



Atty. BENEDICTA DU-BALADAD

“MAPping the Future” *column in INQUIRER*

**“Clean water, hygiene:
Crucial in solving malnutrition,
child stunting”**

November 27, 2023



Mr. BENEDICT S. CARANDANG

“MAP Insights” *column in BUSINESSWORLD*

**“13th month pay:
A comprehensive guide
for SMEs”**

November 28, 2023

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2 **“Clean water, hygiene:
Crucial in solving malnutrition,
child stunting”** (from page 1)



Atty. BENEDICTA DU-BALADAD

Addressing the root causes of malnutrition and child stunting requires a holistic approach to break the cycle. Beyond the provision of nutritious food, vitamins and nutrients, clean water and hygiene are foundational elements to eventually eradicating the problem. Access to clean drinking water, sanitation and hygiene (WASH) can create an environment where children and their families have a better chance of achieving and maintaining good nutritional health.

Clean water is essential for proper digestion and absorption of nutrients from food as well as prevention of waterborne diseases like diarrhea, cholera and parasitic infections. Pregnant mothers with access to clean drinking water can avoid such waterborne diseases that can affect the infant during feeding. Complemented by good hygiene, including regular hand-washing, the spread of infections can be prevented.

This is the conventional wisdom behind the Campaign against Malnutrition and Child Stunting (CAMACS) engagement and continuing collaboration of the Management Association of the Philippines (MAP) with corporate foundations, government and nongovernmental organizations—to enable a comprehensive and holistic approach to

help eradicate the long-standing problem.

The various meetings held with the Department of Social Welfare and Development (DSWD) to discuss CAMACS, supplemented by MAP’s due diligence findings, highlighted the most pressing need for clean water and daycare center rehabilitation among the 235 identified municipalities (5,936 barangays) under their Philippine Multisectoral Nutrition Project (PMNP). The DSWD mapped the PMNP subprojects (SPs) based on CAMACS and the list of both fully funded and unfunded SPs were identified. Based on the data, Region V or the Bicol Region has the most critical requirement for water projects.

For the fully funded SPs of the 235 barangays, the private sector’s wealth of resources and expertise in providing technical assistance is valuable and badly needed. We call on all MAP members with this expertise to respond to the call. For the unfunded SPs, MAP can serve as the link to connect them with partners who can help and financially support implementation of these programs.

CAMACS WASH partners and plans

The data shared by DSWD showed that there are 3,911 identified unfunded SPs—834 on WASH and 3,077 on early childhood care and development (ECCD) that need assistance with:

WASH-related SPs

- Construction/Improvement of sanitary toilet
- Construction/Rehabilitation/Expansion of water systems
- Water supply
- Rainwater catchment
- Handwashing facilities

Here are the ECCD-related SPs:

- Construction / Improvement of daycare centers
- ECCD-related trainings and educational materials
- Communal gardening resources

- Feeding program facilities
- Kitchen amenities

Five CAMACS partner organizations can help the SPs with their WASH concerns. These are Manila Water Foundation (MWF), Maynilad, Water.Org, Waves for Water (W4W) and Coca Cola Foundation. To avoid overlaps, DSWD will partner with MWF and Maynilad, while MAP will link arms with Water.Org, W4W and Coca Cola Foundation.

TMWF and Maynilad can undertake technical assessment of barangays, give recommendations and interventions for WASH programs and provide technical training. On the part of MAP, it will collaborate with Water.Org to increase universal access to water sanitation as well as link W4W to potential funders. W4W's track record includes the installation of 214 rainwater catchment tanks, implementation of 27,324 water filtration systems and experience in setting up one filter per household ratio or a sharing scheme among three to four and up to 20 households. They have likewise set up water depots in public areas with two filters each attached. Water.Org, on the other hand, provides microfinancing of about P5,000 payable in two years for every household.

However, promoting clean water and hygiene practices requires community education. Teaching communities about the importance of clean water sources, proper sanitation and hygiene helps build a foundation for long-term health and nutrition. Implementing behavior change communication strategies within these communities can help foster a greater understanding of the importance of clean water and hygiene. And engaging them will promote positive behavioral changes related to water use and sanitation.

The ECCD and education will be undertaken and MAP's main initiative will be through DDB Philippines, which will craft a First 1,000 Days Handbook containing a nutrition guide for babies from conception

until 2 years of age. Mothers can access this online and download for their use. MAP will also undertake the production of a creative video for the First 1,000 Days Orientation. This will also be published, and partners to help in funding this will be sourced and engaged.

WASH-ing malnutrition and child stunting away

Successful models to reduce malnutrition and child stunting often involve a combination of interventions customized to the specific needs and circumstances of the target communities. Sustainable solutions require community involvement, education and a multisectoral approach that addresses both water access and nutritional well-being.

As citizens of a country with a huge economic divide, we, as business people, should rise to the call to action and help solve this long-standing social problem. Income inequality in the Philippines widens the gap between those who can afford comfortable lives and those who remain in poverty. While our neighboring countries are posting improvements in this area, we lag behind and this should be a wake-up call.

The CAMACS is a good starting point to start narrowing the social and economic divide, especially among those families in the fifth and sixth class municipalities, many of whom are farmers and fisherfolk. Providing access to clean water and sanitation can go a long way in easing their burdens and providing them with better quality of life.

MAP remains committed to harness multisectoral contributions and intensify the efforts for CAMACS to succeed. We will continue to support the PMNP and collaborate with DSWD so that working together, we can achieve the goal of providing our children a better future.

The author is president of MAP and the founding partner and CEO of Du-Baladad and Associates or BDB Law.

Feedback at map@map.orh.ph and dick.du-baladad@bdblaw.com.ph.

4 "13th month pay: A comprehensive guide for SMEs" (from page 1)



Mr. BENEDICT S. CARANDANG

For business owners, understanding the intricacies of employee compensation and taxation is crucial to maintain a well-functioning and compliant workforce. It ensures that their employees are fairly compensated, while also meeting their legal obligations.

One key aspect of employee compensation in the Philippines is the 13th month pay. In this article, we'll discuss how to compute it, when it must be given and other important things that small and medium enterprises (SME) need to know.

WHAT IS 13TH MONTH PAY?

The 13th month pay is an employee monetary benefit mandated by the Philippine government under Presidential Decree 851. All private employers must provide this benefit to rank-and-file employees at the end of each year, and no later than Dec. 24.

The 13th month pay should not be less than one-twelfth (1/12) of the total basic salary earned by an employee within the calendar year.

Every rank-and-file employee in the private sector has a right to receive a 13th month pay as long as they have worked in the company for at least one month within the calendar year. This benefit applies, regardless of position, designation, and employment status, and irrespective of the method by which their salary is paid. Rank-and-file employees paid on a piece-rate basis, fixed or guaranteed wage plus commission, those

with multiple employers, resigned employees, terminated employees, and employees on maternity leave also receive a 13th month pay.

Meanwhile, state employees, employees in private subsidiaries of the government and those working in government-owned and -controlled corporations are excluded from this benefit. This is due to different compensation structures and bonus schemes that apply to the public sector.

Other exclusions for 13th month pay are commission-based employees, boundary- or task-based employees, freelancers, contractual workers, household helpers and persons in personal service, and other employees who are paid a fixed amount for a specific work.

DOLE ENFORCEMENT

The Labor department regional/field/provincial office with jurisdiction over the workplace monitors all employers' compliance with the 13th month pay. More importantly, SMEs must file a compliance report with the portal at <https://reports.dole.gov.ph/>. The report must be made no later than Jan. 15.

The report must also contain the name of establishment, address, principal product or business, total employment, total number of workers benefited, amount granted per employee, total amount of benefits granted, and the name, position and telephone number of the person making the report.

Employers that fail to pay their employees face administrative action from the Labor department. Thus, the agency urges employers with difficulties in complying to seek assistance from it or explore other financing options.

For businesses with unpredictable cash flow, or business owners who simply want to be prepared for unexpected cash flow gaps, a revolving credit line can serve as a standby financing option. Alternatively, employers can also get a business loan from the Trade department, which offers reasonable interest rates and simpler application requirements to better help SMEs.

COMPUTING 13TH MONTH PAY

To get the amount of 13th month pay, just follow this basic formula: total basic salary

5 earned during the year divided by 12 months.

If an employee receives the same amount of monthly basic salary (excluding allowances, overtime pay and other benefits), you can compute their total basic salary for the year with this formula: monthly basic salary time months worked.

PREPARING FOR 13TH MONTH PAY

Preparing for the 13th month pay can be a significant financial undertaking. But with proper planning and strategic financial management, this can become a manageable and predictable part of operations. Here are some steps employers can take to ensure they are well-prepared.

BUDGETING THROUGHOUT THE YEAR.

Anticipate and budget throughout the year by setting aside a fixed amount each month equivalent to one-twelfth of the expected 13th month payout. By doing this, businesses can avoid the financial strain of a lump sum expense at the end of the year.

MONITORING PAYROLL EXPENSES.

Keeping a close eye on payroll expenses throughout the year is crucial. This includes being mindful of increases in staff numbers or salary adjustments, because these changes will affect the total 13th month pay liability.

USING FINANCIAL TOOLS AND SERVICES.

Consider leveraging financial tools to ensure liquidity and readiness for this payout. A revolving credit line can provide flexible access to funds, allowing businesses to draw on credit as needed to cover short-term expenses like the 13th month pay.

EMPLOYEE COMMUNICATION.

Transparent communication with employees about their 13th month pay is important. This involves informing new hires regarding the calculation of their pro-rated 13th month pay and ensuring all employees understand the payment schedule.

REGULAR FINANCIAL REVIEWS.

Conducting regular financial reviews can help businesses stay on top of their financial health. These include assessing cash flow, reviewing budget allocations for employee compensation and making adjustments as needed to ensure availability of funds for the 13th month pay.

LEGAL COMPLIANCE AND UPDATES.

Staying updated with any changes in legislation or guidelines regarding the 13th month pay is vital for compliance. Employers should regularly consult legal resources or financial advisors to keep abreast of any developments in labor laws and tax regulations.

EXEMPTIONS

According to Section 3 of rules that enforce PD 851, paying 13th month applies to all employers except:

Distressed employers, such as those incurring substantial losses, or nonprofit institutions and organizations whose income has consistently declined by more than 40% of their normal income for the last two years;

The government, its political subdivisions and government-owned and -controlled corporations, except for private subsidiaries;

Employers of household helpers and persons in personal service;

Employers of people paid on commission, boundary or task basis and people paid a fixed amount for performing a specific work;

Employees of people who are not eligible to receive the benefit.

Understanding and correctly computing the 13th month pay is essential for SMEs in the Philippines. By adhering to the guidelines and being aware of taxation implications, employers can ensure compliance and foster a positive work environment. Moreover, by exploring various financial resources like a revolving credit line, businesses can maintain the financial health necessary to meet these obligations, contributing to a thriving and equitable economic environment.

This article reflects the opinion of the author and does not reflect the official stand of the Management Association of the Philippines.

Benedict S. Carandang is NextGen vice chairman of the MAP ICT Committee and vice-president for external relations of First Circle. This article was co-written with Jess Jacutan, First Circle's content marketing lead.

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PHILIPPINE DAILY INQUIRER BOARD TALK

Business Features Editor
Doris Dumalo-Abadilla

Clean water, hygiene: Crucial in solving malnutrition, child stunting

Addressing the root causes of malnutrition and child stunting requires a holistic approach to break the cycle. Beyond the provision of nutritious food, vitamins and nutrients, clean water and hygiene are foundational elements to eventually eradicating the problem. Access to clean drinking water, sanitation and hygiene (WASH) can create an environment where children and their families have a better chance of achieving and maintaining good nutritional health.



MAPPING THE FUTURE
BENEDICTA DU-BALADAD

the long-standing problem. The various meetings held with the Department of Social Welfare and Development (DSWD) to discuss CAMACIS, supplemented by MAP's due diligence findings, highlighted the most pressing need for clean water and daycare center rehabilitation among the 125 identified municipalities (524 barangays) under their Philippine Multisectoral Nutrition Project (PMNP). The DSWD mapped the PMNP subprojects (SPs) based on CAMACIS and the list of both fully funded and unfunded SPs were identified. Based on the data, Region V or the Ilocos Region has the most critical requirements for water projects.

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CAMACIS WASH partners and plans

The data shared by DSWD showed that there are 125 identified unfunded SPs—124 on WASH and 1 on early childhood care and development (ECCD) that need assistance with:

- WASH-related SPs
 - Construction/Improvement of sanitary toilet
 - Construction/Rehabilitation/Expansion of water systems
 - Water supply
 - Rainwater catchment
 - Handwashing facilities
- ECCD-related SPs
 - Construction / Improvement of daycare centers
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 - Communal gardening resources
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the call to action and help solve this long-standing social problem. Income inequality in the Philippines widens the gap between those who can afford comfortable lives and those who remain in poverty. While our neighboring countries are posting improvements in this area, we lag behind and this should be a wake-up call.

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MAP remains committed to harness multisectoral contributions and intensify the efforts for CAMACIS to succeed. We will continue to support the PMNP and collaborate with DSWD so that working together, we can achieve the goal of providing our children a better future. ■

The author is president of MAP and the founding partner and CEO of Du-Baladad and Associates of BDB Law. Followed at @mapincorp on LinkedIn. www.du-baladad.com.ph

"Clean water, hygiene: Crucial in solving malnutrition, child stunting"
by **Atty. BENEDICTA DU-BALADAD**
President of MAP
Founding Partner and CEO of Du-Baladad and Associates (BDB Law)
"MAPping the Future" Column in INQUIRER
November 27, 2023

6/SI **Opinion** BusinessWorld TUESDAY, NOVEMBER 28, 2023

13th month pay: A comprehensive guide for SMEs



MAP INSIGHTS
BENEDICT S. CARANDANG

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BENEDICT S. CARANDANG is NextGen vice chairman of the MAP ICT Committee and vice-president for external relations of First Circle. This article was co-written with Jess Jacutan, First Circle's content marketing lead. map@map.org.ph www.du-baladad.com.ph benedict@firstcircle.ph

"13th month pay: A comprehensive guide for SMEs"
by **Mr. BENEDICT S. CARANDANG**
NextGen Vice Chair of MAP ICT Committee
Vice President for External Relations of First Circle
"MAP Insights" Column in BUSINESSWORLD
November 28, 2023



Management Association of the Philippines

MAP OFFICERS

FOR 2024



Sec. RENE D. ALMENDRAS

MAP President for 2024
President and CEO
AC Logistics Holdings Corporation



Atty. EMMANUEL "Noel" P. BONOAN

MAP Vice President
Vice Chair and COO
KPMG R.G. Manabat & Co.



Ms. CORRIE D. PURISIMA

MAP Treasurer
Treasurer and Head of Markets and
Securities, HSBC Philippines



Ms. MARTHA "Marts" M. SAZON

MAP Asst. Treasurer
President and CEO
GCash/Mynt



Ms. KAREN V. BATUNGBACAL

MAP Secretary
Partner
CEO Advisors, Inc.



Atty. BENEDICTA "Dick" DU-BALADAD

MAP Governor
Founding Partner and CEO
Du-Baladad and Associates (BDB Law)



Mr. REX C. DRILON II

MAP Governor
Vice Chair
Center for Excellence in Governance (CEG)



Mr. ALFREDO "AJ" S. PANLILIO

MAP Governor
President and CEO
PLDT and SMART



Mr. BENJAMIN "Ben" R. PUNONGBAYAN

MAP Governor
Founder
P&A Grant Thornton

MAP GOLF CUP 2023

for Corporate Social Responsibility

NOVEMBER 21, 2023 | TUESDAY | WACK WACK GOLF AND COUNTRY CLUB



Atty. BENEDICTA DU-BALADAD
President, MAP



Mr. PENG PEREZ DE TAGLE
Chair, MAP Sports, Fellowship & Wellness Committee





UP NCPAG and MAP sign MOA for the FVR Leadership Training and Fellowship Program

NOVEMBER 23, 2023 | SHANGRI-LA THE FORT



IN PHOTO (left to right): UP NCPAG College Secretary Dr. Erwin Alampay, UP Diliman Chancellor Edgardo Carlo L. Vistan II, MAP President Atty. Benedicta "Dick" Du-Baladad, Dr. Ciel Habito, who also serves as MAP Director



IN PHOTO (left to right):

FRONT: UP NCPAG College Secretary Dr. Erwin Alampay, UP Diliman Chancellor Edgardo Carlo L. Vistan II, MAP President Atty. Benedicta "Dick" Du-Baladad, Dr. Ciel Habito, who also serves as MAP Governor

BACK: UP NCPAG Admin Personnel Ms. Normalyn Collo, NCPAG CLCD Research Associate Ms. Trisha Serrano, Usec. Federico Macaranas, NCPAG CLCD Director Charlie Cabotaje, MAP Secretary Ms. Karen Batungbacal, NCPAG Lecturer Mr. Lester Balmatero, Sec. Ernesto Garilao, MAP Governor Ms. Martha Sazon, Sec. Raffy Alunan, and Executive Director Arnold Salvador



MAP CHRISTMAS PARTY 2023

DECEMBER 4, 2023 | MONDAY
6:00 PM - 10:00 PM

GRAND BALLROOM A&B, SHANGRI-LA THE FORT

FEATURING

- **ROUTE 70 BAND**
- **FILIPINO FOOD**
- **FILIPINO SONGS AND DANCE MUSIC**
- **FILIPINO ATTIRE**
- **MAP GOT TALENT CONTEST SHOWCASING SPECIAL PERFORMANCES OF 5 TEAMS WITH MINIMUM OF 10 MEMBERS EACH**

ATTIRE

MODERN FILIPINIANA

REGISTRATION FEES

MAP MEMBER	FREE
SPOUSE OF MEMBER	FREE
GUEST	P3,000

“The Business MAP”

segment of MAP in CNN Philippines' “The Final Word with Rico Hizon”
EVERY WEDNESDAY



November 22, 2023

Biz group against allowing convoys of top 5 govt officials in EDSA Busway | The Final Word featuring **Mr. EDDIE YAP**
Chair of the MAP Infrastructure Committee

Watch this episode through:

<https://www.youtube.com/watch?v=sV7C3iubR5w>



November 8, 2023

Achieving progressive future for Filipinos | The Final Word featuring **Mr. REX DRILON**
Chair of the MAP Shared Prosperity Committee and MAP Governor for 2024-2025

Watch this episode through:

<https://youtu.be/xP8OsWX4pdY?si=9HdZQyNVfk7zj9Zk>



October 25, 2023

Achieving, shaping success for younger generations | The Final Word featuring **Mr. CLIFF EALA**
Chair of the MAP NextGen Committee

Watch this episode through:

<https://youtu.be/1z7hksvLJzU?si=F-KsLiXO0eOKQPUXh>



October 18, 2023

Branding PH as tourist, investment destination | The Final Word featuring **Mr. JUNIE DEL MUNDO**,
Chair of the MAP Tourism Committee

Watch this episode through:

https://www.youtube.com/watch?v=UIn_lgDb3LQ

“The Business MAP”

segment of MAP in CNN Philippines' "The Final Word with Rico Hizon"
EVERY WEDNESDAY



October 11, 2023

Supporting PH start-ups, emerging businesses |
The Final Word featuring **Atty. Alex Cabrera**,
**MAP Vice President and Governor-in-Charge of
the MAP Tech Start-up Committee**

Watch this episode through:

https://www.youtube.com/watch?v=Bu5_5jauBIE



October 4, 2023

Supporting PH tourism's recovery, resiliency |
The Final Word featuring **Ms. Alma Jimenez**,
Adviser for MAP Flagship Programs;
Vice Chair of MAP Tourism Committee; and
Chair of MAP CEO Conference Committee

Watch this episode through:

https://youtu.be/dHj_TfWrCX8?si=ISpTNVYhWGSAyYxS



September 27, 2023

Assessing Marcos' rejection of proposed
cut in rice tariffs | The Final Word featuring
Dr. Cielito F. Habito, **Governor-in-Charge of
MAP Agribusiness Committee**

Watch this episode through:

<https://www.youtube.com/watch?v=6DI7LjMOhiU>



July 12, 2023
MAP GMM on Business Opportunities in ASEAN



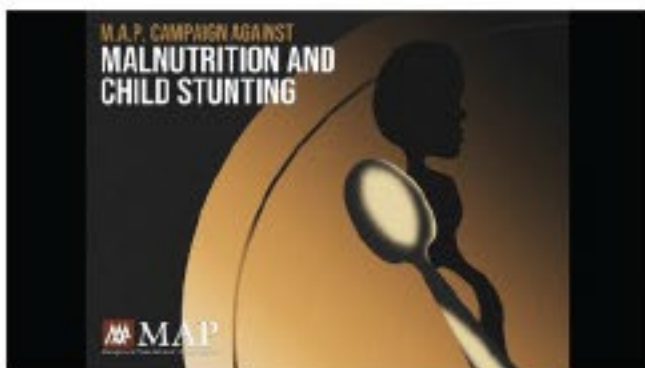
MAP Activities (loop)



About MAP



MAP GMM on "National Priorities on Environment, Natural Resources and Climate Change"



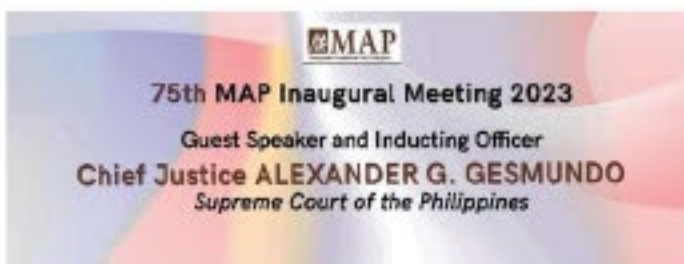
MAP Campaign against Malnutrition and Child Stunting



March 8, 2023
MAP General Membership Meeting (GMM) on International Women's Day



February 8, 2023
MAP Economic Briefing and General Membership Meeting (GMM)



January 31, 2023
MAP Inaugural Meeting and Induction of MAP 2023 Board of Governors



November 22, 2022
MAP Annual General Membership Meeting and "MAP Management Man of the Year 2022" Awarding Ceremony



November 11, 2022
3rd MAP NextGen Conference 2022

HAPPY BIRTHDAY!

TO THE FOLLOWING MAP MEMBERS WHO WILL BE CELEBRATING THEIR BIRTHDAYS WITHIN NOVEMBER 2023!

NOVEMBER 1

Mr. JUAN MANUEL HOYOS
President, Nissan Philippines, Inc.

NOVEMBER 2

Mr. BENEDICT "Benny" QUE
General Manager, Golden Prince Hotels & Suites (Cebu)
Mr. ROMEO "Romy" D. UYAN JR.
COO, China Banking Corporation

NOVEMBER 3

Ms. NERISSA "Neri" S. REYES.
President, AVANTI People Partnership International, Inc.

NOVEMBER 4

Mr. JERAHMEEL FANDRALL "Jer" B. CHEN
Chief Innovation Officer, National Development Company (NDC)
Mr. CHARLES A. GAMO
Director, Strategic Investments, PTC Holdings
Ms. GWENDOLYN "Gwen" DE LARA KELLEY
Chief Technology Officer, The Insular Life Assurance Co., Ltd.
Mr. EDGARDO "Ed" G. LACSON
President, MIS Maritime Corporation
Atty. CAROLINA FRANCISCA "Carol" A. RACELIS
General Counsel and Tax Partner and EY Asean Tax Quality Leader, SGV & Co. (EY Philippines)
Ms. KRISTINE "Tin" ROMANO
Managing Partner, McKinsey & Company
Mr. DONAVAN YU
CEO, Journeytech, Inc.

NOVEMBER 5

Mr. FEDERICO "Fred" V. BORROMELO
Mr. ANTONIO "Tito" A. HENSON
Chair and CEO, Access and Projects Management, Inc.

NOVEMBER 6

Mr. J.V. EMMANUEL "Jocot" A. DE DIOS
President and CEO, Manila Water Company, Inc.
Mr. DENIS H. NIXON
President, Cornerstone Performance International Inc.
Mr. ROBERT JASON "Jason" TORRES
Head of Corporate Affairs Group, Megawide Construction Corporation

NOVEMBER 7

Mr. J. ANTONIO "Jun" A. CABANGON JR.
Chair and CEO, Fortune General Insurance Corporation

NOVEMBER 8

Mr. JOSE MARI "Jomari" H. BANZON
President, SM Development Corporation
Mr. OSCAR J. HILADO
Chair Emeritus, PHINMA Corporation

HAPPY BIRTHDAY!

TO THE FOLLOWING MAP MEMBERS WHO WILL BE CELEBRATING THEIR BIRTHDAYS WITHIN NOVEMBER 2023!

NOVEMBER 9

Ms. MINUEL CARMELA “Mela” N. FRANCO
EVP and Chief Corporate Officer, Vivant Corporation

Engr. FERDINAND “Ferdie” G. INACAY
Exec. Adviser to the Council, Global Comfort Group Corp.

Mr. MICHAEL “Mike” P. LIWANAG
SVP and Chief of Staff to the JGS CEO and President, JG Summit Holdings, Inc.

Mr. RENATO “Rene” C. SUNICO

Mr. SALVADOR “Dory” G. TIRONA
President, COO and CFO, Lopez Holdings Corporation

Ms. LOURDES GRACE “Grace/Des” B. MAPALAD
President, TransGlobal Consolidators, Inc.

Mr. BENJIE “Benjie” YAP
Chair and CEO, Unilever Philippines

NOVEMBER 12

Mr. ARISTOTLE JOSEPH “AJ” C. ADIVISO
CEO, President and General Manager, SA Technologies Philippines, Inc.

Ms. ROSITA CERES “Nanette” LEGASPI-AGUAS
Human Resources Head, UL Skin Sciences Incorporated, United Laboratories Inc.

Ms. ANFENG “Jane Wan” WAN
VP - Business Development, Philippine Oppo Mobile Technology Inc.

NOVEMBER 10

Atty. EMERICO “Rico” O. DE GUZMAN
Of Counsel, ACCRALAW

Mr. WILLIAM “Willy” L. LIM
President, Eastern Wire Manufacturing, Inc.

Mr. MANUEL “Dmi” LOZANO
SVP, CFO and CIO, Aboitiz Equity Ventures, Inc.

Mr. JOSE “Joe” E. MADDATU
Managing Director, ENZI Corporation

NOVEMBER 13

Atty. SAMUEL “Sammy” O. ABELLERA
Chair and President, Kamayan International, Inc.

NOVEMBER 14

Mr. IBRAHIM “Ibba” R. BERNARDO
Co-Founder, Packworks

Ms. DORIS MAGSAYSAY HO
President and CEO, Magsaysay Maritime Corporation

Mr. VIRGILIO “Ver” L. PEÑA
Director, Everest Academy Manila

Gov. AMANDO “Say” M. TETANGCO JR.
Chair, SM Investments Corporation (SMIC)

NOVEMBER 15

Mr. KELVIN ANG
CEO, AIA Philippines (formerly AIA Philam Life)

Mr. CLARO “Cid” P. BONILLA
CFO, UNO Digital Bank / UNObank, Inc.

NOVEMBER 11

Mr. FELIX ENRICO “Rico” R. ALFILER
Vice Chair, Philippine National Bank (PNB)

VP JEJOMAR “Jojo” C. BINAY
Former VP, Republic of the Philippines

Atty. FREDIERIC “Eric” B. LANDICHO
Managing Partner and CEO, Landicho Abela & Co. (LACO)

Mr. GUILLERMO “Guilly” D. LUCHANGCO
Chair and CEO, The ICCP Group of Companies



HAPPY BIRTHDAY!

TO THE FOLLOWING MAP MEMBERS WHO WILL BE CELEBRATING THEIR BIRTHDAYS WITHIN NOVEMBER 2023!

NOVEMBER 16

Ms. MA. SALVE “Salve” I. DUPLITO
President, Empower and Transform, OPC

Ms. FAY ANGELICA “Fay” SUPREMO

Ms. MARIA ROWENA VICTORIA “Row” M. TOMELDAN

President and CEO, AyalaLand Logistics Holdings Corporation

NOVEMBER 17

Mr. CARLOS “Do” C. EJERCITO
Chair, Northern Access Mining Inc. (NAMI)

Mr. ALBERT MITCHELL “Mitch” LARRAZABAL LOCSIN

FVP, PLDT, Inc.

Mayor CEZAR T. “Cezar/Zar” QUIAMBABO
Mayor, Municipality of Bayambang, Pangasinan

NOVEMBER 18

Dr. FERMIN D. ADRIANO
Independent Consultant, World Bank

Mr. DOM FREDRICK “Dom” S. ANDAYA
Senior Director and Head of Tenant Representation, Colliers Philippines

Mr. EFREN C. CARINGAL JR.
COO, Insular Life or InLife

Mr. AMADO “Odon” DEL ROSARIO
Corporate Affairs Director, PGA Cars, Inc.

NOVEMBER 19

Consul-Gen. VICENTE “Vince” J. CARLOS
Honorary Consul General, Consulate of the Republic of Cote d'Ivoire

Ms. CELESTE M. JOVENIR

Special Projects Lead on ESG Transformation Initiative, ACEN Corporation

Mr. AUGUSTO “Gus” C. LAGMAN

President, Logic Management, Inc.

NOVEMBER 20

Ms. ROSSANA “Rosing” A. FAJARDO

Partner and PH Consulting Head, SGV & Co. (EY Philippines)

Mr. KRISTOFFER EDUARD “Toff” M. RADA

Head of Public Policy and Government Relations for the Philippines, Malaysia and Brunei, ByteDance

NOVEMBER 21

Mr. ANTHONY “Tony” B. SOTELO

President and CEO, J Anthony Management Consultants, Inc.

Ms. ANNBEL “Ambe” C. TIERRO

Country Managing Director, Accenture, Inc. (Philippines)

NOVEMBER 22

Ms. MARIA GRACIA PIA “Pia” L. ARELLANO

President and CEO, Transunion Information Solutions, Inc.

Ms. MARIA CECILIA “Lia” O. FRANCISCO

Founder and CEO, CreditBPO Tech, Inc.

Mr. CECILIO PAUL “Paul” D. SAN PEDRO

President and CEO, Sterling Bank of Asia, Inc.

NOVEMBER 23

Mr. LANCE Y. GOKONGWEI

President and COO, JG Summit Holdings, Inc.

Ms. KATHRINA “Karrie” CAPELLAN ILAGAN

Managing Director, Cisco Systems Management B.V.

Mr. HERNAN P. SAN LUIS

Treasurer, Beyond Property Management Services

HAPPY BIRTHDAY!

TO THE FOLLOWING MAP MEMBERS WHO WILL BE CELEBRATING THEIR BIRTHDAYS WITHIN NOVEMBER 2023!

NOVEMBER 24

Mr. JOSE EDUARDO “Joey” B. ANTONIO
Chair, Century Properties Group, Inc.

Mr. REGINALDO ANTHONY “Reggie” B. CARIASO
SVP and Head of Strategy, Products and Support - Corporate Banking, Bank of the Philippine Islands (BPI)

Ms. MARIA VICTORIA “Marivic” C. ESPAÑO
Former Chair and CEO, P&A Grant Thornton

Ms. MARIA CRISTINA “Teh” R. OPINION
President and CEO, bneXt

Mr. STEVEN TAN
President and CEO, Bermaz Auto Philippines, Inc.

NOVEMBER 25

Mr. ANTONIO “Tony” S. LOPEZ
President and CEO, BizNewsAsia Philippines, Inc.

NOVEMBER 26

Mr. RAY SILVESTRE “Ray” N. CANILAO
President and CEO, Global Executive Solutions Group, Inc.

Mr. NAPOLEON “Polly” L. NAZARENO
Amb. ALFREDO “Fred” M. YAO
Chair, Zesto Corporation

NOVEMBER 27

Mr. JOHN REINIER “Reinier” H. DIZON
VP for Strategy and Business Development, Republic Cement & Building Materials, Inc.

Mr. RUDY G. FULO
President, Cargohaus, Inc.

Ms. ELIZABETH “Beth” H. LEE
CEO, eMotors, Inc.

Mr. ANTONIO “Tony” A. LOPA
Chair and President, EquitiWorld Securities, Inc.

Ms. VICKY CASTILLO “Vicky” L. TAN
Deputy President, SteelAsia Manufacturing Corporation

NOVEMBER 28

Mr. RENATO “Rene” M. TANSECO
Chair and CEO, Automated Technology (Philippines), Inc.

NOVEMBER 29

Ms. KATHERINE “Trin” P. CUSTODIO
Executive Director, World Wide Fund for Nature or WWF Philippines

Mr. IAN R. GARCIA
CEO, TSM Shipping (Phils.), Inc.

NOVEMBER 30

Ms. MAUREEN EVA BELEN
Vice President, Centre Medicale Internationale

Mr. J. CARLITOS “Itos” G. CRUZ

Ms. MARIANNE “Maan” B. HONTIVEROS
Managing Director, CEO Advisors, Inc.



HAPPY BIRTHDAY!

to the following MAP members who will be celebrating their birthdays within December 2023!

December 1

Mr. WINSTON “Winnie” A. CHAN

Ms. YAEL R. FRYSZER

Market Research and Business Development Head,
Fibercom Telecom Phils., Inc.

Mr. VENJOSEF “Ven” M. SIO

President, Sanitary Care Products Asia, Inc. (SCPA)

December 2

Atty. ENGELBERT “Jojo” C. CARONAN JR.

President and CEO, Development Academy of the
Philippines (DAP)

Dr. CHITO “Chito” B. SALAZAR

President and COO, PHINMA Corporation

December 3

Mr. NOEL E. BONGAT

President & CEO, Corinthians Integrated Security, Inc.

Ms. CINDY ROSE “Cindy” T. BURDETTE

Co-Founder and Managing Director, BT Partners
Consulting, Inc.

Mr. RONALD FRANCIS “Ron” M. DOMPOR

CEO, Fast Distribution Corporation

Ms. EMMA IMPERIAL

President and CEO, Imperial Homes Corporation

Mr. JOSE PAULO “Jaypee” R. SOLIMAN

SVP – SME and Micropreneurs Segment Head,
UnionBank of the Philippines

Mr. VINCE DOMINIC “Vince” T. YAMAT

Managing Directory, Globe Capital Venture Holdings, Inc.

December 4

Ms. PAMELA “Pam” M. DONATO

Vice President for HR-PHANZ, Sitel Philippines
Corporation

Mr. BENJAMIN “Ben” V. RAMOS

President and CEO, Eternal Gardens Memorial Park
Corporation

December 5

Ms. MARIA CORAZON “Corrie” D. PURISIMA

Treasurer and Head of Markets and Securities Services,
HSBC Philippines

December 6

Mr. EDMUNDO “Ed” S. ISIDRO

President, EI Operations Management Group, Inc.

Mr. ROBERT “Bob” C. MEILY LEHMANN

President and CEO, Amalgamated Investment
Bancorporation

Ms. BERNADETTE “Dette” L. NACARIO

Country Director, Google Philippines

Mr. DANIEL RODRIGO “Danny” D. REYES

VP for Business Development, University of Asia and the
Pacific (UA&P)

Mr. ANTHONY JOSE “Anthony” M. TAMAYO

President, University of Perpetual Help System DALTA

December 7

Mr. JAMES PATRICK “Japs” Q. BONUS

Deputy Country Manager and Chief Finance Officer,
Finscore, Inc.

Mr. WENDELL GANHINHIN

Partner and Head of Cebu Office, P&A Grant Thornton (Cebu)

Mr. ERIC NG MENDOZA

President and CEO, Mastercraft Philippines, Inc.

December 8

Mr. JOEY A. BERMUDEZ

Chair, Maybridge Finance and Leasing, Inc.

Mr. LAWRENCE “Law” Y. FERRER

President and CEO, CIS Bayad Center, Inc.

Atty. FELIPE “Henry” L. GOZON

Chair and CEO, GMA Network, Inc.

HAPPY BIRTHDAY!

to the following MAP members who will be celebrating their birthdays within December 2023!

December 9

Atty. PATRICIA "Trisha" BUNYE

Senior Partner, Cruz Marcelo & Tenefrancia

Mr. TOMAS "Tim" S. CHUIDIAN

President, BPI Investment Management, Inc. (BIMI)

Mr. RICHARD ANTONIO "Richard" MORAN TAMAYO

President, University of Perpetual Help System DALTA Medical Center

Atty. EDGAR S. TORDESILLAS

Corporate Counsel, Sun Life of Canada (Philippines), Inc.

Mr. DANTE "Dan" M. VELASCO

Chair and CEO, Creative Point International, Inc.

December 10

Ms. NINA DATU AGUAS

Executive Chair of the Board of Trustees, InLife

Dr. ZOSIMO M. "Zing" BATTAD

President and Chief Academic Officer, University of the East

Ms. LEAH Z. CARINGAL

President and CEO, Green Bulb Public Relations, Inc.

Mr. ARVIN ARIK "Arik" B. CARRANCEJA

CEO, Arik General Merchandising

Ms. MHARICAR "Cai" CASTILLO REYES

President and CEO, Asticom Technology Inc.

December 11

Mr. GIOVANNIE "John" FREDA

General Manager, JT International (Philippines), Inc.

Cong. JANETTE LORETO GARIN

Representative, 1st District of Iloilo, House of Representatives

Ms. MARIA CRISTINA "Cristy" C. GOTIANUN

President and COO, Semirara Mining and Power Corporation

Mr. RICHARD S. LIM

President, Sun Life Grepa Financial, Inc.

Mr. ALEXANDER "Alex" S. NARCISO

President, Sun Life of Canada (Philippines), Inc.

Ms. MARGEM A. TAGALOG

Assurance Partner and Head of SGV Cebu Office, SGV & Co. (EY Philippines)

Mr. GIANFRANCO "Franco" VARONA

Managing Partner, Foxmont Capital Partners

December 12

Mr. HERBERT "Herby" M. CONSUNJI

Chief Finance Officer, DMCI Holdings, Inc.

Dr. ARTURO "Art" S. DE LA PEÑA

President and CEO, St. Luke's Medical Center

Mr. FERDINAND "Perry" A. FERRER

Chair and CEO, Gruppo EMS, Inc.

Dr. ANDREAS "Andi" KLIPPE

President and CEO, FLOOD CONTROL Asia RS Corporation

Mr. AVIN CO ONG

CEO, Fredley Group of Companies

Cong. ROMERO "Miro" F.S. QUIMBO

Representative - 2nd District of Marikina City, House of Representatives

Ms. CHRISTINA "Tina" CHUA TAN

President, Suy Sing Commercial Corporation

PM CESAR E.A. VIRAT

Corporate Vice Chair, Rizal Commercial Banking Corporation (RCBC)

December 13

Mr. SHIJU VARGHESE

President and Country Head, Tata Consultancy Services (Philippines) Inc.

Sen. MANUEL "Manny" B. VILLAR JR.

Chair, Vista Land and Lifescapes, Inc.

Mr. ROBERT L. YUPANGCO

President, Zoomanity Group

December 14

Mr. FRANCISCO "Frank" R. BILLANO

CEO, President and General Manager, Interphil Laboratories, Inc.

Ms. VICTORIA "Viksi" Z. EGAN

Dr. JESUS "Jess" P. ESTANISLAO

Chair Emeritus, Institute of Corporate Directors (ICD)

Mr. EUSEBIO "Bimbo" M. GARCIA JR.

Director, Chemphil Group of Companies

Mr. ZDENEK "Z" JANKOVSKY

Executive Director and Corporate Treasurer, HC Consumer Finance Philippines, Inc. – Home Credit

Dr. PHILIP "Popoy" E. JUICO

Chair, Kennedy Energy and Development Corporation

HAPPY BIRTHDAY!

to the following MAP members who will be celebrating their birthdays within December 2023!

December 15

Mr. RAMON "Mon" F. GARCIA

Managing Partner, Ramon F. Garcia and Company, CPAs

Mr. GIL B. GENIO

Independent Director, GT Capital Holdings (GTCAP)

Mr. WILSON P. NG

President and CEO, Ng Khai Development Corporation

Mr. ELFREN ANTONIO "Boyie" S. SARTE

President and CEO, Robinsons Bank Corporation

December 16

Mr. VINCE LAWRENCE "Vince" L. ABEJO

President and COO, Cadence Property Development Corporation a member of ICCP Group

Mr. JAMES PATRICK "James" A. ALBA

CEO, Vendo Corporation

Mr. MICHAEL "Mike" L. ESCALER

CEO, All Asian Countertrade, Inc.

Ms. SUSAN GRACE "Susan" C. RIVERA

Managing Consultant, Talent, Leadership and Change (TLC)

December 17

Mr. CHRISTIAN DANIEL "Chris" S.

FERRERAS

COO, Manila Uni Capital Group of Companies

Mr. RAUL L. IGNACIO

President and General Manager, MPTC / MPT Mobility

Atty. MARIA PURISIMA "Mimi" Q. SISON

Board Director, Caleb Motor Corporation

December 18

Mr. CESAR A. BUENAVENTURA

Senior Partner, Buenaventura, Echauz and Partners

Ms. MA. RHODORA "Ayhee" L. CAMPOS

Country Head, Infosys BPO Limited

December 19

Ms. GINA MARIE "Gina" G. ANGANGCO

Deputy CEO, Armscor Global Defense, Inc.

Dr. ELFREN S. CRUZ

Chair, Lockton Philippines Insurance and Reinsurance Brokers, Inc.

Atty. JOHN PETER FERDINAND "Ferdie" S. ECHIVERRI

Head of Stakeholder Relations, Global Communications, PMFTC, Inc.

December 20

Engr. LIBERITO "Levy" V. ESPIRITU

President, Datem, Inc.

Mr. GENARO "Genju" VISARRA LAPEZ

Independent Director, China Banking Corporation (Chinabank)

Ms. ROWENA LIZA "Rowena" D. SAQUIN

VP and General Manager, Fisher Rosemount Systems Inc. - Philippine Branch (FRSI-PB)

December 21

Ms. OLIVIA "Olive" LIMPE AW

President and CEO, Destileria Limtuaco and Company, Inc.

Mr. LEONARDO "Jun" D. CUARESMA JR.

Former Managing Partner and COO of P&A Grant Thornton

Atty. CHRISTER JAMES RAY "Christer" A. GAUDIANO

Head of Enterprise Risk Management (ERM), Corporate Communications, and Public Affairs Group, CEMEX Holdings Philippines, Inc.

Ms. TOMASA "Tammy" H. LIPANA

Independent Director, SM Investments Corporation (SMIC)

Mr. GERARDO "Gerry" A. PLANA

President and CEO, Investors in People Philippines

Mr. GLICERIO "Glicer" V. SICAT

Consultant, Inter Pacific Capital Corp.

Amb. JESUS "Chuching" P. TAMBUNTING

Chair and President, Capital Shares Investment Corporation

HAPPY BIRTHDAY!

to the following MAP members who will be celebrating their birthdays within December 2023!

December 22

Atty. JOSE “Joey” D. LINA JR.
President, Manila Hotel

Ms. SYLVIA STOLK
VP - Operations, Maxicare

December 23

Mr. VICTORIO “Vic” M. AMANTE

Ms. KRISTINE A. GO
General Manager for Nutrition in South East Asia,
Unilever

Mr. EMMANUEL “Noel” A. RAPADAS
SVP and CFO, Torre Lorenzo Development Corporation

Mr. CESAR N. SARINO

December 24

Prof. EMMANUEL “Noel” A. LEYCO
President, Pamantasan ng Lungsod ng Maynila (PLM)

December 25

Mr. HANS VOLTAIRE “Hans” R. BAYABORDA
President and CEO, Asia Select, Inc.

Mr. EMMANUEL “Sonny” V. HALILI
CEO and Founder, Intellection Corp. Philippines / Singapore

Mr. ERNESTO “Esto” E. LICHAUCO
VP, Resins Incorporated

December 26

Amb. CARLOS CHAN
Chair, Liwayway Group

Mr. ANTOLIN “Len” M. ORETA JR.
Director, Intra Strata Assurance Corporation

Mr. JOLLY L. TING
Chair, Jolliville Holdings Corporation

December 27

Mr. JUSTINO JUAN “Justin” R. OCAMPO
Managing Director and Head - Macquarie Capital
Philippines, Macquarie Group of Companies (Manila Office)

Ms. YASMIN ANNE “Yas” CRUZ SANTOS
Business Development Head and Assistant to the President
and GM, Victory Liner, Inc.

December 28

Ms. ELIZABETH “Liz” S.P. LIETZ
CEO, Rudolf Lietz, Inc.

December 29

Mr. RAUL “Ronnie” T. CONCEPCION
Chair and CEO, Concepcion Industries, Inc.

Mr. JOSE “Joe” S. CONCEPCION JR.
Chair, RFM Corporation

Ms. ROSSANA “Rossan” LLENADO
President, AHEAD Education Group

Mr. RICARDO “Ric” S. PASCUA
Chair, Caelum Developers Inc.

Mr. REMY “Rem” T. TIGULO
Chair, Chemitron Enterprises, Inc.

Ms. IMELDA “Ida” C. TIONGSON
Chair, Pru Life UK Philippines

December 30

Mr. EXEQUIEL “Jun” P. VILLACORTA JR.
Chair and President, Financial Advisers and Strategic
Thinkers, Inc.

**FOR UPDATES ON MAP'S
FORTHCOMING EVENTS**

Please do the following:



Read the **MAP MEMO**
MAP's weekly e-newsletter



Check your **VIBER**



Check your **EMAILS**
regularly

Contact the  Secretariat for more information through:

Tel.: +632 7751-1151 to 52

E-mail: map@map.org.ph / map.philippines@map.org.ph