) in April 2021 from 10% in 2015 to 90% in 2020.

From the P1.95 trillion collection in 2020, the BIR is targeting to collect P2.08 trillion or 6.7% increase as set by the Development Budget Coordination Committee (DBCC).

In spite of the economic downturn, P1.032 trillion taxes were collected in the first half of 2021, exceeding its midyear goal of P1.018 trillion.

Under the leadership of Commissioner of Internal Revenue Atty. Caesar Dulay, the tax effort ratio pre-COVID peaked at 14.49 percent in 2019. This is the highest in the last two decades according to the Department of Finance (DOF).

The improvement in tax collections even during the pandemic is attributed to ongoing tax reforms, digital transformation and enforcement programs of the BIR including the Run After Tax Evaders (RATE) and Oplan Kandado.

With all these accomplishments amid the COVID-19 pandemic, we thank all the hardworking and honest BIR officials and examiners. To further improve tax collections, Congress must allocate a higher budget for the BIR to fund the full automation of the tax administration, offer more competitive compensation and incentives to attract technocrats and experts especially in the field of law, IT and digital assets including blockchain and cryptocurrency.

This, however, does not mean we should rest on our laurels. The mission to make our tax system simpler, fairer and more efficient continues. In fact, it became more challenging now more than ever with the influx of various digital platforms, digital assets and more advanced technology.

Beyond the headcount, the tax administration must be able to monitor the inflow of income and assets from all sources, in all forms and platforms. Legislation must be more progressive and proactive. Otherwise, it will adversely affect or regulate small taxpayers while inadvertently allow tax evasion and smuggling of the rich, powerful and tech-savvy.

At the very least, tax administration must invest and integrate blockchain technology in its system to prevent tax leakages from transforming into unverified and untraceable transactions. Thus, evading taxes.

Why is our tax system inefficient? The simple answer is that we have a very narrow taxpayer and tax base. According to the UN data, the current population of the Philippines as of October 3, 2021 is 111,404,546 versus 24,015,416 total registered individual taxpayers as of December 31, 2020 per 2020 Annual Report of the Bureau of Internal Revenue (BIR) or 21.56 percent only, of which 20 million are compensation-income earners or employees who are mostly minimum wage earners or tax-exempt under the TRAIN Law.

While there are developments and tax administrative reforms implemented by the BIR, the tax effort ratio pre-COVID peaked at 14.49 percent which is the highest in 22 years as reported by the Department of Finance. According to the World Bank, tax revenues above 15% of a country's gross domestic product (GDP) are a key ingredient for economic growth and, ultimately, poverty reduction.

The tax gap seems getting wider despite some tax reform measures enacted in the last five years. Before, tax evasion and smuggling appear to be the major sources of tax leakages, but recent events have shown new forms and ways, like online transactions

in the digital economy, investments in cryptocurrency, increasing number of offshore accounts in known tax haven countries, among others.

MANDATORY TIN

Mandating assignment of Tax Identification Number (TIN) to every citizen seems to be the fast and easy solution to broaden the taxpayer base. This will allow the BIR to monitor who are minors or students, unemployed, gainfully employed, self-employed or professionals, incorporators or directors of corporations and OFWs.

Lifting of the Bank Secrecy Law will make it easier for the tax administration to prosecute tax evaders, but as long as TIN will be required in opening bank accounts, acquiring real properties or luxury goods including online transactions, any undeclared income or ill gotten wealth can be traced.

This may require legislation not just to make TIN mandatory but also as a pre-requisite before making any transactions. Thus, making TIN a depository account of all income received and expenses incurred by any individual or corporate taxpayers without having to check source documents.

MANDATORY REGISTRATION

Mandating registration of all sellers, influencers or content creators before they can create an account or transact using any digital platforms will close the tax gap caused by the fast-growing digital economy.

This, however, is just the first step in on-boarding all new players or earners in this new economy. The government must legislate a digital taxation which will fully define all entities, transactions and platforms recognizing their distinct and peculiar nature. Other than imposing taxes, the law must also incentivize those who will engage in online transactions to encourage registration and compliance.

Further, a budget appropriation is necessary to fund expertise and infrastructure to equip the tax administration in dealing with digital assets, cryptocurrency and the likes. Unfortunately, these are not included in the proposed Digital Economy Taxation Act of 2020 (HB 6765).

EASE OF PAYING TAXES

Congress has just approved House Bill 8942 or Ease of Paying Taxes Bill which aims to further simplify tax compliance and modernize tax administration. Some of its salient features include removal of the P500 annual registration fee, removal of authority to print (ATP), requirement for receipts or invoices, implementation of risk-based assessment among others.

While this complements the administrative reforms to improve ease of paying taxes initiated by the BIR and recommended by the Ease of Doing Business (EODB) Task Force, it lacks budget appropriation to fund the digital transformation and full automation of our tax administration including audit and assessment.

Also, further streamlining of tax compliance must result to removal of the manual Books of Accounts and other supporting documents which are already reported in the Summary List of Sales and Purchases (SLSP). Scanned copies of receipts or invoices must also be accepted in lieu of the actual documents.

In summary, ease of paying taxes means a more streamlined paperless tax compliance which can be accomplished online without unnecessary printed documents to support transactions and substantiate deductible expense claimed, if applicable.

MANDATORY AUDIT

The BIR has successfully implemented and made use of third-party information in enhancing its tax audit and investigation. With full automation where all transactions can be captured in each TIN account and implementation of electronic invoicing pursuant to TRAIN Law, computerized risk-based audit may also be adopted to avoid compromises between assigned examiner and taxpayer being audited.

Mandatory audit must also be conducted for the following:

- a. Political candidates and their campaign donors after every election;
- b. Government officials vis-a-vis their filed SALN; and
- c. Government contractors and suppliers.

This will help rebuild the trust of the taxpaying public to know that public funds do not inure to the benefit of traditional politicians while collecting tax dues from any undeclared income or ill gotten wealth.




Although annual audit is indispensable in the mandate of the BIR to assess and collect taxes, a computerized risk-based audit will help prioritize taxpayers with low or non-compliance, instead of “randomly” auditing same companies every year. Mandatory audit may be conducted every three years to make sure all taxpayers are compliant, unless there’s a prima facie evidence of violation or non-compliance.

FLAT TAX FOR SMALL BUSINESSES

High compliance costs and high tax rates are two of the reasons why non-compliance is prevalent among small businesses. A 10 percent flat tax based on gross income will eliminate the unnecessary compliance costs and regular audit since deductible expenses will no longer be claimed.

This is owing to the fact that most companies are paying an effective tax rate of 5 percent despite the higher income and businesses taxes imposed. Unfortunately, CREATE Law created undue tax advantage for non-individual or corporate taxpayers with the reduced 20% or 25% corporate income tax versus the highest personal income tax at 35% for “ultra rich” taxpayers or those earning above P8 million, to wit:

PERSONAL INCOME TAX VS CORPORATE INCOME TAX			
NET TAXABLE INCOME	PERSONAL INCOME TAX (PIT)	CORPORATE INCOME TAX (CIT)	TAX ADVANTAGE OF CIT VS PIT
P5,000,000	P1,450,000	P1,000,000	P450,000
P8,000,000	P2,410,000	P2,000,000	P410,000
P15,000,000	P4,860,000	P3,750,000	P1,110,000
P25,000,000	P8,360,000	P6,250,000	P2,110,000

CONNECT WITH US!  Asian Consulting Group  @consult.acg  Asian Consulting Group - ACG

Here's a brief discussion of the proposal:

1. A fixed tax from P1,000 to P5,000 may be imposed to marginal income earners based on location, target market and years in operations to encourage all sari-sari stores, online sellers and those in the underground economy to register. Currently, marginal income earners are those earning not more than P100,000 annual sales. This can be increased to P500,000 - P1,000,000 to support livelihood initiatives;
2. Provide tax exemption for startups for their first two years or P1 million income whichever comes first. Startups must promote innovation and agriculture but must not be affiliated to any existing corporations or conglomerates to avoid abuse and unnecessary tax benefit to those who can afford to pay taxes;
3. Standardize the definition of small business whether registered as a sole proprietor or corporation. Use sales as threshold instead of asset value, e.g., P100 million and impose a flat 10 percent tax in lieu of all taxes to encourage registration and compliance;
4. Expand further withholding tax system to cover all income payments of large and top taxpayers, including digital transactions. Allow optional final tax for certain income, e.g., commission of brokers, agents and influencers, to ensure tax collection without the burden of compliance costs;
5. Implement a general tax amnesty with provision on lifting the Bank Secrecy Law for tax fraud cases so BIR can focus on high-risk, big-time tax evaders.

Our tax system remains inefficient due to narrow taxpayer base, high compliance cost and high tax rates. In order to achieve a simpler, fairer and more efficient tax system, the comprehensive tax reform program must include mandating TIN assignment and use in all transactions, mandatory registration, ease of paying taxes and flat tax for small businesses.

This will hopefully broaden taxpayer base, lower compliance cost and further reduce tax rates to encourage voluntary compliance. The next administration must continue the comprehensive tax reform program and consider the above-mentioned proposals to uphold honesty and integrity in paying taxes while running after tax evaders including corrupt politicians.

(This article reflects the personal opinion of the author and does not reflect the official stand of the Management Association of the Philippines or MAP. The author is Member of the MAP Ease of Doing Business Committee, the Founding Chair and Senior Tax Advisor of the Asian Consulting Group and the Co-Chair of Paying Taxes – EODB Task Force. He is Trustee of the Center for Strategic Reforms of the Philippines – the advocacy partner of the BIR, Department of Trade and Industry (DTI), and Anti-Red Tape Authority (ARTA) on ease of doing business and tax reform. Feedback at <map@map.org.ph> and <mon@acg.ph>. For previous articles, please visit <map.org.ph>)

October 9, 2021 MAP Statement entitled “MAP congratulates Maria Ressa for her Nobel Peace Prize”



*Ramon V. Del Rosario Sr. Center for Management Excellence
Unit 608, Ayala Tower One
Ayala Triangle, Ayala Avenue
1226 Makati City, Philippines
Tel: (632) 7751-1150 to 52
E-Mail: map.map@map.org.ph
MAP Website: map.org.ph*

MAP congratulates Maria Ressa for her Nobel Peace Prize

October 9, 2021

The Management Association of the Philippines (MAP) congratulates Maria Ressa on winning the Nobel Peace Prize for 2021. Her award underscores the importance of protecting freedom of the press as our vanguard against the abuse of power, and an essential element of democracy.

In a world where “alternative facts” have become a common expression, her courage in shining a beacon of light on the truth at all times will serve as an inspiration to journalists all over the world who struggle to overcome the increasing suppression of media.

AURELIO R. MONTINOLA III
President, MAP

RIZALINA G. MANTARING
Co-Chair, MAP National Issues Committee

FORTHCOMING EVENTS

BusinessWorld
insights
AN ONLINE FORUM SERIES

CULTIVATING SUSTAINABILITY FROM FARM TO PLATE
A two-part online forum series

ENSURING RESILIENCY OF OUR FOOD SYSTEMS

October 13, 2021 | Wednesday | 11:00 a.m.

Speaker

Romeo S. Recide
IRRI Philippines Representative & Secretary to the Board
International Rice Research Institute

Speaker

Tamara P. Duran
Assistant FAO Representative for Programme
Food and Agriculture Organization

Speaker

Charina A. Javier
Science Research Specialist II
Nutrition Assessment and Monitoring Division
DOST-Food and Nutrition Research Institute

Speaker

Ayn G. Torres
Policy Specialist and Researcher
World Agroforestry (CIFOR-ICRAF)

Moderator

Patricia B. Mirasol
Multimedia Reporter
BusinessWorld

Catch it **LIVE** on BusinessWorld's and The Philippine STAR's Facebook pages!

Partner Organizations

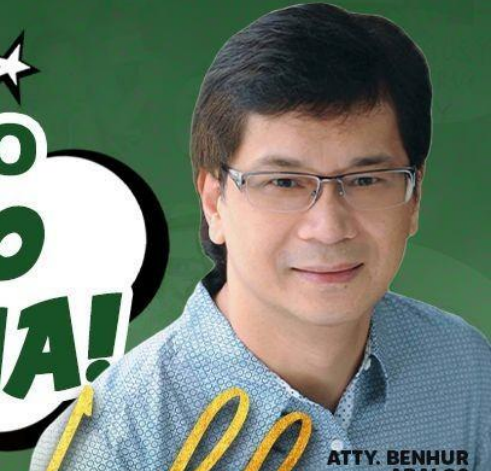
Media Partner



JOEY CONCEPCION
Presidential Adviser for Entrepreneurship
and Go Negosyo Founder

NEGOSYO
LET'S GO
BAKUNA!



ATTY. BENHUR ABALOS
MMDA Chairman

Town Hall

HOPE FOR 2022:
Safe and Greater Mobility for the
Fully Vaccinated Starts Now

OCTOBER 15, 2021 | 9:00 AM



MONETIZING DATA

*A Joint Project of MAP ICT Committee and
MAP Management and Human Capital Development Committee*

October 19, 2021 , Tuesday, 12:30 PM to 2:30 PM via ZOOM



A DLSU-ADMU event



Business for Human Development
Network of De La Salle University



Gov. Jose B. Fernandez, Jr. Ethics Center
of Ateneo de Manila University

Supported by



Leading Business for the Common Good

Featuring the COVENANT FOR SHARED PROSPERITY

October 22, 2021 | 9am to 11am



THE KEYNOTE SPEAKER

Federico Lopez

Chairman and CEO
First Philippine Holdings Corporation

THE SPEAKERS



Mon Segismundo

Founder and CEO, I-HR, X Singapore
Senior Professional Lecturer,
De La Salle University



Babes Singson

President, Metro Pacific Water
Former Secretary, Department of
Public Works and Highways



Ben Teehankee

Professor of Business Ethics,
De La Salle University

THE MODERATOR



Riza Mantaring

Chairman, National Issues Committee,
Management Association
of the Philippines

"A movement will be launched during the event to cement the academe-private sector partnership to drive Covenant for Shared Prosperity"



via Zoom

To register for free, visit the link below:
<https://forms.gle/Z3FWCEGa4pNZCZYu6>

October 25, 2021, Monday, 3:00 PM to 5:00 PM



CO-PRESENTED BY



SPONSORED BY



Philippine Energy Security Drivers

AN EXORA MASTERCLASS

SPEAKERS



Retail Competition and Open Access (RCOA)
Laiza Amor Lagman
Energy Regulatory Commission,
Contestable Market Division



Green Energy Option Program
Jordan Ballaran
Department of Energy,
National Renewable Energy Bureau

PANELISTS



Jesus Tamang
Department of Energy,
Director, Energy Utilization
Management Bureau



Engr. Rhea May Caguete
Independent Electricity Market
Operator of the Philippines,
Manager, Corporate Strategy
and Communications



Ruth Yu-Owen
European Chamber of Commerce
Chairperson, Renewable Energy
and Energy Efficiency



Atty. Teresa Ira Maris Guanzon
Office of Senator Sherwin Gatchalian
Director, Energy Committee



Sergius Angelo Santos
Exora
Chief Executive Officer



MODERATOR

Artie Lopez
Brainsparks
Co-founder and Startup Coach

OCTOBER 25, 2021
3:00PM - 5:00PM

"Ensuring Clean, Honest, Accurate, Meaningful and Peaceful Elections"

October 25, 2021, Monday, 12:30 PM to 2:30 PM via ZOOM

A Joint Project of MAP National Issues Committee and MAP Social Justice Committee

Speakers:



**Comm. MA. ROWENA AMELIA V.
GUANZON**
Commissioner
Commission on Elections (COMELEC)



Ms. MYLA C. VILLANUEVA
Chair
Parish Pastoral Council for
Responsible Voting (PPCRV)

Reactors:



**Mr. AUGUSTO "Gus" C.
LAGMAN**
National Chair
National Citizens' Movement for
Free Elections (NAMFREL)



**Atty. CHRISTIAN
"Chris" S. MONSOD**
Chair
Eleksyon 2022 Koalisyon



**Dr. RONALD "Ron" U.
MENDOZA**
Dean, Ateneo de Manila University
- School of Government (ASOG)

Moderator:



**Ms. MARIANNE "Maan" B.
HONTIVEROS**
Secretary, MAP
Managing Director, CEO Advisors, Inc.

October 27, 2021, Wednesday, 2:00 PM to 4:00 PM

The Manila Times *123rd Anniversary*

FORTINET



In cooperation with
INFINIVAN
Innovation For Sustainable Enterprise
presents

PHIRST
PARK HOMES
A FIRST THAT LASTS

WILCON DEPOT

LET THE FUTURE BEGIN: MOVING FORWARD DESPITE COVID-19

SPONSORS:



REYES TAGAMBONG & CO.

SUNTRUST

SPECIAL PARTNERS:

AyalaLand

BUKLOD

Las Casas Filipinas de Daluz

Maybank

pwc

UDENNA

ORGANIZATION PARTNERS:



MEDIA PARTNER: THE MANILA TIMES



KARL KENDRICK CHUA
Secretary
National Economic and
Development Authority
SPEAKER



JOSE MA. "JOEY" CONCEPCION III
Presidential Adviser for Entrepreneurship
Founder, Philippine Center for
Entrepreneurship - Go Negosyo
SPEAKER



NDIAME DIOP
Country Director for Brunei,
Malaysia, Philippines
and Thailand
World Bank
SPEAKER



COSETTE CANILAO
President and CEO
Aboitiz IntraCapital
SPEAKER



DANTE "KLINK" ANG II
President & CEO
The Manila Times
MODERATOR



BEN KRITZ
Columnist
The Manila Times
MODERATOR

DIGITAL PROFICIENCY INTERNATIONAL STANDARDS

International Society for Technology in Education (ISTE)

MASTER CLASS 2

REGISTER HERE



Using Global Proficiency International Standards (ISTE) for Employee Recruitment, Development, Curriculum Integration to Ensure Employability of the Filipino Work Force

October 28, 2021 1:00 PM -5:00 PM via Zoom

- Current and Emerging Technologies Used in the Industry
- Workshop Part 1: Diving into the International Society for Technology in Education (ISTE)
- Workshop Part 2: ISTE Assessments
- Workshop Part 3: Integrating ISTE in the HRIS (Human Resource Information System) and SIS (Student Information System)
- Workshop Part 4: Integrating ISTE for Recruitment, Training and Human Resource Management
- Workshop Part 5: Integrating ISTE into the Curriculum and Setting Cut-off Standards for College Levels or Graduation Requirement



MR. ALLANTAN
Founder and CEO,
Ideyatech, Inc.



DR. MELVA M. DIAMANTE
President
Southville International School
affiliated with Foreign Universities



DR. JOCELYN P. TIZON
Executive Director
Asian Association of
School Human Resource
Management and Development
Practitioners, Inc. (AASHPI)



DR. ARIS IGNACIO
Vice President of Technology
Internet Society (ISOC)
Philippines Chapter



MR. REX WALLEN TAN
Director
Government Academe
Industry Network (GAIN), Inc.



MS. JUNESSA A. LUMBRES
Deputy Principal
Southville International School
and Colleges Special Programs
(INNOVE and Flex)



St. Luke's
Medical Center
College of Medicine
William H. Quasha Memorial
PLANETARY AND GLOBAL HEALTH PROGRAM

The Future of Digital Health

Conversation Webinar

Wednesday, November 10, 2021
4:00 PM - 5:30 PM Manila Time



Register at bit.ly/stlukesdigitalhealth



Dr. Alvin Marcelo

Dr. Saira Ghafur

Dr. Ivy Patdu

Ms. Dorothea Koh

Mr. Cholo Tagaysay

Ms. Cherry Pie Valencia

Dr. Renzo Guinto





2nd MAP
NextGen CEO Web
Conference 2021

HOW CAN I BE A STEWARD OF THE FUTURE?

the **Good NextGen CEO**

November 12, 2021 (Friday)
9:00 AM TO 4:00 PM



SPONSORS:

Knowledge Partner



Diamond Sponsor



Gold Sponsor



Silver Sponsor



The Manila Times in cooperation with **J&T EXPRESS** and **Multisys** presents

MSMEs: RISING ENTERPRISES, RAISING THE ECONOMY

SPECIAL PARTNER: **Maybank** MEDIA PARTNER: **TNTV**

ORGANIZATION PARTNERS: **British**, **CCI FRANCE PHILIPPINES**, **DOCCU**, **FINEX**, **ICCPI**, **MAP**

 RAMON LOPEZ Secretary Department of Trade and Industry (DTI) SPEAKER	 DAVID ALMROEL CEO & Founder, Multisys Technologies Corporation SPEAKER	 ZOE CHI Vice President J&T Express Philippines SPEAKER	 MARTHA SAZON President & CEO Mynt/ GCash SPEAKER	 DANTE "KLINK" ANG II President & CEO The Manila Times MODERATOR	 BEN KRITZ Columnist The Manila Times MODERATOR
--	--	--	--	---	--

19

Screenshots from the October 12, 2021 MAP General Membership Meeting on "Addressing the Learning (Education) Crisis"



MAP General Membership Meeting



ADDRESSING THE LEARNING (EDUCATION) CRISIS

October 12, 2021 , Tuesday, 12:30 PM to 2:30 PM via ZOOM
A Project of MAP National Issues Committee (NIC)

Speakers:



Ms. RINA LOPEZ BAUTISTA
Co-Founder and President
Knowledge Channel Foundation



Sec. LEONOR M. BRIONES
Secretary
Department of Education (DepEd)



Mr. RAMON R. DEL ROSARIO, JR.
Chair
Philippine Business for Education (PBEd)
MAP Past President (1989)



Moderator:

Ms. RIZALINA "Riza" G. MANTARING
Co-Chair, MAP National Issues Committee (NIC)
Board Director, Sun Life Grepa Financial, Inc.
MAP Past President (2019)



“MAP Bulletin Board” Viber community

Dear MAP Member:

Please join the “MAP Bulletin Board” Viber community. All MAP announcements will be posted there.

To join, please click on the following link:

<https://invite.viber.com/?g2=AQB96LUTksl4X03UidOSgWDEPCjwdBfZLGFrjkuDpC1j%2FCpAHFFj0kgzkmWL2hvc>

Thank you!

ARNOLD P. SALVADOR
MAP Executive Director

News Articles about the October 9, 2021 MAP Statement entitled “MAP congratulates Maria Ressa for her Nobel Peace Prize”

1. **“Nobel Prize for Ressa a rebuke to Duterte”**
by Reuters and AFP
Bangkok Post
October 9, 2021

'Deafening silence' from Philippine president as crusading editor says award is for 'all journalists'

MANILA: The Nobel Peace Prize for Philippine journalist Maria Ressa was hailed by many at home on Saturday as a rebuke on official attacks on the media, but there was no comment from President Rodrigo Duterte, a frequent critic of Ressa's news site.

Ressa, who is free on bail as she appeals a six-year prison sentence last year for a libel conviction and has faced several other court cases, shared the prize with Russian investigative journalist Dmitry Muratov.

She said on Saturday that her Nobel Peace Prize was for “all journalists around the world”, as she vowed to continue her battle for press freedom.

Duterte has described the Rappler news site that Ressa co-founded as a “fake news outlet” and a tool of the US Central Intelligence Agency.

Rappler, launched in 2012, has challenged Duterte's policies and the accuracy of his statements. Its investigations have included coverage of the spate of killings by law enforcement during the war on drugs that Duterte launched when he took office in June 2016.

Human rights groups say authorities summarily executed thousands of drugs suspects. The police deny this, saying those killed had violently resisted arrest in sting operations.

Lawmakers and media experts said the award highlights the importance of free speech and speaking truth to power ahead of next year's elections to choose Duterte's successor.

Carlos Isagani Zarate, an opposition lawmaker, said the government is in an awkward position.

“The deafening silence from the palace speaks volumes on how they treated Maria Ressa in the past and how they were taken aback by this recognition,” Zarate told Reuters. “This is a personal rebuke on Duterte who was insulting critics, especially women.”

Ressa is the first Filipino to individually win a Nobel — 13 Filipinos were in organisations that received the prizes in 2017, 2013 and 2007.

“For the (presidential) palace, the dilemma is how to congratulate someone who is a victim of persecution by the government,” Danilo Arao, a journalism professor at the University of the Philippines, told Reuters.

Duterte’s government denies persecuting critics in the media.

The presidential palace, Duterte’s spokesperson, his chief legal counsel, and communications office did not respond to Reuters requests for comment on Ressa’s award or on critics’ reactions.

Justice Secretary Menardo Guevarra welcomed Ressa’s win but said libel laws would be upheld.

“As an ordinary Filipino, I am happy that a fellow Filipino has been included in this year’s roster of Nobel Peace laureates,” Guevarra said in a statement.

He said freedom of expression is constitutionally guaranteed in the Philippines but there are legal limits, including libel and defamation.

“Prosecutorial discretion will always be guided by these legal principles and the facts obtaining in any given case, regardless of the persons involved,” Guevarra said.

In 2018, Duterte banned Rappler from covering his official events, prompting the news site to cover event speeches and activities via live television and social media.

Several well-wishers said the Nobel highlights the importance of the media, truth and democracy ahead of Duterte ending his six-year term in June.

Ressa’s prize highlights the importance of protecting freedom of the press “as our vanguard against abuse of power, and an essential element of democracy,” the Management Association of the Philippines said in a statement.

“This is really for all journalists around the world,” Ressa told AFP in an interview.

“We do need help on so many fronts — it is so much more difficult and dangerous to be a journalist today.”

Ressa, 58, said she hoped the prize would provide a protective shield for her and other journalists in the Philippines against physical attacks and online threats.

“This ‘us against them’ was never the creation of the journalists, it was the creation of the people in power who wanted to use a type of leadership that divides society,” she said, describing the award “like a shot of adrenalin”.

“I hope this allows journalists to do our jobs well without fear.”

Besides Rappler, other media outlets in the Philippines have fallen foul of Duterte, including the Philippine Daily Inquirer and the broadcasting giant ABS-CBN, which lost its free-to-air licence last year.

But Ressa said Rappler’s independence meant it could fight back. “We have no other businesses to protect ... so it’s very easy for us to push back,” she said.

Ressa said the seven legal cases, including tax evasion, still before the courts were “ludicrous” and she was determined to win. Two other cyber libel cases were dismissed earlier this year.

“That abuse of power would have worked if I allowed the fear in my emotions and in my head to dominate our reaction — the biggest challenge was always to conquer your fear,” she said.

“Being fearless doesn’t mean not being afraid, it just means knowing how to handle your fear.”

2. “Business and media groups, political leaders in PHL and abroad, cheer Ressa’s Nobel Peace Prize win”
BusinessMirror
October 9, 2021

BUSINESS and sectoral groups, along with leaders in the Philippines and abroad, are celebrating the Nobel Peace Prize conferred on journalist Maria Ressa, whose celebrated run-ins with the Duterte administration have marked the country’s struggles with keeping democracy and human rights alive the past several years.

The Nobel organizers in Oslo on Friday announced the Nobel Peace Prize for Ressa, who shares the honor with Russian journalist Dymitri Muratov, whose media outlet has faced persecution – even deaths of some of its people — as it tangled with Vladimir Putin’s government.

In a statement on Saturday, the Makati Business Club (MBC) said: “We congratulate Maria Ressa for winning the Nobel Peace Prize. While the award recognizes her courage, it also highlights the conditions that require such courage.

“Freedom of expression is under siege in the Philippines and the world from people with the power and resources to attack legitimate journalism, abuse the internet, and scare citizens into silence. Freedom of expression, freedom of speech, freedom of the press, freedom of information, facts and truth, are not only our individual rights, they are the bedrock of democracy and a society that provides peace, opportunity, and better lives for all people.”

The MBC extended “our gratitude, as well, to all journalists and citizens who fight for these rights.”

The Management Association of the Philippines (MAP) said in a statement: “Her award underscores the importance of protecting freedom of the press as our vanguard against the abuse of power, and an essential element of democracy.”

It was signed by MAP president Aurelio Montinola III and Riza Mantaring, co-chair of the MAP National Issues Committee.

The Financial Executives Institute of the Philippines (Finex), for its part, noted that Ressa was Person of the Year by TIME Magazine in 2018 and was given the UNESCO World Press Freedom Prize in 2021. “This award is an affirmation of her lifelong commitment to safeguarding freedom of expression and freedom of the press,” Finex said, adding, “These are crucial to a functioning democracy, without which we are subject to disinformation and outright abuse of power.” It was signed by Finex president Francis Ed. Lim.

The National Union of Journalists of the Philippines (NUJP) celebrated Ressa’s award as well.

“We hope this award will shine more light on those who put the spotlight on the truth at a time when basic freedoms and democracy are under attack,” the NUJP statement said.

“The prize is not only a recognition of their work but of the importance of freedom of the press and of expression in their countries and throughout the world,” NUJP added.

Ressa, CEO of online media outlet Rappler, is the first Filipino to receive the award and the first woman to be awarded a Nobel Prize this year.

Vice President Leni Robredo said on Twitter: “This is a recognition and affirmation of your tireless efforts to hold the line for truth and accountability. I applaud your courage. Mabuhay ka!”

Another congratulatory message came from Sen. Richard J. Gordon, Blue Ribbon chairman whose running, heated word war with President Duterte for his dogged pursuit of the pandemic fund misuse involving Pharmally Corp. has hogged headlines for weeks. “We are with you in standing up for press freedom against tyrants and evildoers,” Gordon said in a tweet addressing Ressa.

In the view of detained Sen. Leila de Lima, “Maria Ressa, by her defense of the truth in journalism, has avenged the persecution and bullying of journalists, from individual beat reporters all the way to the large collective of ABS-CBN employees who were driven out of their jobs and livelihoods out of petty reprisal by those who are offended by the truth, and the minions who lick their shoes.”

Sen. Grace Poe, for her part, said: “Maria Ressa has shown us what it takes to uphold press freedom. It requires courage and constancy, especially because the pursuit of truth and justice can often be dangerous.

“We hope Maria’s tenacity and passion in her mission will inspire the Filipino people, especially amid the health crisis and as we close in on another political crossroad with the national elections next year.”

Sen. Panfilo Lacson, meanwhile, said that “more than the prestige that comes with the award is the responsibility of continuing to uphold the freedom of expression – the reason for the award.”

Lacson hoped “that the Nobel Peace Prize will further inspire the responsible practice of journalism for the good of all.”

Former US Secretary of the State Hillary Clinton was among the foreign leaders who joined the collective toast to Ressa and the work of journalists.

Ressa, a Filipino-American, was earlier convicted in a cyber libel case filed by a businessman and sentenced to up to 6 years in jail. Her appeal is pending.

The Duterte government has said it had nothing to do with any of the cases faced by Ressa and Rappler, including one filed by the Securities and Exchange Commission (SEC) for Rappler's alleged regulatory lapses.

**3. “Ressa’s lawyer proud for Nobel Prize awardee”
by Raffy Ayeng
Daily Tribune
October 10, 2021**

The lawyer of embattled journalist Maria Ressa aired pride in defending this year's Nobel Peace Prize winner.

Ressa last Friday, 8 October, gained the much-coveted accolade from the Norwegian Nobel Committee, along with Russian journalist Dmitry Muratov, as this year's Nobel Peace Prize winner “for their efforts to safeguard freedom of expression, which is a precondition for democracy and lasting peace.”

In a statement, Atty. Francis Lim, senior legal counsel of the country's prestigious ACCRA Law and president of the Financial Executives Institute of the Philippines, said Ressa deserves to win the commendation.

“I have worked with Maria (Ressa) up close and personal as counsel in the string of cases filed against her. Some of these cases threaten and continue to threaten the corporate existence of Rappler as a truly independent media institution that has gained respect and admiration all over the world,” Lim said.

He also personified the Rappler chief as brilliant and daring in her craft as a journalist.

“Not only is Maria extremely intelligent but more importantly, a highly principled and courageous journalist with truth as her only aim. She has been holding her ground against all odds and that makes her truly deserving of the Nobel Prize. It's a distinct honor for me and my team of lawyers to continue defending her, and we can now claim that we have defended a Nobel Peace Prize laureate,” he stressed.

According to a Rappler article posted on its portal, as of 10 August 2021, there are at least seven active cases pending in court versus Ressa, the media company and its directors, and a former researcher.

Meanwhile, the Management Association of the Philippines (MAP) has also sent its felicitations to Ressa for winning the Nobel Peace Prize.

“Her award underscores the importance of protecting freedom of the press as our vanguard against the abuse of power, and an essential element of democracy,” MAP said in a statement.

“In a world where ‘alternative facts’ have become a common expression, her courage in shining a beacon of light on the truth at all times will serve as an inspiration to journalists all over the world who struggle to overcome the increasing suppression of media,” the statement added.

Ressa now holds the reputation as the first Filipino to win the Nobel Peace Prize. Two other previous Filipino awardees were part of international teams that were named as laureates.

Previously, she was also named as Time Magazine “Person of the Year” in 2018.

The Nobel Peace Prize is one of the five Nobel Prizes recognized by the will of Swedish industrialist, inventor and armaments manufacturer Alfred Nobel, along with the prizes in Chemistry, Physics, Physiology or Medicine, and Literature.

4. “More praises for Maria Ressa on Nobel Prize”
Manila Standard Today
October 10, 2021

The United Nations (UN) office in the Philippines and several business groups congratulated Maria Ressa for winning the 2021 Nobel Peace Prize.

The Nobel Committee awarded the prize to Ressa, together with Russian journalist Dmitri Muratov for “their efforts to safeguard freedom of expression, which is a precondition for democracy and lasting peace.”

The UN said it recognizes the role of free and independent media as a cornerstone of democracy. Freedom of expression is enshrined in the Universal Declaration of Human Rights as a fundamental right, and it is also an enabler of all other rights,” it said.

The Management Association of the Philippines (MAP), the Financial Executives Institute of the

Philippines (FINEX), and the Makati Business Club (MBC) in separate statements meanwhile also congratulated Ressa for her historic win.

The MAP said Ressa’s award “underscores the importance of protecting freedom of the press as our vanguard against the abuse of power, and an essential element of democracy.

The MAP said in a world where “alternative facts” have become a common expression, “her courage in shining a beacon of light on the truth at all times will serve as an inspiration to journalists all over the world who struggle to overcome the increasing suppression of media.

The MBC cited Ressa’s courage while the FINEX said the award affirmed Ressa’s fight for “freedom of expression.”

Ressa is the co-founder and CEO of Rappler.com, a staunch critic of the Duterte administration.

**5. “Praises pour in for Maria Ressa’s Nobel Peace Prize”
by Julie M. Aurelio, Leila B. Salaverria, Stephen C. Canivel
Philippine Daily Inquirer
October 10, 2021**

MANILA, Philippines — Malacañang on Saturday remained silent on the Nobel Peace Prize award to Rappler CEO Maria Ressa, even as lawmakers and business groups described it both as an indictment of the Duterte administration and applause to courageous Filipino journalists under fire.

The award, which was announced in Oslo, Norway, on Friday, was shared by Ressa with Russian journalist Dmitry Muratov. They were cited as representatives of all journalists who stand up for freedom of expression.

“It is a big slap to the face of Duterte that the world recognized the heroism of those he oppressed,” said one of President Rodrigo Duterte’s strident critics, detained Sen. Leila de Lima.

“More than a well-deserved personal victory, this historic award is a resounding affirmation to all seekers of truth that telling the true story of Filipinos and the real state of governance and democracy is worth fighting for,” she said in a statement.

Opposition Rep. Edcel Lagman of Albay said Ressa’s Nobel Prize was “another black mark on the President who has been demonizing and derogating press freedom.”

While Ressa was given accolades, Duterte was included by Reporters Without Borders among 31 world leaders in the gallery of “Press Freedom Predators,” the lawmaker said.

Lagman said that at Duterte’s direct and indirect “behest,” various cases were filed against Ressa and Rappler, and she already received one conviction for cyber libel. Requiring courage

In a statement, the Makati Business Club (MBC), one of the most prominent business groups in the Philippines, said the award recognized Ressa’s courage and highlighted “the conditions that require such courage.”

“Freedom of expression is under siege in the Philippines and the world from people with the power and resources to attack legitimate journalism, abuse the internet, and scare citizens into silence,” MBC said.

Freedom of expression, speech and of the press, and information, are individual rights that are also the “bedrock of democracy” which provide peace and better lives for all, the group said.

“Our gratitude, as well, to all journalists and citizens who fight for these rights,” MBC said.

Aurelio R. Montinola III, president of the Management Association of the Philippines (MAP), and Rizalina Mantaring, co-chair of the group's national issues committee, said Ressa's award provided inspiration to all journalists who struggle against increasing suppression of the media across the globe.

Victory vs fake news

"Her award underscores the importance of protecting freedom of the press as our vanguard against the abuse of power, and an essential element of democracy," the MAP officials said. One of Ressa's lawyers, Francis Lim, a former MAP president and head of the Financial Executives Institute of the Philippines, said the cases filed against Ressa were threatening the corporate existence of Rappler "as a truly independent media institution."

Sen. Francis Pangilinan, said the Nobel Prize "made journalism synonymous with courage" and was a victory against fabricators of fake news. "You have shown the whole world that the Pinay is world-class, world-class in telling the truth, world-class in courage," he said in a statement.

Sen. Grace Poe praised Ressa for her "courage and constancy" in the dangerous pursuit of truth and justice.

House Deputy Minority Leader and Bayan Muna Rep. Carlos Isagani Zarate said the award was timely as Filipinos and people around the world needed "a strong push back on assaults against freedom of expression by tyrannical forces."

Foreign Secretary Teodoro Locsin Jr. said the Nobel Prize was "amazing" and Justice Secretary Menardo Guevarra welcomed the honor given to Ressa. "As an ordinary Filipino, I am happy that a fellow Filipino has been included in this year's roster of Nobel Peace laureates," Guevarra said. He said, however, that the award would not influence the charges against Ressa as these would be guided by legal principles and the facts of the cases.

"Congratulations, Maria," Locsin said on Twitter.

"A win is a win," he said. "Even Cory Aquino couldn't get it for restoring democracy through the first ever peaceful people power revolution that inspired the same throughout the Soviet Bloc and the Asian dictatorships."

F. Sionil Jose's beef

Not everyone was happy that Ressa received the Nobel Peace Prize. "Maria Ressa does not deserve the Nobel," said writer and National Artist F. Sionil Jose in a Facebook post.

"I have criticized Duterte but not on press freedom. The Philippine press is alive and well not because of Maria Ressa," said Jose, who is a recipient of the Ramon Magsaysay Award for Journalism. The Magsaysay Award is the Asian equivalent of the Nobel Prize.

Jose said he hasn't read "anything memorable" by Ressa.

“The real test for journalists was made during the Marcos dictatorship when he imposed censorship, closed all media, and jailed journalists,” he said.

Duterte did not have serious regard for Ressa, otherwise he could have “nailed her like he did with Chief Justice Maria Lourdes Sereno and Senator Leila de Lima,” he said.

His post received more than 1,400 comments from people who agreed and disagreed with him. Fil Elefante responded saying: “Sir, you have the right to state your opinion. Obviously the Nobel Peace Prize Committee does not share yours.”

Another, Jose Mari Tirol, wrote: “Sir, your post again proves that you are still one of our country’s greatest fiction writers.” Ressa dedicated the award to all journalists.

“This just shows that the Nobel Peace Prize committee realized that a world without facts means a world without truth and trust. And if you don’t have those things you can’t conquer coronavirus, you can’t conquer climate change,” she said. —WITH REPORTS FROM MARLON RAMOS AND INQUIRER RESEARCH

6. “Business groups: Ressa's Nobel win shows freedom of expression in PH 'under siege'”
by Aika Rey
Rappler
October 9, 2021

MANILA, Philippines

'While the award recognizes her courage, it also highlights the conditions that require such courage,' the Makati Business Club says

Business groups on Saturday, October 9, said that Rappler chief executive officer Maria Ressa's historic Nobel Peace Prize win showed that freedom of expression in the Philippines is "under siege."

The Makati Business Club (MBC), Financial Executives Institute of the Philippines (FINEX), and Management Association of the Philippines (MAP) recognized Ressa's contribution in upholding and safeguarding Filipino's rights amid attempts by the Duterte administration to silence dissent.

"While the award recognizes her courage, it also highlights the conditions that require such courage," the MBC said.

"Freedom of expression is under siege in the Philippines and the world from people with the power and resources to attack legitimate journalism, abuse the internet, and scare citizens into silence," it added.

The MBC said that constitutionally protected rights and freedoms such as expression, speech, the press, and information are the "bedrock of democracy and a society that provides peace, opportunity, and better lives for all people."

Another business group, the FINEX, said that Ressa's prestigious award is an affirmation of her "lifelong commitment to safeguarding freedom of expression and freedom of the press."

"These are crucial to a functioning democracy, without which we are subject to disinformation and outright abuse of power," the group added.

The MAP, meanwhile, said, "Her award underscores the importance of protecting freedom of the press as our vanguard against the abuse of power and an essential element of democracy."

The groups thanked journalists for their work and hoped that Ressa's win would inspire journalists in the Philippines and around the world to always "uphold the truth even in the face of intimidation."

The Norwegian Nobel Committee selected Ressa and Russian journalist Dmitry Muratov "for their efforts to safeguard freedom of expression, which is a precondition for democracy and lasting peace."

The Rappler CEO has been the target of attacks for her media organization's critical coverage of President Rodrigo Duterte's administration. Ressa is also a key leader in the global fight against disinformation.

She is the first Filipino to win the Nobel Peace Prize and the first woman in this year's roster of awardees.

Vice President Leni Robredo, lawmakers, world leaders, various advocacy groups, and Filipinos online praised Ressa for her efforts to defend press freedom and for speaking truth to power.

MAP Talks on Youtube

<https://www.youtube.com/user/TheMAPph>

Interview of MAP Ease of Doing Business Committee Vice Chair JADE ROXAS-DIVINAGRACIA on the "Top executives upbeat about recovery, disappointed with vaccine rollout" in "CNN Philippines" hosted by Rico Hizon on September 17, 2021:



<https://www.youtube.com/watch?v=0NBUe5VdE8Y>

Video Recording of the September 14, 2021 MAP International CEO Conference



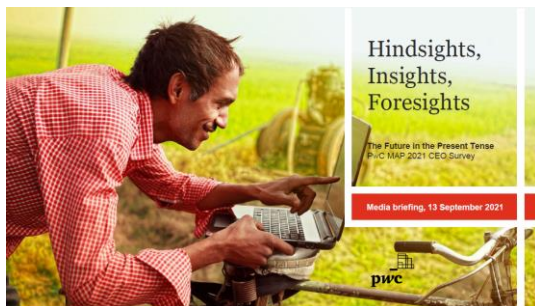
FACEBOOK - <https://www.facebook.com/map.org.ph/videos/914003119213053>

YOUTUBE – www.youtube.com/TheMAPph

Speakers' presentations <https://mapceoconference.ph>

Video Recording of September 13, 2021

Media Briefing for PwC-MAP 2021 Philippine CEO Survey Results



<https://us02web.zoom.us/rec/play/ePHQ1MYFfIOO8H1ffs1S17T0rPie31Yi9Y9bZ9muGekk85gnLng4KswJTOIzzppR1b5xE5u-gZck4N0Lh3zzMutz-rez-c6>

Video Recordings of MAP GMMs

1. **October 12, 2021** MAP General Membership Meeting on "Addressing the Learning (Education) Crisis" with Secretary LEONOR M. BRIONES of the Department of Education (DepEd), Ms. RINA LOPEZ BAUTISTA, Co-Founder and President of Knowledge Channel Foundation, and Mr. RAMON R. DEL ROSARIO, JR., Chair of Philippine Business for Education (PBE)
2. **September 7, 2021** MAP-PMAP Annual Joint General Membership Meeting (GMM) on "Leap-frogging Digital Talent Development" with Ms. JO ANN ROSARY ASETRE, APAC Customer Success Manager of Lee Hecht Harrison, Usec. EMMANUEL REY R. CAINTIC, Undersecretary for Digital Philippines of the Department of Information and Communications Technology (DICT), Sec. FORTUNATO T. DE LA PEÑA of the Department of Science and Technology (DOST), Mr. REX WALLEN TAN, General Manager of Hopkins International Partners, Inc., and EurIng. HENRY K. H. WANG, International Advisor and Author, President of Gate International and Member of G20/B20 Global Taskforce, as speakers

3. **August 25, 2021** MAP Special GMM on “ADDRESSING THE COUNTRY’S HUNGER PROBLEM” with Cabinet Secretary KARLO A.B. NOGRALES, Philippine Business for Social Progress (PBSP) President REYNALDO ANTONIO D. LAGUDA, and Ms. MARGOT TORRES, Private Sector Lead of *Pilipinas Kontra Gutom!* As speakers; and *Tanging Yaman* Foundation Chair, Fr. MANUEL V. FRANCISCO, S.J.!, Brain Trust, Inc. Chair, Dr. CIELITO F. HABITO, and Maginhawa Community Pantry Founder ANA PATRICIA NON as Reactors
4. **August 18, 2021** MAP Arts & Culture Lecture and Virtual Tour of “*HERITAGE AND ANCESTRAL HOMES*” featuring Ms. JOVY ACUZAR, Corporate Marketing Director of *Las Casas Filipinas de Acuzar*, and Mr. DEXTER MANANSALA, Arts & Culture Director of *Las Casas Filipinas de Acuzar*
5. **August 10, 2021** MAP General Membership Meeting on “ENSURING THE COUNTRY’S ENERGY SECURITY” with Sen. SHERWIN T. GATCHALIAN, Chair of Senate Committee on Energy, as the main speaker and Atty. RAY C. ESPINOSA, President and CEO of MERALCO, Atty. JOSE M. LAYUG, JR., President of Developers of Renewable Energy for AdvanceMent, Inc. (DREAM), and Atty. ANNE E. MONTELIBANO, President of Philippine Independent Power Producers Association (PIPPA), as Reactors
6. **July 13 2021** MAP General Membership Meeting on “Governance Champions: HOW INDEPENDENT DIRECTORS CREATE VALUE?” with Atty. ANGELICA “Nenet” LAVARES, Director of Metrobank and Prulife UK; Mr. ALFREDO “Fred” E. PASCUAL, Lead Independent Director of SM Investments Corporation, Ms. FLORENCIA “Flor” G. TARRIELA, Former Independent Director and Board Chairwoman of the Philippine National Bank (PNB) and the first and only Independent Director Chairwoman in the Commercial Banking Industry; and Mr. ROMAN ZYLA, Senior Corporate Governance Officer and currently the Regional Corporate Governance Lead for East Asia Pacific of the International Finance Corporation; as Panelists; and Mr. JONATHAN JUAN “JJ” DC. MORENO, Co-Vice Chair of the MAP Corporate Governance Committee and Chief Strategy and Governance Officer of Metro Retail Stores Group, Inc. (MRSGI), as Emcee/Moderator.
7. **June 8, 2021** MAP General Membership Meeting on “ADDRESSING THE CLIMATE CRISIS” with Deputy Speaker LOREN LEGARDA, Representative of Lone District of Antique of House of Representatives, Mayor ANDRES “Andy” D. DANGEROUS, Mayor of Municipality of Sablayan, Occidental Mindoro, and Mr. ILLAC ANGELO “Illac” A. DIAZ, Founder and Executive Director, Liter of Light and MyShelter Foundation

Video Recordings of MAP Webinars

8. **September 29, 2021** MAP Arts & Culture Lecture on “*From Grassland to Metropolis: Evolution of Makati CBD*”
9. **September 28, 2021** MAP Webinar on “THE RISE OF CHALLENGER BANKS (BSP-Approved Digital Banks)”

10. **July 21, 2021** MAP Arts and Culture Lecture on "INVESTING IN ART AND RARE COLLECTIBLES: The View from the Auction Room" featuring Mr. RAMON "Richie" E.S. LERMA, Co-Founder, Chair and Chief Specialist of Salcedo Auctions
11. **June 25, 2021** MAP Webinar on "'BPOs, Exporters and OFWs: How can they bring the Dollar Income back?" with Director LEVINSON ALCANTARA, Director for Pre-Employment Services Office of the Philippine Overseas Employment Administration (POEA); MAP Member BENEDICT HERNANDEZ, Chair of IT & Business Process Outsourcing of the Philippines, Inc. (IBPAP); and MAP Member SERGIO ORTIZ-LUIS, President of Philippine Exporters Confederation (PhilExport)
12. **May 31, 2021** MAP Webinar on "Transformational Land Transportation Systems" with Usec. TIMOTHY JOHN R. BATAN, Undersecretary for Railways of the Department of Transportation (DOTr), and Atty. MARTIN DELGRA III, Chair of the Land Transportation Franchising and Regulatory Board
13. **May 4, 2021** MAP Webinar on "THE DIGITAL UPHEAVAL IN FINANCE - Implications for Developing Markets" with Prof. RANDALL S. KROSZNER, Deputy Dean for Executive Programs and Norman R. Bobins Professor of Economics of The University of Chicago Booth School of Business

MAP Legacy Series 2019 on ANC featuring the following:

14. MMY 1996, Mr. DAVID M. CONSUNJI
15. MMY 1998, Gov. GABRIEL C. SINGSON
16. MMY 1999, Mr. HENRY SY, SR.
17. MMY 1967, Mr. WASHINGTON Z. SYCIP
18. MMY 2006, Dr. GEORGE S.K. TY
19. MMY 1992, Amb. ALFONSO T. YUCHENGO

The MAP Lifestyle Masters on Living Well and Aging Well

Happy Birthday to the following MAP Members who are celebrating their birthdays within October 1 to 31, 2021

October 1

1. Mr. EMMANUEL "Noel" S. BORLONGAN, Public Affairs and Advocacy Director, Johnson & Johnson

October 2

2. Mr. MICHAEL HARRIS "Michael" CONLIN, President and CEO, Henry & Sons Trading and Manufacturing Company, Inc.

3. Atty. TEODORO *"Teddy"* A. Y. KALAW IV, Principal, Kalaw & Associates Law
4. Ms. JUDITH V. LOPEZ, Independent Director; Chair, Audit Committee and Risk Compliance Oversight Committee, Philippine Veterans Bank
5. Mr. JOSE FELICIANO *"Tito"* SANTOS, VP for Finance and Treasurer, Ateneo de Manila University
6. Mr. RICHARD RAYMOND *"Ricky"* B. TANTOCO, President and COO, Energy Development Corporation

October 3

7. Mr. RONNIE B. ALCANTARA, Trustee, CIBI Foundation, Inc.
8. Ms. MARIA TERESITA *"Marites"* T. DAGDAG, President, Clorox International Philippines, Inc.

October 4

9. Mr. FRANCIS C. LAUREL, President, Toyota Batangas City

October 5

10. Mr. ANTHONY *"Tony"* T. ROBLES, President, Coastside Homes Properties Inc.
11. Mr. JOSE JESUS *"JJ"* F. ROCES, Director of Shared Services, Intercare Chiropractic Center, Inc.
12. Mr. RAUL B. TAN, President and CEO, Howden Insurance & Reinsurance Brokers (Phil.) Inc.

October 6

13. Mr. D. ARNOLD A. CABANGON, President, Fortune Life Insurance Co., Inc.
14. Mr. JOSE VICTOR *"Victor"* P. PATERNO, President and CEO, Philippine Seven Corporation
15. Ms. MARRIANA *"Hannah"* H. YULO, Chief Investment Officer and SVP for Corporate Finance, DoubleDragon Properties Corporation

October 7

16. Mr. SAEED MOHAMMAD AHMAD ALI AHMAD, General Manager Philippines, Etihad Airways
17. Mr. JESUS JOEY *"Joey"* T. MARCELO, CEO, Sante International Inc.
18. Atty. FELIX *"Dodie"* T. SY JR., Managing Partner, Insights Philippines Legal Advisors

October 8

19. Ms. MARIA CRISTINA *"Ginbee"* L. GO, President, BPI Family Savings Bank

October 9

20. Mr. EDGAR *"Ed"* O. CHUA, CEO, De La Salle Philippines
21. Ms. ANDRONICA *"Nica"* T. ROMA, President and General Manager, Nikka Trading

October 10

22. Atty. MARIE-ROSE *"Tenten"* BARRAMEDA LIM, President, Citicorp Capital Philippines, Inc.
23. Mr. JOSE MA. ANTONIO *"Jam"* M. MACALINO, Country Head, Asset Services, CBRE GWS IFM PHILS. CORP.
24. Mr. RENATO *"Rene"* B. PADILLA, General Manager, Philippine International Convention Center (PICC)
25. Mr. MAGTANGOL *"Doy"* A. ROQUE JR., President, M2.0 Communications, Inc.
26. Atty. MARIA GEORGINA *"Gina"* J. SOBERANO, Principal, Tax, KPMG R. G. Manabat & Co.

October 11

27. Prof. PAOLO ANTONIO *"Paolo"* L. AZURIN, Head of Investment Banking - Philippines, CLSA Exchange Capital, Inc.
28. Mr. ROBERTO JOSE *"Bobby"* L. CASTILLO, President and CEO, EEI Corporation
29. Mr. NICASIO *"Nic"* L. LIM, Senior Advisor, JG Summit Holdings, Inc.
30. Mr. VLADIMIR *"VJ"* M. MANUEL, Chief Innovation and Growth Officer, Pointwest Technologies Corporation

October 12

31. Mr. SHAILESH *"SB"* BAIDWAN, President, PayMaya Philippines, Inc.
32. Ms. MARISSA DEL MAR, President, Millicent Productions
33. Mr. RAUL C. PAGDANGANAN, President and CEO, Cardinal Santos Medical Center
34. Dr. ENRIQUE *"Ricky"* Y. YAP JR., EVP, Manila Hotel
35. Mr. FRANK S. GAISANO, Chair and CEO, Metro Retail Stores Group, Inc. (MRSGI)

October 13

36. Mr. EDUARDO *"Eddie"* H. YAP, President and CEO, Clairmont Group

October 14

37. Atty. CARLOS ALFONSO "*Caloy*" T. OCAMPO, Founding Partner and Senior Partner, Ocampo and Manalo Law Firm
38. Mr. ARTHUR "*Art*" R. TAN, CEO, Integrated Micro-Electronics, Inc.

October 15

39. Mr. AURELIO NOEL "*Noel*" G. DAYRIT, President and Head of Investment Banking and Advisory, Maybank Kim Eng Capital, Inc.
40. Mr. ANDRES "*Andi*" M. LICAROS JR., President and CEO, Asian Hospital, Inc.
41. Atty. GIANNA R. MONTINOLA, SVP, Far Eastern University (FEU)

October 16

42. Dr. EDWARD "*Ed*" L. FERREIRA, Special Envoy of the Duterte Administration to the Republic of Kazakhstan and President and CEO, Ferycor International Management Group, Inc.

October 17

43. Dr. DONALD PATRICK "*Donald*" L. LIM, COO, DITO CME Holdings Inc.
44. Mr. JAIME NOEL "*Joel*" SANTOS, President and Co-Founder, Thames International School
45. Ms. MARIA MARGARITA "*Margot*" TORRES, Managing Director, Golden Arches Development Corporation (McDonald's Philippines)

October 18

46. Mr. AURELIO "*Rey*" O. ANGELES, President, Filipinas Multi-Line Corporation
47. USec. ERNESTO "*Nesty*" G. CAROLINA, Administrator, Philippine Veterans Affairs Office (PVAO)
48. Mr. PATRICK C. PARUNGAO, Center Head, UST Global, Inc.
49. Mr. DAVID ANDRE "*David*" P. SISON, President, Mamamia Foods, Inc.
50. Mr. BRYAN SPENCER "*Bryan*" U. YAP, President and COO, Lepanto Consolidated Mining Company

October 19

51. Ms. TERESITA "*Tessie*" SY COSON, Vice Chairperson, SM Investments Corporation
52. Ms. NIKKI TANG, CEO, DMARK Corporation

October 20

53. Mr. RODELIO "*Dode*" C. ARCILLA, President, Enterprise Information Technology Corporation (EITC)
54. Mr. LEONARDO "*Dong*" R. ARGUELLES JR.
55. Dr. ALFREDO "*Alran*" R.A. BENGZON
56. Mr. CEZAR "*Bong*" P. CONSING, former President and CEO, Bank of the Philippine Islands (BPI)
57. Atty. RUBEN T. DEL ROSARIO, Managing Partner, Del Rosario & Del Rosario Law Offices
58. Mr. PATRICK RICHARD "*Patrick*" D. REIDENBACH, President, Ubaldo Reidenbach Solutions, Inc. (UR Solutions)

October 21

59. Mr. ROBERTINO "*Robert*" E. PIZARRO, President, A. Brown Company, Inc.

October 22

60. Dr. JIKYEONG KANG, President and Dean, Asian Institute of Management (AIM)
61. Ms. MARIA ROSARIO "*Charrie*" YULO-NG, Managing Director, Carmelray Industrial Corporation
62. Atty. EUNEY MARIE MATA "*Euney*" J. PEREZ, Managing Partner, Mata-Perez, Tamayo and Francisco Attorneys-at-Law
63. Mr. OSCAR ALESON "*Oscar*" TORRALBA, Chair and CEO, Town Holdings Corporation

October 23

64. Mr. IAN PHILIPPE "*Ian*" W. CUYEGKENG, EVP and COO, Philippine British Assurance Co., Inc.
65. Mr. JOSE BEN "*Joeben*" R. LARAYA, Chair, ULTREX Management and Investments Corporation
66. Dr. SIEGFRED "*Yeye*" L. MANAOIS, Chief, Piers Inspection Division, MICP, Bureau of Customs
67. Mr. ERICSON "*Eric*" SUPAN MARANAN, CFO, Sante International Inc.

October 24

68. Ms. NATIVIDAD "*Nabbie*" N. ALEJO, Co-Founder and Managing Director, Alpha Primus Advisory, Inc.
69. Mr. CESAR R. CONCIO JR., Chair, Vision Exponents, Inc.

70. Ms. MA. CRISTINA “Angel” SANTIAGO ROSALES, President and CEO, Professional Payroll Specialists Inc. (PPSI)

October 25

71. Ms. MARIVIC H. DEL PILAR, Vice President, Victory Liner, Inc.
72. Dr. ROBERTO “Obet” P. SALVINO, President and Chair, Salvino Agri-Industrial Machinery
73. Mr. JAMES G. VELASQUEZ, President and CEO, Philippine Telegraph and Telephone Corporation (PT&T)

October 27

74. Ms. DIANA “Dianne” P. AGUILAR, Chair, SB Capital and Investments Corp.
75. Mr. REX C. DRILON II, Vice Chair, Center for Excellence in Governance
76. Mr. JEFFREY “Jeff” C. LIM, President, SM Prime Holdings, Inc.
77. Mr. BENJAMIN “Ben” S. SANTOS, President, AS Realty Corporation

October 28

78. Ms. DOROTHY DRYSDALE, Head, Internal Communications, Marsman Drysdale Group
79. Mr. PAULINO “Jun” B. FERNANDEZ, JR., CEO, Global CoMRCI
80. Atty. TERESITA “Tess” J. HERBOSA, Of Counsel, ACCRALAW

October 29

81. Mr. GERARD “Jerry” H. BRIMO, President and CEO, Nickel Asia Corporation (NAC)
82. Mr. RAMON R. DEL ROSARIO JR., President and CEO, PHINMA, Inc.
83. Ms. VIRGINIA GARRIDO LANE, VP and Treasurer, Lane Moving and Storage, Inc.
84. Mr. REYNALDO “Rey” C. LUGTU JR., President and CEO, Hungry Workhorse Consultancy, Inc.
85. Ms. RIZALINA “Riza” G. MANTARING, Board Director, Sun Life Grepa Financial Inc.
86. Mr. ARIEL C. ONG, President, First Philec

October 30

87. Atty. PATRICK T. AQUINO, Head of Energy Utilization Management Bureau, Department of Energy (DOE)
88. Atty. ROBERTO “Boy” N. DIO, Senior Litigation Partner, Castillo Laman Tan Pantaleon & San Jose
89. Ms. ANNA IRMINA “Minette” B. NAVARRETE, President, Kickstart Ventures, Inc.

October 31

90. Mr. EDGARDO “Ed” H. ANGELES, President and CEO, Selegna Holdings Corporation
91. Mr. ARSENIO “Toto” G. BARCELONA, President, Harbest Agribusiness Corporation
92. Dr. CATHERINE “Karen” V. DE ASIS, Chief Brand Strategist, MKS Marketing Consulting and Training Corporation
93. Mr. ANTHONY OUNDJIAN, Managing Director and Senior Partner, Boston Consulting Group (BCG) Southeast Asia
94. Mr. LEONCIO “Joey” D. PAZ, VP - Interbranch Operations and Head of ICT, Simplex Industrial Corporation
95. Ms. MILAGROS “Mila” F. SERING, COO and Senior Managing Director, Seven Seven Global Services, Inc.

Please subscribe to “MAP Talks” on YOUTUBE by clicking the following:

<https://www.youtube.com/channel/UCeNlKpZ2CZmVkrjh9GNfSoA>

Please like MAP on Facebook by clicking the following:

<https://www.facebook.com/map.org.ph/>

Please connect with MAP thru LINKEDIN by clicking the following:

<https://www.linkedin.com/in/mapphilippines/>