



“MAPping the Future” Column in *INQUIRER*

**“MSME Recovery:
A View from the Unheard”**

June 6, 2022

Mr. JOEY A. BERMUDEZ

Now that COVID-19 is nearly behind us, it is time to talk about recovery. How do we enable MSMEs to recover? At the height of discussions and subsequent legislative work on stimulus plans, a lot of tribute was paid to MSMEs as the engine of employment but the legislative and executive output that came out of those discussions sadly missed out the MSMEs. Unsurprisingly, the plans swept MSMEs into

motherhood clauses and catch-all phrases that were not helpful to implementors. The MSME sector remains a beast that befuddles many who claim to be experts in it. For this reason, the authors of the plan took the easy way out by avoiding the nuts and bolts when it came to MSMEs but generously laid out the details when it came to the segment that they obviously knew best, i.e., those who are too big to fail.

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“MAP Insights” Column in *BUSINESSWORLD*

**“Tolerating Graft and
Corrupt Practices”**

June 7, 2022

Atty. CESAR L. VILLANUEVA

Under Section 168 of the Revised Corporation Code (RCC), a director, trustee, or officer shall be punished with a fine ranging from P500,000 to P1.0 Million, who knowingly:

- (a) Fails to sanction, report, or file the appropriate action with the proper agencies; or
- (b) Allows or tolerates the graft and corrupt practices or fraudulent acts committed by a

corporation’s directors, trustees, officers, or employees;

Section 168 properly limits its application only to directors, trustees or officers liable for the offense defined therein. There is therefore no legal basis to hold employees and consultants of the corporation liable for participating in the offense defined therein.

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“MSME Recovery: A View from the Unheard”

Maybe it’s time to give the microphone to those whose noses have been badly bruised by MSME life and whose views have thus far been drowned by noise from the learned pundits. Here is one perspective from one “drowned” voice.

The theme of the Plan is “Ano ang taya mo?” It is not a government plan. It is a country plan. Everyone needs to contribute to the Plan.

The spirit of volunteerism and Bayanihan is wrapped around the Plan. The Plan admits that the devastation wrought by COVID-19 and the aggravating effects of the terrible response are wide-ranging. Because mobility restrictions have prevented an honest-to-goodness assessment of the damage, everyone is underestimating the magnitude of the devastation today. Surely, the destruction has been worse than what we saw in 1997 and 2008.

The government tax take is weak and will continue to be so for the next few years after the pandemic, unless something drastic is done. Therefore, a solo government effort to fuel economic recovery will not be sufficient.

It cannot be business as usual. Big sacrifices need to be made across-the-board. Post-pandemic, everyone must take a step back before moving forward.

The immediate objective of the Plan is to restore, as quickly as possible, to pre-pandemic levels, employment, consumption, and business activity.

These short-term objectives must be swiftly addressed by executive action, not by the legislative mill which can grind so slowly. Executive action can be swift if backed by voluntary action from the participants in the Plan.

The long-term objective of the Plan is to promote an inclusive economy. This can be achieved by a combination of executive action and legislative reform.

For now, let us talk about the short-term engine of the Plan since we have a problem to solve here and now.

Since MSMEs account for 68% of employment, every effort must be made to quickly revive and re-energize the MSME sector. The sector is almost mortally wounded today, weighed down by debt that cannot be serviced because revenue streams have nearly disappeared. The vast

majority have defaulted on their debts. Unless government intervenes, a huge percentage of MSMEs will die. This will in turn significantly impair the tax base and weaken the financial system. The financial institutions will not give them relief because the former are themselves under extreme regulatory pressure to keep their balance sheets strong. Around Php600 Billion of MSME loans are in the books of financial institutions today.

There is a way to take this albatross off the backs of the financial institutions:

Government can ask the financial institutions to convert all these loans, based on their pre-pandemic outstanding levels into 7-year loans with interest at 3% per annum, principal payable at maturity. Government can pay this interest on behalf of the borrowers. The annual cost of this to government will be Php18 Billion a year.

In addition, government will provide first-loss guarantee of 30% to the financial institutions on these MSME loans. Assuming, although highly unlikely, that the actual losses on these loans reach 30%, the cost to government will be Php180 Billion over a 7-year period or Php26 Billion a year.

The total annual cost of this program to the government will be Php44 Billion. The trade-off is that MSMEs will be able to continue or re-start their businesses, and keep or re-hire their employees without having to worry about the burden of the debt that piled up during the pandemic.

“Ano ang taya ng mga MSME na makikinabang sa programang ito?”

The MSMEs must move decisively to bring back their business volumes and staffing/payroll to pre-pandemic levels. In addition, they must commit to pay, every year during the 7-year period of the program, total taxes (income taxes and business taxes) equal to the average annual payments they made during the three years preceding the pandemic.

Micro-entrepreneurs must commit to take concrete steps towards assimilating themselves into the mainstream economy by registering their businesses and, to the extent possible, putting their businesses online so that they become part of the recorded economy.

“Ano ang taya ng mga local governments (from barangay to municipal/city to provincial government) at national government agencies?”

Local governments and national government agencies must create online portals for business registration, licensing, permit issuance, and all other

regulatory requirements for business establishments. The portals must be end-to-end and must allow completion of all regulatory procedures online.

“Ano ang taya ng mga malalaking korporasyon?”

Large companies participating in the Plan must commit to pay their MSME suppliers no later than 30 days after delivery. In addition, they must commit to pay every year, during the next 3 years, total taxes (income and business taxes) equal to their average annual payments during the three years immediately preceding the pandemic. As long as they comply with their commitments under the Plan, participating companies will be exempt from tax investigations by the Bureau of Internal Revenue for the duration of their participation in the Plan.

“Ano ang taya ng mga financial institutions na makikinabang a programang ito?”

They must provide fresh loans to the MSMEs equal to or more than the amount of outstanding loans granted by them to these borrowers before the pandemic. This will enable the MSMEs to bring their businesses back to pre-COVID levels.

Not included in this 7-year debt relief program are MSME borrowers whose loans, at the time the pandemic started, were already in non-performing status.

The Small Business Corporation and the Philippine Guarantee Corporation will be asked to re-channel funds that have not yet been committed to specific uses towards this program to support the first-loss credit enhancement to be provided by government to the financial institutions.

The Plan is not easy and has many holes. A thousand and one obstacles can be pointed out. But in the search for solutions, it is useful to ask the learned pundits “Ikaw, ano ang taya mo?” Would you even give this Plan a shot and choose to work through its weaknesses, instead of freezing in the face of blockages?

There is nothing easier than talk about solutions where the “taya” is to come only from others and not from oneself. And when it gets too tough to justify one’s hesitation, there is always the politically correct option of putting the proposal in the hands of an “inter-agency committee”, there to languish and eventually die a lonely death.

(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 Past President of MAP. He is Chair of Maybridge Finance and Leasing, Inc.)

MAP Insights from page 1

“Tolerating Graft and Corrupt Practices”

In consonance with principles of corporate governance, Section 168 sends a clear message that it is not enough for directors, trustees and officers to not directly engage in fraudulent acts or graft and corrupt practices, but they are obliged, under pain of criminal penalty, to not tolerate it or turn a blind eye when such acts are committed by their colleagues in the name of the corporation, and even go to the extent of reporting the same to the proper authorities.

The “Prejudicial Question” Relating to Section 167

Section 168 of the RCC, as it seeks to penalize directors, trustees or officers criminally liable for their acts of tolerance, should be treated as the counterpart to Sections 165 to 167 that penalize directly the corporation as the medium by which fraudulent acts are committed, and graft and corrupts practices perpetrated.

Consequently, the allegedly “tolerating” directors, trustees or officers cannot be convicted under Section 167 unless and until there has been a formal conviction of the corporation under Sections 165, 166 or 167.

Retaliation Against Whistleblowers

Section 169 of the RCC defines a “whistleblower” as “any person who provides truthful information relating to the commission or possible commission of any offense or violation under the” RCC.

Under Section 169 of the RCC, any person who, knowingly and with intent to retaliate, commits acts detrimental to a whistleblower, such as interfering with the lawful employment or livelihood of the whistleblower, shall, at the discretion of the court, be punished with a fine ranging from P100,000 to P1 Million.

The essence of the offense punished under Section 169 is to “commit acts detrimental to a whistleblower,” although illustrated by examples of “interfering with the lawful employment or livelihood of the whistleblower,” remains such a broad description that can be limited by the element that it is “with intent to retaliate.” In other words, how detrimental an act committed a whistleblower may be, the prosecution must show that essential element of having been done “with intent to retaliate.”

Liability of Directors, Trustees, Officers, or Other Employees

Section 171 of the RCC provides that "If the offender is a corporation, the penalty may, at the discretion of the court, be imposed upon such corporation and/or upon its directors, trustees, stockholders, members, or officers, or employees responsible for the violation or indispensable to its commission."

The Limited Application of Section 171

Strictly speaking, only Sections 165, 166, 167 and 170 (in the rare instances when it can be applied) of the RCC specifically define offenses where it is the corporation that is held criminally liable. In all other criminal offenses provided by the RCC, the corporation itself cannot be held liable as the accused. The general rule prevailing in this jurisdiction is that when a criminal act is done on behalf of the corporation, the corporation cannot be held criminally liable since being an amoral being, it cannot fulfill the requirement of "malicious or criminal intent", and therefore the crime committed is ascribed as the direct criminal act of the directors or trustees, officers and/or agent of the corporation who actually performed the criminal act.

Therefore, when Section 171 refers to a situation when "the offender is a corporation," it could only cover the offenses under Sections 165, 166, 167 and 170, and that Section 171 is the legal basis by which the courts may include the offending directors, trustees, shareholders, members, or officers, or employees who are directly responsible for the violation or indispensable to its commission.

Why Is Discretion Granted to the Courts under Section 171

Under Section 171 of the RCC, if the offender is a corporation, "the penalty may, at the discretion of the court, be imposed upon such corporation and/or upon its directors, trustees, stockholders, members, officers, or employees responsible for the violation or indispensable to its commission."

Since a corporation is a juridical person, it can commit crimes only through acting directors or trustees, stockholders or members, officers, and/or employees, and therefore such natural persons are always responsible for the violation (having been the actors for the criminal act) and are indispensable for the corporation's commission of the crime. Therefore, not only should the responsible directors or trustees, officers, shareholders or members, and/or employees be included as accused in the charge

sheet against the corporation, but that the penalties under Sections 165, 166, 167 and 170 should be separately upon the accused natural persons separately from the imposition against the corporation.

Liability of Aiders and Abettors and Other Secondarily Liable

Under Section 172 of the RCC, "anyone who shall aid, abet, counsel, command, induce, or cause any violation" of (i) the RCC, or (ii) any rule, regulation, or order of the SEC, "shall be punished with a fine not exceeding that imposed on the principal offenders, at the discretion of the court, after taking into account their participation in the offense."

The broad language of Section 172 may be employed as the legal basis to hold legal counsel, accountants, financial advisers and other consultants liable for advising or counseling the corporate officers into actions and projects that would be construed as "any violation of the" RCC, whether such violation would constitute a criminal offense or merely a commercial non-criminal infraction.

Be that as it may, no criminal conviction can be imposed upon an aider, abettor, or counselor unless and until the principal offender is convicted since Section 172 imposes the punishment "with a fine not exceeding that imposed on the principal offender."

CONCLUSION

A former Chair of the SEC, who shepherded the amendments to the old Corporation Code in Congress, posited in a forum that investors, directors, trustees, officers and corporate practitioners should not be too wary of the administrative and criminal sanctions provided in the RCC for they all cover the imposition of fines, with no imprisonment involved. We find little professional and commercial relief in such a backhanded assurance.

The fact that only fines are imposed as administrative and/or criminal sanctions under the RCC misses the point that the operations of companies, especially those vested with public interest, must be undertaken under an aura of public confidence and trust. When administrative and/or criminal sanctions are imposed on a publicly-held company, its losses are not limited only to the fines imposed, but suffers a loss in its goodwill which is its most important resource as a going concern. In the instances when it is the company that is itself convicted as the offender, the loss in value of its business enterprise sustained directly by the investors who actually become innocent victims.

When it comes to directors, trustees or officers who are imposed administrative or criminal fines, they are by that reason disqualified to being elected or appointed as such in all other corporations. They suffer therefore an immeasurable loss in their livelihood that goes beyond the amounts of the fines they pay. The worse is that they can be sanctioned on the basis of provisions in the RCC that are general in scope and coverage. In fact, they need not be convicted to suffer reputational loss, but the use of such broadly worded violations to establish a prima facie case, and the need to exhaust personal time and resources from such confusing provisions would destroy their reputations in the market.

The worst effect of the criminalization of corporate governance (CG) principles and best-practices under the RCC is that it sets into statutory stance a hard-handed approach to corporate governance. Placing CG reforms under a criminal framework misses the very essence of CG which seeks to upend management practice to go beyond complying with the letter of the laws relating to the promotion and protection of the interests of shareholders and other stakeholders. When CG principles and best-practices are subjected to both administrative and criminal sanctions then out of a sense of self-preservation, directors, trustees and officers, who are not well-versed on criminal matters, would not dare exercise their business judgment to forge ahead, but in fact be conservative and refer such matters to legal counsel for the determination of what criminal or administrative risk they are venturing on. CG reform therefore no longer constitute asking the best of what business management may put forth, but becomes primarily the resolution of legal issues revolving upon the overly broad and sometime confusing letters of the law, that is best left to the lawyers to ponder upon and give well-considered recommendations.

Finally, it should be noted that among the major reforms undertaken in the RCC is to grant "fiscal autonomy" to the SEC. Section 175 of the RCC expressly empowers the SEC to collect, retain and use fees, fines, and other charges it imposes pursuant to the Code and its rules and regulations, instead of the practice in the past when it had to remit such amounts to the National Treasury, thus: "For a more effective implementation of this Code, the Commission is hereby authorized to collect, retain, and use fees, fines, and other charges pursuant to this Code and its rules and regulations. The amount collected shall be deposited and maintained in a separate account which shall form a fund for its modernization and to augment its operational expenses such as, but not limited to, capital outlay, increase in compensation and benefits

comparable with prevailing rates in the private sector, reasonable employee allowance, employee health care services, and other insurance, employee career advancement and professionalization, legal assistance, seminars, and other professional fees."

We really cannot judge at this point whether the fiscal autonomy granted to the SEC under Section 175 of the RCC would actually benefit the Philippine corporate sector. However, we should expect Congress to diminish the budget allocations of the SEC, which in turn may compel SEC to raise its own working funds through the powers granted under Section 175. In all likelihood, in order to support its plantilla, and the high-salary and benefits standards granted to the SEC officers and rank-and-file, as well as to invest on the improvement of its facilities, more so its IT infrastructure, the SEC would not be gun-shy in imposing ever bigger amounts of fines and penalties on corporate stakeholders to continue to uphold and upgrade its operations in the face of limited budgetary allocations from Congress.

The worse scenario would be the day when SEC can continue to boast that it has remained as one the top agencies in maintaining its high revenue-earning profile. That would actually be bad news for the Philippine corporate sector that would indicate that the SEC has really abandoned its "complain or explain approach", and has wielded its "administrative sanction powers" to boost its revenues under the mantra of pursuing ever so forcefully the CG agenda under the RCC.

(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).

*Atty. Cesar L. Villanueva is Co-Chair for Governance of the MAP ESG Committee, Chair of Institute of Corporate Directors (ICD), the first Chair of Governance Commission for GOCCs (GCG), former Dean of the Ateneo Law School, and Founding Partner of Villanueva Gabionza & Dy Law Offices.
map@map.org.ph
cvillanueva@vgslaw.com*

REITERATION OF CALL FOR THE RATIFICATION OF PHILIPPINE MEMBERSHIP IN THE REGIONAL COMPREHENSIVE ECONOMIC PARTNERSHIP (RCEP)



REITERATION OF CALL FOR THE RATIFICATION OF PHILIPPINE MEMBERSHIP IN THE REGIONAL COMPREHENSIVE ECONOMIC PARTNERSHIP (RCEP)

June 1, 2022

The Financial Executives Institute of the Philippines (FINEX), the Makati Business Club (MBC), and the Management Association of the Philippines (MAP) would like to reiterate our call for the Senate to ratify the Philippine membership in the Regional Comprehensive Economic Partnership (RCEP), the largest economic bloc in the world's history.

As we stressed in our earlier Joint Statement dated January 21, 2022, RCEP's 15 member economies, consisting of the ten ASEAN members plus Australia, New Zealand, China, Japan and South Korea, together account for 30 percent of the world's population and of global GDP. As such, it is a huge market that Filipino producers would gain preferential access to via membership in RCEP.

Like any free trade agreement, RCEP provides wide economic opportunities for our country, along with certain threats to uncompetitive industries, and individual producers and their workers. And like in the other free trade agreements the country has joined (of which our country has the least, compared to Indonesia, Malaysia, Thailand and Vietnam), the overall economic gains in terms of net job creation, economic growth and price stabilization will well outweigh the costs. Government has the responsibility to assist those adversely affected meaningfully and effectively, to allow them to achieve competitiveness or adjust to alternative products or livelihoods.

RCEP will help MSMEs expand market access, especially with more liberal rules of origin on traded products to qualify for trade concessions. It will also provide broader and cheaper alternative sources for inputs and reduce costs of doing business through improved trade facilitation, especially customs and trade clearance procedures.

Exclusion from RCEP would be immensely costly to our economy and our people. We can anticipate a significant decline in our exports to RCEP countries, which now account for nearly two-thirds (64 percent) of our total exports, as trade with us will logically be diverted to fellow members. It would also make us even more unattractive to job-creating investments than we already are, as these would best locate in RCEP member countries to take advantage of free access to its vast market. For the same reason, our membership could attract more foreign investments into the country from firms wishing to produce and sell to the large RCEP market.

RCEP skeptics should find comfort in the fact that little will immediately change in the country's trade relations, since RCEP only reaffirms existing trade concessions we already have with all RCEP members via the ASEAN Trade in Goods Agreement (ATIGA) among ASEAN members and the ASEAN-Plus Free Trade Agreements with the rest. Tariff elimination will take up to 20 years, giving ample time for us to shape up and achieve the competitiveness that will allow our producers to take full advantage of the vast market opportunities RCEP offers. Even so, our negotiators had excluded from tariff liberalization "sensitive" farm products including swine and poultry meat, potatoes, onions, garlic, cabbages, sugar, carrots and rice, along with manufactured products like cement and certain steel products.

We see our membership in RCEP as an important challenge to our government to step up genuine and meaningful support for Filipino producers, especially in the agriculture sector, which is the backbone of the Philippine economy. We, therefore, urge the government to provide a substantial increase in the agriculture budget commensurate to that provided in our comparable ASEAN neighbors, as we urge our Senators to ratify the RCEP Agreement without delay.

MAP – PwC SURVEY ON EASE OF DOING BUSINESS



*Ramon V. Del Rosario Sr. Center for Management Excellence
Unit 608, Ayala Tower One
Ayala Triangle, Ayala Avenue
1226 Makati City, Philippines
(632) 7751-1151 to 52
map@map.org.ph; map.philippines@map.org.ph
Website: map.org.ph*

June 1, 2022

Circular No. 036- 2022

Subject: MAP - PwC Survey on Ease of Doing Business

Dear MAP Members:

The R.A. 11032, or the **Ease of Doing Business and Efficient Government Service Delivery Act of 2018**, aims to facilitate prompt actions or resolution of all government transactions efficiently. It applies to all government offices and agencies, including local government units (LGUs), government-owned and -controlled corporations, and other government instrumentalities located in the Philippines or abroad that provide services covering business-related and non-business transactions.

In line with this, the MAP, thru its Ease of Doing Business (EODB) Committee, and the PwC Philippines have developed an online Survey to help identify the areas where improvement is observed or still needed.

The MAP EODB Committee will use the results of this Survey in its discussions with the Anti-Red Tape Authority (ARTA), the Department of Trade and Industry (DTI), other relevant authorities, and private sector partners to find possible solutions.

In this regard, may we request you to give a few minutes of your time to respond to the Survey, not later than June 15, 2022, thru the following link:

<http://www.pwc.com/ph/ease-of-doing-business-survey>

Thank you in advance for your cooperation.

Sincerely,

A handwritten signature in black ink, appearing to read 'Alfredo E. Pascual', is written over the printed name.

ALFREDO E. PASCUAL
MAP President
Incoming DTI Secretary



PUSH FOR CHANGE
TOWARDS A BETTER FUTURE FOR ALL

MAP Arts & Culture Lecture

The Musical Genius of the Filipino Youth

June 22, 2022, Wednesday, 5:00 PM to 6:30 PM via ZOOM



Speaker:

Dr. RENATO B. LUCAS, PhD

President, National Music Competitions for Young Artists Foundation, Inc. (NAMCYA)



ENVERGA CANDELARIA RONDALLA -
Maalaala Mo Kaya (C. de Guzman)
2021 1st prize



CORO BICOLANO - Octo Beatitudes -
commissioned contest piece by
John August Pamintuan -
1st Prize 2021 Senior Choir Category



SANGASANG JI ANAK UD MALIBCONG
ETHNIC ENSEMBLE -
composed of 2 teachers,
11 Liwang Elementary School pupils
and 2 high school students



RAYSELL ANNE MANIPOL
(Nasaan ka Irog - Abelardo,
arr. N. Espejo) - 1st Prize 2021
Children's Solo Rondalla
Instrument Category



MADAYAW CULTURAL ENSEMBLE
of Davao City performing
Mindanaon dances and music

A Project of MAP Arts & Culture Committee

Meeting ID : 867 4521 4834
Passcode : MAPACC622

This Lecture is FREE for MAP Members and Guests.

MAP Circular No. 037 - 2022



June 23, 2022, Thursday
12:30 PM to 2:30 PM via ZOOM

MAP GENERAL MEMBERSHIP MEETING

ICT LEADERSHIP IN OUR NEW WORLD

The speakers will share their insights on digitalization in the new world, particularly the best practices and their experiences on the subject in relation to their current roles in their respective organizations.

Speakers:



Mr. DAVID R. HARDOON

*Managing Director
Aboitiz Data Innovation*

**A Project of the
MAP ICT Committee**



Ms. AILEEN JUDAN JIAO

*President and
Country General Manager
IBM Philippines, Inc.*



Mr. PAUL WHITEN

*DevOps Business
Development Manager
Red Hat Singapore*

Moderator:



Mr. EDUARDO "Teddy" G. SUMULONG

*Co-Vice Chair, MAP ICT Committee
Managing Director and CEO
Land Registration Systems, Inc. (LARES)*

This GMM is free for MAP Members and Guests.

Meeting ID: 843 7662 8342

Passcode: MAPGMM0623

MAP Circular No.: 022-2022

A NEW AGE OF CAPITALISM IN THE PHILIPPINES – Part 2

A MAP CEO Academy Panel Discussion

July 1, 2022, Friday, 10:00 AM to 12:00 Noon via ZOOM

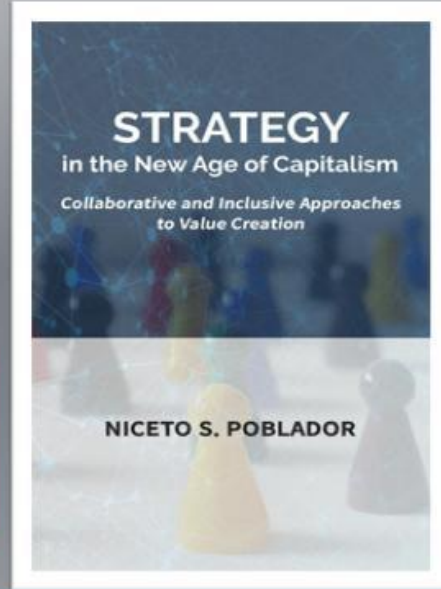
A Joint Project of MAP Human and Management Development Committee (HMDC)
and MAP ESG Committee

Speaker



Dr. NICETO “Nick” S. POBLADOR
A Management and
Economics Thought Leader
Retired Professor of Economics and
Management, now Professorial Lecturer
University of the Philippines (UP)

The Speaker will discuss the collaborative and inclusive approaches to value creation which he summarized in his new book entitled “*STRATEGY in the New Age of Capitalism*”. He urges businesses to align with their activist stakeholders and engage them in bringing about change to realize their ESG goals.



Panelists



**Mr. JOEY
A. BERMUDEZ**
Chair
Maybridge Finance and
Leasing, Inc.



**Ms. ALMA RITA “Alma”
R. JIMENEZ**
President and CEO
Health Solutions Corporation



**Mr. JOHN CLIFFORD “Cliff”
M. EALA**
President
Synerbyte Limited



**Prof. VICTOR ANDRES “Dindo”
C. MANHIT**
CEO and Managing Director
Stratbase Group

Co-Moderators



**Mr. VICTOR “Vic”
L. MAGDARAOG**
Co-Chair for MAP CEO Academy
MAP HMDC
Senior Business Adviser
Advisory & Insights (A&I)



**Dr. BENITO “Ben”
L. TEEHANKEE**
Co-Vice Chair for Social Justice
MAP ESG Committee
Professor, De La Salle University (DLSU)

Meeting ID: 863 2936 8167
Passcode: MAPWEB71

This Webinar is FREE for MAP Members and Guests.
MAP Circular No. 038 – 2022



2022 SelectUSA Investment Summit

The SelectUSA Investment Summit is the United States' premier annual event **dedicated to promoting foreign direct investment (FDI)**. The convening power of the Investment Summit brings worldwide attention to the expanse of investment potential that the U.S. has to offer and creates opportunities to directly connect investors with U.S. economic development organizations (EDOs) to make it happen.

The annual event highlights the current U.S. investment environment and industry trends in its robust and curated agenda. The 2022 SelectUSA Investment Summit is once again proud to feature **SelectUSA Tech**, which connects early-stage and startup technology companies to prospects for advancement in the U.S. market. The Investment Summit will also host the return of the **Select Global Women in Tech (SGWIT) Mentorship Network** which connects international women founders of early-stage and startup tech companies to resources needed to successfully expand into the U.S. market.

SelectUSA also recognizes the importance of global climate priorities and has organized sessions at the 2022 Investment Summit to bring together stakeholders in key clean energy and related sectors such as advanced batteries, energy storage, civil nuclear energy, offshore wind, and semiconductors.



The SelectUSA Investment Summit has directly affected **\$59 billion** in new investment in the United States.

Networking Schedule meetings online and on-site to create new business relationships.

Explore 150 +
Sessions featuring C-Suite Executives, Cabinet Officials, Governors and more

Meet 700 +
U.S. economic development representatives from 45+ states and territories in one location

Connect with 1,200 +
Business investors from 80+ international markets

Join us in the FDI Conversation!

Hear from US senior government officials, C-Suite business executives, and other thought leaders.

APPLY TODAY

A few days at the SelectUSA Investment Summit provides your business with everything you need to start your U.S. expansion plan.

US\$1050

After May 7, 2022

For those who cannot attend in person there are options for Limited Virtual Programming.

www.selectusasummit.us

Stay updated! Join our mailing list today.

John.Giray@trade.gov

Please note: The Department of Commerce will continue to evaluate and expand our health safety protocols as medical recommendations evolve and will actively update our attendees leading up to the event. We want to ensure SelectUSA continues to promote FDI in the safest manner possible. Therefore, proof of COVID-19 vaccination or proof of negative test will be required to attend. We will follow state and local guidelines and recommendations by the CDC in regards to masks which are currently required in all spaces.



2022 SelectUSA Investment Summit Spinoff Events

Connect your company to some of the most promising business opportunities in the United States. Make the most of your attendance at the SelectUSA 2022 Investment Summit. Participate in a Spinoff event to connect your company with state and local government officials, business leaders, and local experts to find your next investment location.

 <p>Aerospace and Defense</p>	 <p>Automotive</p>	 <p>Distribution and Logistics</p>	
<p>Fayetteville, North Carolina Can Do Carolina and the Fort Bragg Experience June 22-24, 2022</p>	<p>Brownsville, Texas On the Border, By the Sea, and Beyond June 22-23, 2022</p>	<p>San Francisco, California Select San Francisco: Global Hub for Clean Tech June 30-July 1, 2022</p>	<p>Southwest Illinois - various locations Discover Southwest Illinois! June 23-24, 2022</p>
 <p>Environmental Technology</p>	 <p>Food and Beverage</p>	 <p>Healthcare</p>	 <p>Information and Communication Technology</p>
<p>Los Angeles, California 2022 Select LA Investment Summit June 22-23, 2022</p>	<p>Great Falls, Montana Select Great Falls Montana for your AgriBusiness and Manufacturing Needs June 22, 2022</p>	<p>New Jersey - various locations ExploreNJ 2022 June 22-24, 2022</p>	<p>Raleigh-Durham, North Carolina SelectUSA: Raleigh-Durham June 23-24, 2022</p>



Montgomery County, Frederick County, Baltimore, Maryland

OPTION 1:
Cybersecurity & Quantum Computing: Maryland SelectUSA Spinoff Tour

OPTION 2:
Soft Landing: Taste of Maryland!

OPTION 3:
Biotech & MedTech: Maryland SelectUSA Spinoff Tour
June 23-24, 2022

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Select Global Women in Tech (SGWIT) is dedicated to connecting international female founders of early-stage and startup tech companies to resources needed to successfully bring their product or service to the U.S. market.



Access unique opportunities at the 2022 SelectUSA Investment Summit:

Learn from experts

Sessions on emerging trends and opportunities in tech, startup ecosystems across the U.S., and important investment topics,

Exhibit your product or service to investors

Create and develop your own SelectUSA Tech booth, and more.

Attend tailored workshops

Hear discussions on startup fundraising and financing, site selection, scaling your startup,

Attend invitation-only networking opportunities

Networking with other SGWIT participants and hear from female entrepreneurs who successfully entered the U.S.

Participate in peer-to-peer networking events and educational webinars

Covering topics such as Establishing your U.S. Presence, Scaling, Defining Your Target Market, and Fundraising.

Meet 1-on-1

With an experienced, successful U.S.-based mentor to establish and work towards firm goals for growing your company and expanding to the U.S. market.

APPLY NOW

Indicate interest in the mentorship network on your 2022 SelectUSA Investment Summit application. Interested mentees are highly encouraged to apply by May 6, 2022. While mentees can still apply after this date, we cannot guarantee a spot in the 2022 cohort.

To connect with SelectUSA:

John.Giray@trade.gov

www.selectusasummit.us

Please note: The Department of Commerce will continue to evaluate and expand our health safety protocols as medical recommendations evolve, and will actively update our attendees leading up to the event. We want to ensure SelectUSA continues to promote FDI in the safest manner possible. Therefore, proof of COVID-19 vaccination or proof of negative test will be required to attend. We will follow state and local guidelines and recommendations by the CDC in regards to masks which are currently required in all spaces.



SelectUSA Tech is dedicated to connecting early-stage and startup tech companies to prospects for advancement in the U.S. market.

2022 SelectUSA Investment Summit

High-growth international tech companies that are less than 10 years old, with up to \$10 million in revenue, and up to 40 employees are invited to **apply to participate in the 2022 SelectUSA Investment Summit from June 26-29, 2022 for a special discounted rate of \$600 USD (In-Person) or \$400 USD (Limited Virtual Programming).**

Participate in the Startup Pitching Sessions at the 2022 SelectUSA Investment Summit in front of a panel of 3-4 judges, including venture capitalists, corporate investors, representatives from startup ecosystems, and industry experts. Selected companies will participate in one of the sessions in the following categories: **CleanTech; Cybersecurity; e-Commerce & Retail Tech; FinTech; MedTech; Software; Other.**

Participate In webinars on how to finance and scale your startup;

Exhibit In person at your own branded booth, and upload a three-minute in-depth product/service demo video to your virtual booth as well;

Network with over 3,000 Economic development organizations, international companies, venture capitalists and investors, service providers, and federal, state, and local government representatives both in-person and on the networking app;

Tune into All Plenary and Investment Academy Sessions, including SelectUSA Tech Investment Academy Sessions on investment trends and opportunities in technology, soft-landing programs, investment successes highlighting female founders, startup ecosystems, and more.

APPLY TO PITCH

In front of a panel of judges and an audience. Applications are due by 11:59 pm EDT on May 6, 2022.

Note: Only companies approved to attend the 2022 SelectUSA Investment Summit under the SelectUSA Tech program are eligible to participate in the pitching sessions.

Please note: The Department of Commerce will continue to evaluate and expand our health safety protocols as medical recommendations evolve and will actively update our attendees leading up to the event. We want to ensure SelectUSA continues to promote FDI in the safest manner possible. Therefore, proof of COVID-19 vaccination or proof of negative test will be required to attend. We will follow state and local guidelines and recommendations by the CDC in regards to masks which are currently required in all spaces.

www.selectusasummit.us

To connect with SelectUSA:

John.Giray@trade.gov



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U.S. DEPARTMENT OF COMMERCE
U.S. EMBASSY IN THE PHILIPPINES



MANAGING IN THE PERIOD IN TRANSITION

Living in the world of in-betweens

The pandemic hit the world hard – but it's time to move forward. It will not be an easy process. Experts say it will be a slow recovery, marked by a period of transition. That is where we find ourselves in this present time – leaving the infectious past behind, yet not quite there. We are in a world of in-betweens, crossing over to a more stable future.

The Pandemic WINS . . .

The crisis brought opportunities that can be appreciated in the changes that we all experienced – the digital shift, the value of a stable health system, addressing climate change as a global agenda, and how organizations and governments can rise and fall depending on how the public perceive their actions.

. . . and the big winners.

The search for COVID cure mobilized the big pharma, and sales of their vaccines and other drugs and supplies broke records. The fulfillment centers – storage, deliveries and payment systems – won the days. The workforce shortage encourage exploring the options of artificial intelligence and robotics, workplaces and workforce adapted to the hybrid environment, and many micro and small enterprises entered the market in response to market needs.

But there are losses and failures too.

As companies experienced shorter runways for financing operations, there were closures and near failures. Jobs are on the line, even upticks in cases continue to tax the health systems – reminders that we are not yet totally out of the woods.

There were lessons learned and these can be used to manage the transition so that we can hasten the process of recovery.

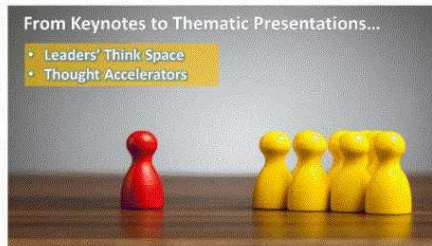


THE WINS OF CHANGE: Thriving in a World of In-Betweens

The 20th MAP International CEO Conference will address these transitions by providing insightful discussions on these issues that management leaders will need to consider as they cross the bridge to a more stable future.

The 2022 Conference program will highlight dynamic approaches in tackling these issues, and will feature:

- **Thematic presentations that will showcase trends**



- **The Wins of Pandemic Change**



- **Robust discussions dissecting the wins, the swings, and the misses**





AND WE ARE GOING HYBRID!

For those already wanting to touch base again with business colleagues, join the face-to-face option and catch up . . .

. . . but no worry for those still trying to muster courage or preferring the convenience – all you need to do is Zoom in.

Going



HYBRID

REGISTRATION FEES FOR THE ONE-DAY MAP CONFERENCE

Payment by	MAP Member	Non-MAP Member	Foreign Delegates
FACE-TO-FACE			
June	P10,000	P12,000	\$100
July	P12,000	P14,000	\$150
August	P14,000	P16,000	\$200
September	P16,000	P18,000	\$250
ONLINE			
June	P1,000	P2,000	\$25
July	P2,000	P3,000	\$50
August	P3,000	P4,000	\$75
September	P4,000	P5,000	\$100
Get 1 FREE seat for every 5 seats paid.			
Special Rate for Full-Time Academic and Government Officials			
Payment by	MAP Member	Non-MAP Member	
June to September	P4,000	P6,000	

LET BUSINESS STEP UP.

The MAP INTERNATIONAL CEO CONFERENCE 2022 will be a springboard for taking the discussion to the next level – THE FUTURE.

- Be part of a community that will transition to a new future.
- Beyond information, it's direction.
- Beyond ideas, it's thought leadership.
- Be one of those who will shape the changing world order.

JOIN THE MAP CEO CONFERENCE 2022. Hear it first-hand.

For sponsorship opportunities, feel free to get in touch with **MAP Executive Director ARNOLD P. SALVADOR** or **MAP Staff Assistant MILO DAPILOS** via <map@map.org.ph> or <map.philippines@map.org.ph>.

This is a project of the MAP CEO Academy under the Human and Management Development Committee designed to expand lifelong learning initiatives for members. Your contributions are welcome. [Click on the pdf document below.](#)

MAP CEO Academy
Project Curate
Pilot Issue

Article

01

What's Lost When We Talk 'ESG' and Not 'Sustainability'
-Andrew Winston
MIT Sloan Management Review



02

Podcast

ESG - How can we measure how 'good' companies are?
-Radio Davos



Video

03

Is it Ethical of Use Facial Imaging in Decision Making?
From: Chicago Booth Review

[https://www.chicagobooth.edu/review/is-ethical-use-facial-imaging-in-decision-making,](https://www.chicagobooth.edu/review/is-ethical-use-facial-imaging-in-decision-making)



04

Article

A Pricing Paradox: We Want Digital but Will Pay More for Analog
People find digital music, books, and games more convenient — but think physical goods should cost more.



[Members' comments](#)

Articles/Papers from MAP Members

1. "Back to basics" from MAP Governor CIELITO "Ciel" F. HABITO's "No Free Lunch" Column in the PHILIPPINE DAILY INQUIRER on June 7, 2022

As a new administration prepares to take over the reins of government, it needs to firm up its strategy for moving the country forward. Given the state of our country and its people right now, my unsolicited advice is to start with the basics, and these boil down to our two assets needing utmost attention: our people and our land. Let me elaborate.

The greatest toll the pandemic has taken on us has been its human cost, in how it severely compromised health and nutrition, and disrupted education, especially among lesser-endowed Filipinos. COVID-19 delivered a debilitating blow to what was already a battered health, nutrition, and education status, especially of our children—the cumulative result of many years of seeming benign neglect. The signs had been staring us in the face: worst rankings worldwide in reading, science, and mathematics; lowest average IQ among all 10 Asean member states; and higher incidence than in most of our Asean neighbors of stunting due to severe malnutrition in children five years old and below.

Our progressive deterioration in education started decades ago. When I resumed teaching duties at the University of the Philippines-Los Baños in the mid-'80s after five years of post-graduate studies overseas, I recall feeling shocked at the very discernible general decline in my students' capabilities. It couldn't have been due to an easing of UP's admission standards, and I could only blame a likely decline in the quality of our high school education then.

By 1991, Congress saw it fit to create the Joint Congressional Commission to Study and Review Philippine Education (EDCOM) over a 12-month time frame, noting the palpable and continuous decline in the quality of Philippine education. EDCOM noted that (1) school dropout rates were inordinately high, especially in rural areas, probably caused by inadequacy of preparation among young children; (2) government investment in the education system was inadequate, including in teaching materials and learning resources for primary education; (3) the education system was poorly managed; (4)

there is a lack of curriculum upgrading; (5) programs and facilities for special education (i.e., for children with special needs) were lacking; and (6) tertiary and technical-vocational education institutions lacked coordination with industry and market focus, leading to job-skills mismatch and poor job placement of graduates.

A tangible outcome of EDCOM 1991 was the "tri-focalization approach" that led to the establishment of the Commission on Higher Education and the Technical Education and Skills Development Authority. The former Department of Education, Culture and Sports (DECS) would then focus exclusively on basic education (elementary to high school) and was renamed the Department of Education (DepEd). I recall how then DECS Secretary Isidro Cariño loudly protested the "dismemberment" of his department, predicting disastrous results.

Whether that split contributed to it or not, the decline in Philippine education appeared to have continued, leading us to the damning international rankings our educational system is known for now. Three decades since the last EDCOM, our education system again cries out for a long and hard look, hopefully with all of us putting our heads together to chart the right way forward. The group Philippine Business for Education is spearheading the call for a new multisectoral Education Commission participated in by all sectors of society "to analyze the gaps, look for opportunities and pave the ground on which we build our (educational) reform efforts." Incoming Education Secretary Sara Duterte-Carpio would do well to make it one of her first moves, if we are to inspire confidence in the country's education future, the same way the appointment of respected new economic managers is doing for the economy.

Apart from people, the other basic concern is land, where the imperative boils down to vastly improving the productivity and competitiveness of our agriculture sector. This requires a separate discussion of its own, and in the meantime, we all await with bated breath the choice of the person to lead the sector in the next six years.

cielito.habito@gmail.com

2. "Eighty-three"
From former MAP Governor PETER WALLACE's "Like it is" Column in the PHILIPPINE DAILY INQUIRER on June 6, 2022

Last Friday, I turned 83. That's a pretty rare event. According to world demographics, only 1.9 percent of people live into their 80s. And most of those would be women. We, men, seem to be too frail for the rigors of life, so we die earlier. So, I guess I'm a lucky one in a hundred.

It's strange I don't feel particularly old. Although I must admit, my body says "hey, slow down. We, muscles, can't keep up with you anymore." But the body is only the vehicle to keep what is "us" alive. Our brain is "us," is the person. It's the brain that defines us, determines who we are. It's the brain we must keep active, young, and alive.

So, I write this column every week to challenge my brain, to keep it active and alert. I remain active in the business community for the same reason. Brain cells, like muscles, wither and die when you don't use them. Boredom kills.

I accept that death is coming, and I've no fear of that. My one wish is that it be quick and pain-free. And as Stephen Hawking said, not yet, later is better. There's still much to do in life.

I moved to the Philippines in 1975 to build a factory in Sucat. I fell in love, with the country, then with a wonderful lass from Baguio. I call her a Baganese, but that doesn't go down too well. We have a couple of well-educated, successful kids, one here, one in Australia, and a house on a lake (Caliraya) away from the horrors of a frenetic city with its world (in)famous Edsa. Life has been kind to us.

I've little time for the past. I don't sit and reminisce on what's been before. Or, worse, huddle around the coffee table with equally old mates chattering about how much greater it all was then. I've no time for that.

Although I do miss what I think was a gentler, more civilized world, where you posted a letter and waited days or weeks for a reply. Not mired in instantaneous social media, telling the world how well you brushed your teeth this morning. It's a medium I don't wish to participate in — and haven't.

I put up with texting because it is convenient. But Facebook is like McDonald's, I've never been in either. My columns are written with a fountain pen on paper. Rose types them (when I was growing up, boys didn't type; it was "sissy," only

girls typed. So, I'm a one-fingered pecker on that screen) and sends them to this newspaper.

When I look back on life, I think I should have been a bit more focused on making money. But frankly, it never interested me. I was always far more interested in ideas and creating things, in coming up with ideas to make this a better world. Or, at least, this Philippine corner of it. The challenge of developing ideas, then convincing people of them, has been something I thoroughly enjoyed. Somehow, enough money came in while doing it, so we could live comfortably.

I've been an Asia-Pacific regional manager for an industrial multinational, traveling the region extensively and learning about other cultures and business practices. I've been country CEO for two others, employing thousands of Filipinos. I've started and run my own business for the past 39 years. I've sailed oceans and raced motor cars. As a family, we've traveled and learned much about the world. A world we'd like to see more of if COVID will let us. As an engineer, my passion has always been to build things, fix things, create things. I have a very well-equipped workshop to do that. And I like to think logically. To face a problem and think through how to best resolve it in the simplest way. It's been an active life, now slowly winding down.

Before I die, I'd like to see a true revolution in the Philippines. Recognition that the way we've done things just doesn't work in this modern, aggressive world. Read "Bottom" (09/16/2021) from my previous column, that says it all. It saddens me greatly that we are behind in almost everything, it's time to honestly ask, why? Then, change so we can move to the top, at least in Asia. That change I believe must center around these: Philippine culture and style of governance, because what else can it be. In everything else, we're similarly endowed to others. Land, soil, location, even history. The thing that distinguishes us from others is those two. I'd throw in corruption; quite simply corrupt countries don't develop.

We need a culture that insists on excellence. Where "bahala na" just won't do. We need leadership that cares for the well-being of the people, not the well-being of themselves and friends. And we need a society that is honest.

This is the challenge for Ferdinand Marcos Jr. to create this. If I were him, I'd put together a group of intellectuals to attack these three societal problems, and how best to fix them. A group that will be forthright and uncompromising in its analysis. An analysis he will then follow.

I'd like to die in a country destined for greatness.

Email: wallace_likeitis@wbf.ph

MAP Talks on Youtube

Video Recording of May 19, 2022
MAP GMM

MAP Management Association of the Philippines
PUSH FOR CHANGE
TOWARDS A BETTER FUTURE FOR ALL

MAP General Membership Meeting
A Project of MAP ESG Committee

INTEGRATING ESG IN THE WAY WE DO BUSINESS

SPEAKERS:
 Mr. ANDREW CHAN, Mr. VINCENT KNEFFEL, Ms. MA. ANTONIA YULO LOYZAGA
 Ms. AGNES A. GERVACIO (Moderator), Atty. ALEXANDER B. CASREZA

MAY 19, 2022, THURSDAY, 12:30 PM to 2:30 PM via ZOOM

Video Recording of May 2, 2022
MAP Webinar

MAP Management Association of the Philippines
PUSH FOR CHANGE
TOWARDS A BETTER FUTURE FOR ALL

May 2, 2022, Monday, via ZOOM
A Project of MAP Human and Management Development Committee (HMDC)

SENTIMENT ANALYSIS
AI and Big Data for Reading Collective Minds

SPEAKERS:
 Mr. WILSON I. CHUA, Mr. ROGER DO
 Dr. BENITO L. TEEHANKEE (Moderator)

Video Recording of April 29, 2022
MAP Webinar

GREEN EDSA MOVEMENT | **MAP** Management Association of the Philippines

April 29, 2022, Friday, via ZOOM

PROTECTING THE EARTH. PRESERVING OURSELVES.
Doing what we need to do in celebration of Earth Month.

SPEAKERS:
 Sec. JIM O. SAMPULNA, Atty. ANGELA CONSUELO S. IBAY, Ms. ANA MARGARITA MONTIVEROS, Atty. TONY LA VINA
 Mr. SANTIAGO F. DUMLAOG JR. (Moderator), Ms. RACQUEL B. CAGURANGAN

Video Recording of April 29, 2022
MAP Webinar

MAP Management Association of the Philippines
PUSH FOR CHANGE
TOWARDS A BETTER FUTURE FOR ALL

April 29, 2022, Friday, 1:00 PM to 3:00 PM via ZOOM
A Joint Project of MAP Agri-Business Committee and MAP Intra, Investments & Tourism Committee

PUSHING FOR LIVESTOCK INDUSTRY DEVELOPMENT

SPEAKERS:
 Dir. RAQUEL B. ECHAGUE, Mr. DANILO V. FAUSTO
 Mr. ORSIAS A. TORRESOLA (Moderator), Dr. CHARLIE P. VILLASOR

Video Recording of April 27, 2022
MAP Lecture

MAP Management Association of the Philippines
PUSH FOR CHANGE
TOWARDS A BETTER FUTURE FOR ALL

MAP Arts & Culture FIRESIDE CHAT
APRIL 27, 2022, WEDNESDAY, 5:00 PM to 6:30 PM via ZOOM

Art + Cryptocurrency
THE RISE OF DIGITAL ART

SPEAKERS:
 Mr. HENRY RHODEL R. AGUDA, Mr. LUIS BUENAVENTURA, Mr. MIGUEL CUNETA
 Ms. MA. AURORA "BORIS" D. GEOTINA-GARCIA (Moderator)

Video Recording of April 22, 2022
MAP Webinar

MAP Management Association of the Philippines
PUSH FOR CHANGE
TOWARDS A BETTER FUTURE FOR ALL

April 22, 2022, Friday, 9:00 AM to 11:00 AM via ZOOM
A Project of MAP Human and Management Development Committee

MAP CEO Academy
STRATEGIC HUMAN RESOURCES: HOW TO THRIVE AND PROSPER IN THE TALENT ECONOMY

APRIL 22, 2022, FRIDAY
9:00 AM to 11:00 AM
via ZOOM

SPEAKERS:
 Mr. SANDEEP CHAUGHARY, Ms. CAROL DOMINGUEZ, Ms. GINA SALA, Mr. JP ORBETA, Mr. RON SEGISMUNDO
 Sec. SONNEY COLOMA (Moderator), Ms. ROSALENE MANCOSA


Video Recording of April 20, 2022
MAP Webinar

Video Recording of April 7, 2022
MAP-PBE Joint General Membership Meeting

MAP Management Association of the Philippines
PUSH FOR CHANGE
 TOWARDS A BETTER FUTURE FOR ALL

April 20, 2022, Wednesday, 9:00 AM to 11:00 AM via ZOOM
 A Joint Project of MAP Human and Management Development Committee and MAP 021 Committee

THE HUMACHINE APPROACH
 A Human-Centered Upskilling Strategy for Philippine Businesses in the 4th Industrial Revolution

Speaker:

Dr. NADA R. SANDERS
 Co-Author of the BOOK entitled "THE HUMACHINE"
 Distinguished Professor of Supply Chain Mgt.
 D'Amore-McKim School of Business
 Northeastern University (Boston)

Moderator:

Mr. VICTOR "Vic" L. MAGDARAOG
 Co-Chair for MAP CEO Academy
 MAP Human and Management Development Committee
 Senior Business Adviser, Advisory & Insights (A&I)

THE HUMACHINE
 Human, Machines, and the Future of Work
 NADA R. SANDERS, Ph.D.
 NADA R. SANDERS, Ph.D.

PBED PHILIPPINE BUSINESS FOR EDUCATION
MAP Management Association of the Philippines

The Education Imperative
 Joint Membership Meeting

Keynote Speaker:
Professor Kwame Akyeampong
 GEDP Co-Chair and Professor of International Education and Development, The Open University

April 7, 2022, 4:00 PM | Zoom Video Conferencing
 This event is by invitation only. Please register at: bit.ly/PBEeMAPJMM2022

Video Recording of March 24, 2022
 MAP General Membership Meeting

MAP Management Association of the Philippines
PUSH FOR CHANGE
 TOWARDS A BETTER FUTURE FOR ALL

MAP General Membership Meeting
RCEP: Should we get in now?
 March 24, 2022, Thursday, 10:00 AM to 12:00 Noon via ZOOM



Sec. WILLIAM D. DAR
 Department of Agriculture (DA)

Sec. RAMON M. LOPEZ
 Department of Trade and Industry (DTI)

Dr. RAMONETTE B. SERAFICA
 Senior Research Fellow, Philippine Institute for Development Studies (PIDS)

Mr. ARTHUR R. TAN
 CEO and the Chief Integrated Marketing Officer


Moderator:


Mr. GERT D. SUAN
 President, Philippine Culture Bank, Inc.
 Member, MAP Agriculture Committee

Video Recording of March 9, 2022
 MAP Lecture

MAP Management Association of the Philippines
PUSH FOR CHANGE
 TOWARDS A BETTER FUTURE FOR ALL

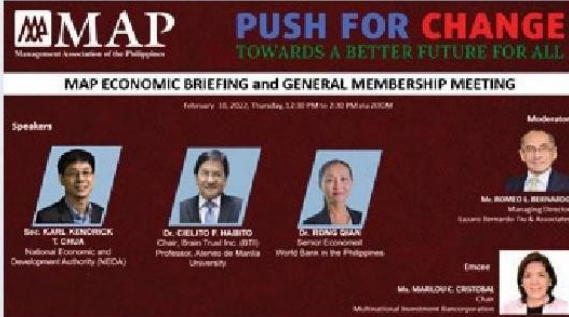
MAP Arts & Culture Lecture
APPRECIATING THE TASTE AND BOUQUET OF WINE
Beyond Sipping, Swishing, and Drinking
 March 9, 2022, Wednesday, 5:00 PM to 6:30 PM via ZOOM

Speaker:

Mr. JAY LABRADOR
 President, International Wine and Food Society (Philippines)

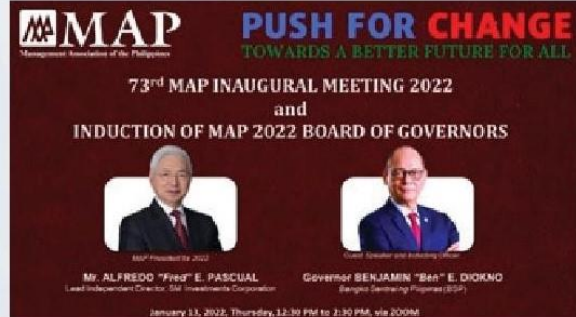
Moderator:

Mr. EDUARDO "Eddie" H. YAP
 Chair, MAP Arts & Culture Committee
 President and CEO, Claimont Group

<https://www.youtube.com/user/TheMAPph>
<https://web.facebook.com/map.org.ph>

Video Recording of February 10, 2022
MAP Economic Briefing and General Membership Meeting

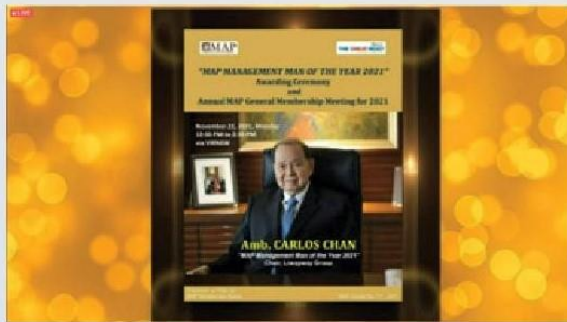


Video Recording of January 13, 2022
MAP Inaugural Meeting and Induction of MAP 2022 Board of Governors



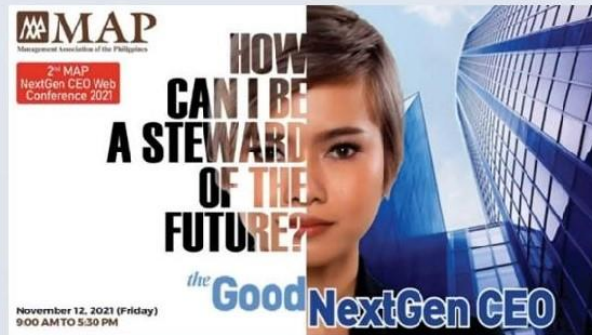
<https://www.youtube.com/watch?v=gzfimOPOZ0k>

Video Recording of November 22, 2021
"MAP Management Man of the Year 2021" Awarding Ceremony
and MAP Annual General Membership Meeting



<https://www.facebook.com/map.org.ph/videos/326360865554281>
<https://www.youtube.com/watch?v=wIwo8hGMTpo>

Video Recording of 2nd MAP NextGen Conference



<https://www.youtube.com/watch?v=zMd6j1EqXgA>

Happy Birthday to the following MAP Members who are celebrating their birthdays within June 1 to 30, 2022

JUNE 1

1. **Mr. CARLO ROY "Carlo" SINGSON**
Associate VP and Managing Director, NBA Philippines, Inc.

JUNE 2

2. **Mr. RAUL M. CASTRO**
Chair and CEO, McCann Worldgroup Philippines
3. **Dr. CONRADO "Conrad" E. IÑIGO JR.**
VP - Academic Affairs, Lyceum of the Philippines University

JUNE 3

4. **Atty. ENRIQUE "Ike" A. SOBREPENA JR.**
President and CEO, College Assurance Plan Philippines, Inc.
5. **Mr. PETER LESLIE WALLACE**
Chair, The Wallace Business Forum, Inc.

JUNE 4

6. **Mr. MANOLITO "Lito" T. TAYAG**
Country Managing Director, Accenture, Inc. (Philippines)
7. **Mr. WILLY YU "Willy" TIENG**
President, KLG International, Inc.

JUNE 5

8. **Ms. MARIA CAROLINA "Carol" V. DOMINGUEZ**
President and CEO, John Clements Consultants, Inc.
9. **Mr. GEORGE J. "George" MARTIREZ**
2nd Vice Chair and CEO, Malayan Bank
10. **Mr. RUY Y. MORENO**
Chair, Center for Global Best Practices (CGBP)
11. **Atty. CARLOS "Charlie" G. PLATON**
Managing Partner, Platon Martinez Flores San Pedro and Leaño

JUNE 6

12. **Mr. ROBERT "Bob" Y. COKENG**
President, F&J Prince Holdings Corporation
13. **Mr. RAMON LORENZO LUIS "Renzo" R. GUINTO**
President and CEO/Doctor of Public Health candidate, PH Lab/ Harvard University

JUNE 7

14. **Mr. ROBERTO "Obet" DE VERA ROBES**
President and General Manager, Sky Green Imports Incorporated

JUNE 8

15. **Mr. MICHAEL "Mike" O. DE JESUS**
EVP and Corporate Bank Head, Rizal Commercial Banking Corporation (RCBC)
16. **Ms. DELIZA G. "Deliza" RIDOLOSO**
President, Pacific Sun Solutions, Inc.
17. **Mr. JUAN CARLOS "John-C" L. SYQUIA**
Head of Corporate Banking, Bank of the Philippine Islands (BPI)

JUNE 9

18. **Mr. ONOFRE "JR" BANSON JR.**
President, Monark Equipment, Inc.
19. **Mr. EDUARDO "Ed" C. JIMENEZ**
President, Kabalikat para sa Maunlad na Buhay Inc. (A Microfinance NGO)

JUNE 10

20. **Mr. RENE ALETA "RJ" LEDESMA JR.**
Executive Chief Innovation Officer, Mercato Centrale Philippines, Inc.
21. **Mr. MANUEL ANTONIO "Manny" G. LISBONA**
President and CEO, PNB Securities, Inc.

JUNE 11

22. **Mr. SANDEEP "Sandeep" G. CHANDIRAMANI**
President, iGlobal Financial Services, Inc.
23. **Atty. MARIAN JOANNE "Joanne" K. CO-PUA**
Owner/Name Counsel, Co-Pua Law Office
24. **Mr. DENNIS B. FUNA**
Insurance Commissioner, Insurance Commission

JUNE 12

25. **Atty. ANTHONY ALDEN "Anton" SY AGUILAR**
Senior Partner, The Tax Offices of Romero Aguilar & Associates
26. **Sister MERCEDITAS O. ANG**
SPC, President, St. Paul University Philippines (SPUP)
27. **Atty. RAMIL E. BUGAYONG**
Partner, PJS Law
28. **Ms. HELEN PEREZ MACASAET**
Chair Emeritus, Pentathlon Systems Resources, Inc.
29. **Mr. ALEXANDER "Alex" N. VALORIA**
President and CEO, Anflo Management and Investment Corporation

JUNE 13

30. **Atty. ANTONIO "Tony" M. BERNARDO**
ExCom Chair and Senior Partner, Bernardo Placido Chan & Lasam Law (BPCL Law)
31. **Mr. ANTHONY "Anton" T. HUANG**
President, Stores Specialists, Inc.

JUNE 14

32. **Engr. BERNARDO F. "Bernie" ABIS**
President and CEO, Webcast Technologies, Inc.
33. **Mr. JAIME "Jimmy" B. AQUINO**
Chair, Comfac Global Group
34. **Mr. ALVIN M. CARRANZA**
CEO, Digital Out of Home, Inc.
35. **Mr. RAFAEL "Rafa" F. DE MESA**
FVP, Aboitiz InfraCap Inc.

JUNE 15

36. **Mr. TOMAS "Mitch" GOMEZ V**
President and CEO, GM Bank of Luzon, Inc.
37. **Mr. GEORGE SYCIP**
President, Halanna Management Corporation

JUNE 16

38. **Mr. JAIME "Jimmy" I. CABANGIS**
 39. **Ms. PATRICIA ANNE "Pixie" J. GUTIERREZ**
 Executive Director and Head of Corporate Communications, JP Morgan Chase & Co.

JUNE 17

40. **Ms. KATRINA LUNA "Kat" ABELARDE**
 President and CEO, PLDT Global (Phils.) Corporation
 41. **Mr. MARIO "Mar" R. GATUS**
 Chair, LHH Phils Inc.
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 President and CEO, Alen Group of Companies, Inc.
 43. **Ms. JANE FROILAN LOBOS**
 Associate Director, Standard Chartered Bank (Singapore) Limited
 44. **Mr. ANICETO "Chito" M. SOBREPEÑA**
 President, Metrobank Foundation, Inc.
 45. **Mr. RAOUL ANTONIO "Raoul" A. VILLEGAS**
 Executive Director - Deals and Corporate Finance, Isla Lipana & Co./ PwC Philippines

JUNE 18

46. **Mr. CHRISTOPHER THOMAS "Chris" CONSUNJI GOTIANUN**
 Executive Assistant to the President, Sem-Calaca Power Corporation

JUNE 19

47. **Mr. JOSE "Joe" P. MAGSAYSAY**
 Chair and CEO, Prime Options
 48. **Dr. EUGENIO JOSE "Gene" F. RAMOS**
 President and CEO, The Medical City

JUNE 20

49. **Mr. PAUL JOSEPH "PJ" M. GARCIA**
 Managing Director and Co-Founder, Grow Capital Partners
 50. **Mr. EVAN C. MCBRIDE**
 Managing Director, SofCap, Inc.
 51. **Mr. RAFAEL LLAMADO "Paey" REYES**
 CEO, FIGS, Inc.

JUNE 21

52. **Atty. PONCIANO "Jackie" V. CRUZ JR.**
 Senior Partner, Santiago, Cruz & Sarte Law Offices
 53. **Mr. LOUIE BENEDICT "Ben" C. HERNANDEZ**
 Managing Director, Accenture Inc.
 54. **Mr. JUAN CARLOS "JC" O. MEDINA**
 COO, Human Resource Innovations and Solutions, Inc. (HURIS)

JUNE 22

55. **Mr. ROBERTO W. "Bobby" ANSALDO**
 Project Director for Inclusive Growth Initiatives, Cagayan de Oro Chamber of Commerce and Industry Foundation, Inc.
 56. **Mr. JOSE MARCO "Marco" R. ANTONIO**
 President and CEO, Century Properties Group, Inc.
 57. **Mr. ANTONIO "Tony" M. GARCIA**
 Chair and CEO, Chemphil Group of Companies
 58. **Mr. ROLANDO PAULINO "Roland" R. RUIZ**
 Managing Director, DDI Philippines
 59. **Mr. JOHN ALLAN "John or Jajo" T. VINTA**
 President and CEO, Micromatic Industries, Inc.

JUNE 23

60. **Ms. ISABELITA "Eisa" PAREDES MERCADO**
 Chair and CEO, IPM Group of Companies

JUNE 24

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 Managing Partner and Chief Flamethrower, Kick Fire Curiosity Corp.
 62. **Mr. JJ SAMUEL "JJ" A. SORIANO**
 Chair, Soriano Projects & Ventures Group (SPV)

JUNE 25

63. **Ms. ALICIA RITA "Aleli" MORALES ARROYO**
 Managing Director, John Clements Consultants, Inc.
 64. **Mr. ROBERTO GERARD "Robert" L. NAZAL JR.,**
 President, YSA Skin Care Corporation June 25

JUNE 26

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 Managing Director, Century Properties Group, Inc.
 66. **Ms. BETTY "Tita Betz" D. AW**
 President, Business Innovations Gateway Incorporated
 67. **Mr. EMMANUEL "Manny" V. RUBIO**
 EVP - COO, Aboitiz Power Corporation

JUNE 27

68. **Dr. VICTOR "Vic" A. ABOLA**
 Director, Strategic Business Economics Program, University of Asia and the Pacific
 69. **Mr. JESSIE C. CARPIO**
 Division Head, Audit & Assurance, P&A Grant Thornton
 70. **Ms. GERMAINE A. "Germaine" REYES**
 President and CEO, Synergy Market Research + Strategic Consultancy Inc.
 71. **Mr. JOSE MARI "Jem" SAULO**
 COO, Global CoMRCI

JUNE 28

72. **Mr. CALIXTO "Toti" V. CHIKIAMCO**
 Founder and CEO, MRM Studios, Inc. and Mobilemo, Inc.
 73. **Mr. MARTIN C. GUANTES**
 Partner, Assurance and Market Group 3 Leader, SyCip Gorres Velayo & Company (SGV & Co.)
 74. **Dr. MARY GAW "Mary" SO**
 President, Rehub Real Estate, Inc.

JUNE 29

75. **Ms. AURELIA PAULINE G. "Pauline" FERMIN**
 Managing Director, Acumen Strategic Consulting Inc.
 76. **Mr. ANTHONY "Tito" L. FERNANDEZ**
 President and COO, First Balfour Inc.

JUNE 30

77. **Mr. ROQUE "Rocky" D. BACANI**
 Head, Corporate Technology and Transformation, MERALCO
 78. **Mr. ARSENIO "Archit" M. BARTOLOME III**
 Chair, AMBER Properties, Inc.
 79. **Mr. CHRISTO "Christo" GEORGIE V**
 Country Manager, Chief Strategy Officer, Finscore/Cash Credit Mobile Philippines
 80. **Atty. PERRY L. PE**
 Senior Partner, Romulo Law Offices

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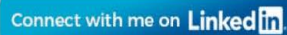
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