

aboitiz eyes

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Aboitiz Power Corporation goes public





Jon Aboitiz with DTI Secretary Peter Favila



Jon Aboitiz and Iker Aboitiz with Lauro Baja and Robert McGregor of UBS



Luis Miguel Aboitiz with Jon Aboitiz and Erramon Aboitiz



Erramon Aboitiz with Lauro Baja and Robert McGregor



Francisco Lim, Steve Paradies, Walter Wassmer, Gabby Mañalac



Benjie Cariaso, Luis Miguel Aboitiz, Jun Cubos and Al Aboitiz



Steve Paradies and Iker Aboitiz



Steve Paradies and Luis Miguel Aboitiz with Francisco Lim



Tristan Aboitiz and Erramon Aboitiz



Erramon Aboitiz with PSE Director Vivien Yuchengco



Former Energy Secretary Vince Perez



Joseph Gonzales, PSE Chairman Jose Vitug, and Jazz Oporto

LISTING CEREMONY SIDELIGHTS

Watching the listing ceremony live via webcast, Corporate Center team members at the ACO-AVR applaud after the ceremonial ringing of the bell.



Aboitiz Power Corporation listed at the Philippine Stock Exchange



Seated (L-R): PSE Chairman Jose C. Vitug, SEC Commissioner Fe Barin, AP President Erramon Aboitiz, DTI Secretary Peter Favila, President Gloria Macapagal-Arroyo, AP Chairman Ramon Aboitiz, Energy Secretary Rafael Lotilla, AEV director Endika Aboitiz, and PSE President Francisco Lim. Behind them are AP officers (L-R) Assistant Corporate Secretary Atty. Joseph Gonzales, SVP for Power Distribution Luis Miguel Aboitiz, VP for Business Development Benjamin Cariaso, Jr., VP for Special Projects Anastacio Cubos, AEV CFO/CIO Stephen Paradies, Corporate Secretary Atty. M. Jasmine Oporto, Director Alfonso Aboitiz and FVP/Treasurer Gabby Mañalac.



July 16, 2007 marked a significant milestone in the Aboitiz Group with the listing of Aboitiz Power Corporation (AP) at the Philippine Stock Exchange (PSE).

President Gloria Macapagal-Arroyo rang the ceremonial bell to officially signal the start of trading of AP shares at the stock exchange in a ceremony held at PSE Ayala. Joining her on stage were AP Chairman Jon Ramon Aboitiz, AP President & CEO Erramon Aboitiz, AEV Director Endika Aboitiz, PSE President Francisco Lim, Securities & Exchange Commissioner Fe Barin,

Trade & Industry Secretary Peter Favila and Energy Secretary Rafael Lotilla.

A total of 1,787,664,000 shares were issued and sold at an initial public offering (IPO) price of P5.80 per share. Proceeds amounted to about P10.4 billion which will be used to further expand and develop the Aboitiz power business.

In his opening remarks, Jon Aboitiz said that the company's strategy moving forward is to continue to grow its distribution business organically and through acquisitions.

"We will also continue to bid for plants being privatized through PSALM, develop greenfield projects and grow our renewable energy business. Being in both generation and distribution allows us to build synergies between the supply and demand needs of the power business," he added.

"We are confident that we will be able to deploy the funds raised in our IPO wisely and profitably. We believe Aboitiz Power is well positioned to succeed as the Philippine power sector is de-regulated and subjected to more competitive forces," he said.

"Aboitiz Power is determined to continue its strong financial and operational performance that would lead to increased long-term shareholder value," he added.

JRA thanked everyone who made the public offering possible. He acknowledged the PSE represented by its chairman Justice Jose Vitug and president Francis Lim; the SEC headed by Commissioner Barin; UBS Investment Bank, sole global coordinator and bookrunner; domestic lead underwriters BDO Capital and Investment Corporation and PCI Capital Corporation; and domestic co-lead underwriters ATR King Eng Capital Partners, BPI Capital Corporation and First Metro Investment Corporation.

Aboitiz Power was incorporated in 1998 and is the fourth publicly listed company in the Aboitiz Group after Aboitiz Equity Ventures, Aboitiz Transport System and UnionBank.



POWER GENERATION

includes the following operating companies:



Luzon Hydro Corp. (LHC) of which AP has a 50% ownership stake, owns and manages the 70 Mw Bakun AC run-of-river type plant in Bakun, Ilocos Sur. Power generated by the plant is sold to Napocor which in turn releases this to the Luzon Grid.



HEDCOR Inc. is a wholly owned subsidiary of AP, that operates 15 mini hydropower run-of-river plants (with 10 located in Benguet Province and five located in Davao) with a combined generating capacity 38.2 Mw. It also is in the process of developing two run-of-river type mini hydro plants with a combined capacity of 72 Mw at Tamugan and Sibulan near Davao.



SN Aboitiz Power (SNAP) is the operating company for the joint venture between AP and SN Power of Norway, which, recently acquired the 360 Mw Magat Hydro plant located in Isabela, Northern Luzon. It began started operations during the second quarter of 2007, selling the plant's generated power to the Philippine Wholesale Electricity Spot Market (WESM).



East Asia Utilities Corp. owns and operates a 50 Mw thermal plant located on Mactan Island Cebu, which provides power for locators at the Mactan Export Processing Zone I. AP acquired a 50% stake in the company on April 20, 2007.



Cebu Private Power Corp. owns and operates a 70 Mw thermal plant located in Cebu City, which provides electricity to the Visayan Electric Company (VECO). AP acquired a 60% stake in the company on April 20, 2007.



Southern Philippines Power Corp. (SPPC) is a company of the Alcantara Group, which owns and operates a 55 Mw thermal plant located near General Santos City in Mindanao. AP has a 20% ownership stake in the company.



Western Mindanao Power Corp. (WMPC) is a company of the Alcantara Group, which owns and operates a 100 Mw thermal plant located near Zamboanga del Sur. AP has a 20% ownership stake in the company.

POWER DISTRIBUTION AND ANCILLARY SERVICES

is composed of the five main distribution utilities and one ancillary services company, which form the distribution group of AP, plus two newly formed distribution utilities operating within two ecozones in Cebu Province.



Davao Light and Power Company (DLPC) is the third largest privately owned electric utility in the country and is one of the major contributors to AEV's earnings. Incorporated on October 29, 1929, DLPC was first granted a 50-year distribution franchise by the precursor of the National Electrification Administration (NEA), also in 1929. The Aboitiz Group acquired the company in 1947 and at present is a wholly owned subsidiary of AP.

DLPC's franchise was extended for an additional 25 years in 1980 by the National Electrification Commission and again extended by Congress for another 25 years in 2000 through Republic

Act No. 8960. Its franchise area covers Davao City and the neighboring municipalities of Panabo, Carmen, Santo Tomas and Dujali in Davao del Norte.

As a distribution utility, DLPC does not produce electricity, but charges end-users the cost of distributing generated power from the Napocor. In 2006, DLPC served 238,612 residential, commercial and industrial customers, with a total power consumption of 1,268 Gwhrs. Peak demand from these customers was 238 Mw. It maintains a stand-by diesel plant with a capacity of 42 Mw and capable of supplying 24% of its requirements.



Visayan Electric Company (VECO) is the second largest distribution utility in the country. It holds the franchise for Metro Cebu, which includes Cebu City and the neighboring municipalities of Consolacion and Lilo-an to the north, and Talisay, Minglanilla, Naga and San Fernando to the south. VECO was granted its distribution franchise in 1903, and this was extended for a period of 25 years in 1978, and renewed in December 2003.

Like DLPC, VECO does not produce electricity but charges end-users the cost of distributing generated power, which is sourced from both the Napocor and existing power producers such as EAUC. As of 2006, VECO had a customer base of close 283,000 residential, commercial and industrial customers with a total power consumption of 1,571 Gwhrs and a peak demand of 308 Mw.

To date, AP has 54.7% ownership stake in the company.



Cotabato Light and Power Co. (CLPC) is an electric distribution utility with a franchise area covering Cotabato City, the neighboring municipality of Dina-ig and parts of the province of Sultan Kudarat. CLPC, like DLPC, is a wholly owned subsidiary of AP. Incorporated on April 23, 1938, it was originally granted a 50-year distribution franchise from the precursor of the NEA also in 1938. In 1990, CLPC's franchise was extended for another 25 years by the Energy Regulatory Board (for the period from June 17, 1989, to 2014). Like DLPC and VECO, it charges end-users the cost of distributing generated power from the Napocor.

As of 2006, CLPC served over 29,900 residential, commercial and industrial customers with a total power consumption of 113 Gwhrs and a peakload of 22 Mw.



San Fernando Electric Light and Power Co. is the distribution utility covering the franchise area for San Fernando City and the municipalities of Bacolor and Mexico in Pampanga province. Its current franchise, which was granted under Republic Act No. 3207, is set for renewal in 2013.

As of 2006, the company had close to 66,500 residential, commercial and industrial customers with a total power consumption of 366 Gwhr and a peak demand of 75 Mw.

To date, AP has 43.8% ownership stake in the company.



Subic Enerzone Corp. (SEZ) manages the power distribution system within the Subic Bay Freeport Zone in Olongapo, Zambales. In May 2003, it won a competitive bid to provide power distribution services to the freeport zone for a period of 25 years. It was awarded the contract by the Subic Bay Metropolitan Authority (SBMA) on October 25, 2003, also the same day when SEZ officially took over SBMA's power distribution operations and started its commercial operations.

As of 2006, SEZ served a customer base of 2,472 residential, commercial and industrial customers with a total power consumption of 179 Gwhrs.

To date, AP has a 64% ownership stake in the company. The Aboitiz Group is in the process of negotiating with its venture partners to increase its ownership stake in SEZ to at least 80%.



Aboitiz Energy Solutions, Inc. (AESI) is a wholly owned subsidiary of AP engaged in power consultancy services, such as but not limited to power factor correction and electrical engineering. Its major customers include the Shoe Mart chain of malls, the Del Monte fruit farm and cannery in Bukidnon, and a number of electric cooperatives throughout the country.

Mactan Enerzone (MEZ) is the power distributor for the locators of the Mactan Export Processing Zone II, the economic zone in Mactan Island being managed by AboitizLand. In July 2007, a shares swap between Aboitizland and AP transferred 100% of the ownership holdings in MEZ to the latter. This was done to consolidate all the power businesses of the Group into AP.

Balamban Enerzone (BEZ) is the power distributor for the locators of the West Cebu Industrial Park, the economic zone in Balamban, Cebu owned and managed by Cebu Industrial Parks Developers Inc. (CIPDI), a subsidiary of Aboitizland. In July 2007, a shares swap between Aboitizland and AP transferred 60% of the ownership holdings in BEZ to the latter. This was done to consolidate all the power businesses of the Group into AP.

DISTRIBUTION

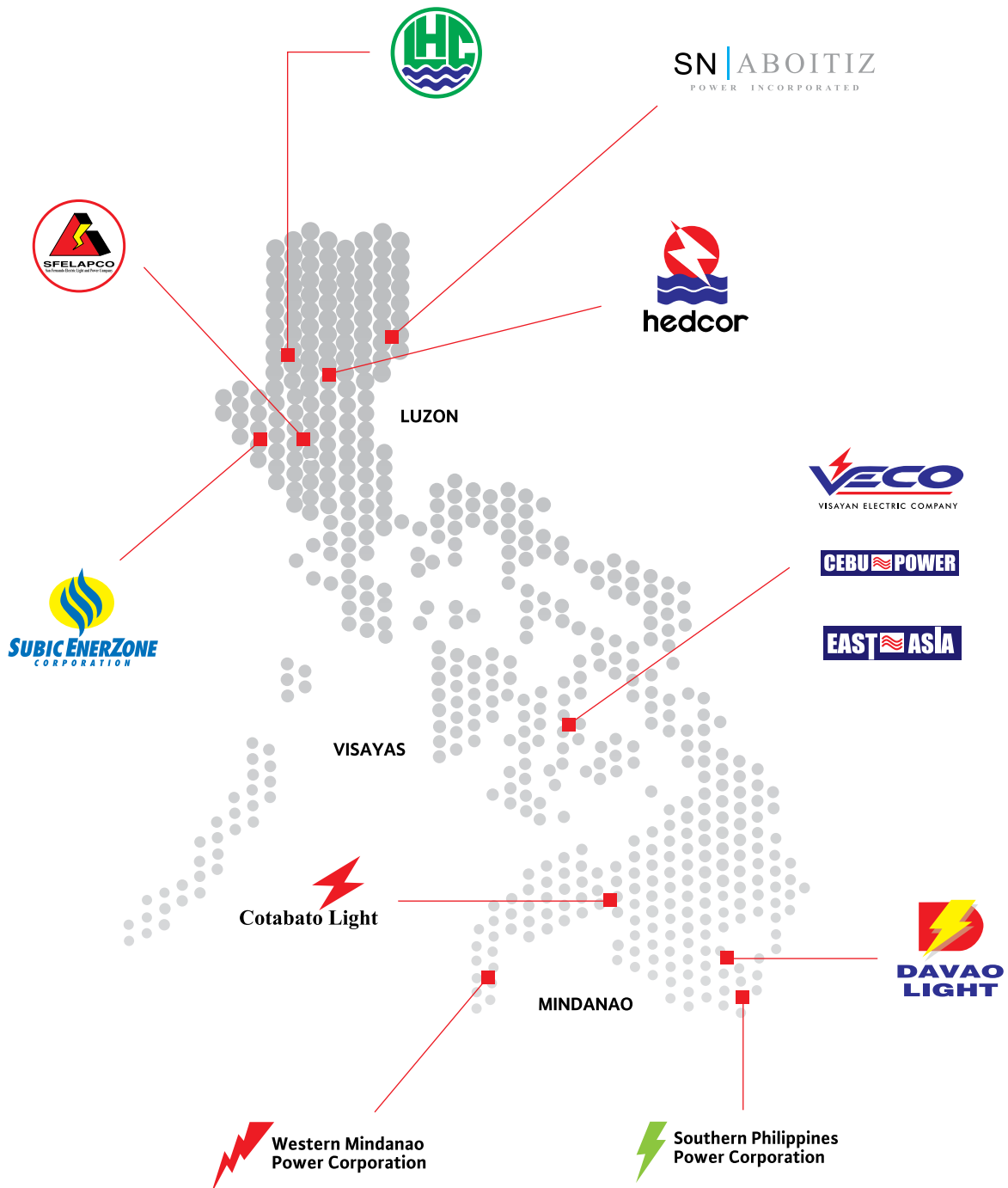
Davao Light	99.9%
Visayan Electric	55.0%
Cotabato Light	99.9%
Subic Enerzone	64.3%
San Fernando Electric	43.8%

SERVICES

Aboitiz Energy Solutions	100%
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GENERATION

Luzon Hydro Corp	50.0%
Hedcor Inc.	99.9%
SN Aboitiz Power	50.0%
East Asia Utilities Corp.	50.0%
Cebu Private Power Corp.	60.0%
Southern Phils. Power	20.0%
Western Mindanao Power	20.0%



Aboitiz Power wins bid for 34% stake in STEAG State Power



The 232-MW coal-fired plant located at the PHIVIDEC Industrial Estate in Misamis Oriental.

Aboitiz Power Corporation (AP) signed on August 10 a Share Purchase Agreement with STEAG GmbH, concluding its successful bid for a 34% stake in STEAG State Power, Inc. The winning bid tendered by Aboitiz Power was US\$ 91.91 million.

STEAG State Power, Inc. is the owner and operator of a 232-MW (gross) coal-fired power plant located in the PHIVIDEC Industrial Estate in Misamis Oriental, Northern Mindanao. It enjoys a 25-year power purchase agreement with the National Power Corporation, an agreement that is backed by a Performance Undertaking issued by the Republic of the Philippines.

"The investment is very strategic for Aboitiz Power. Aside from the expansion potential, the STEAG power plant is mitigating a shortage of power supply and improving the reliability of power in Mindanao. We have been providing Mindanao with power for over 70 years," said AP President & CEO Erramon Aboitiz.

"By selling these shares, STEAG GmbH is

continuing its strategy, in the Philippines as well as elsewhere, of reducing its shares in foreign coal-fired power plants to not less than 51 percent and of running the projects jointly with local partners," said Dr. Alfred Tacke, Chairman of the Management Board of STEAG GmbH.

STEAG State Power, Inc. built the plant under a build-operate-transfer (BOT) arrangement, and started commercial operations on November 15, 2006. It enjoys a six-year income tax holiday from the Board of Investments.

With the conclusion of the Share Purchase Agreement, Aboitiz Power Corporation will become equity partners with majority stockholder STEAG GmbH, Germany's fifth largest power generator, which will hold 55% of STEAG State Power, Inc. State Investment Trust, Inc. holds an 11% stake.

Under the terms of the agreement, the sale and purchase of the 34% equity should close on or before November 30, 2007.

ING Bank NV acted as financial adviser to Aboitiz Power for this acquisition.

Aboitiz-Garcia Group forms consortium with Global Power & Formosa Group

The Aboitiz Group, together with the Garcia family of listed company Vivant Corporation, has agreed to enter into a consortium with Global Business Power Corporation (Global Power), a member of the Metrobank Group of Companies, and Formosa Group of Companies of Taiwan (Formosa Group). The consortium will undertake the modernization of existing facilities and the development of additional capacity in Global Power's Toledo power plants in Sangi, Toledo City, Cebu. The Toledo project is estimated to cost US\$ 250 million.

The Aboitiz-Garcia Group is looking into forming a special purpose company to jointly invest in a 44% stake in the Toledo Project consortium with Global Power and the Formosa Group.

The intention is for Aboitiz Power Corporation (AP) to hold 60% equity interest in the Aboitiz-Garcia Group joint venture company, with the Garcia Group owning 40%.

The Toledo Project aims to address the growing demand for power in Cebu province, which is presently growing at about 9% per year. Additional power will be required in the province in the next three years with the reopening of Atlas Mining in Toledo City, and the expansion of the shipbuilding facility of Tsuneishi Heavy Industries (Cebu), Inc. in neighboring Balamban town.

The modernization program is ongoing while the expansion project will break ground first quarter of 2008 for completion in 2010.

Global Power's Toledo Power Company currently supplies electricity to the Visayan Electric Company, Inc. and the Cebu Electric Cooperative, Inc. III from its existing 70-MW coal plant and 40-MW diesel plant.

The Formosa Group is the biggest private enterprise in Taiwan and has a portfolio of modern, efficient and clean coal-fired power plants located in Taiwan, US, Indonesia and the Philippines with an aggregate capacity of 14,000 MW.



2nd Future Leaders Business Summit a big hit!

By Mia Zamora

For the second year in a row, the Aboitiz Future Leaders Business Summit was again a resounding success. Eighty-five of the top college juniors and seniors in the Visayas and Mindanao gathered at the Waterfront Cebu City Hotel last August 18 and 19.

The two-day summit was participated in by the best and brightest student leaders from the University of the Philippines Cebu, University of San Jose-Recoletos, University of San Carlos, University of Cebu, St. Theresa's College, Cebu Institute of Technology, University of the Visayas, Silliman University in Dumaguete, University of St. La Salle-Bacolod, Liceo de Cagayan, Xavier University, Ateneo de Cagayan, Mindanao State University-Iligan Institute of Technology, Ateneo de Davao University, and Notre Dame University in Cotabato.

AEV President & CEO Jon Aboitiz led Aboitiz Group CEOs and executives grace the event by sharing their thoughts on management, leadership and business principles with the young delegates in a series of plenary sessions, followed by candid Q&A portions.

The students were also given the opportunity to meet and mingle with

executives and team leaders from the different Aboitiz companies.

This year's summit theme was "Developing the Entrepreneurial Spirit in Today's Youth", which was also the title of JRA's speech, inspiring his audience when he said "Entrepreneurship starts with a burning desire to succeed, to seek opportunities and to believe in hard work, dedication, perseverance and integrity. It is about creating or converting a new idea into a successful venture that would make a difference as it benefits you, the people around you, and society as a whole."

He fondly recalled the humble beginnings of Aboitiz, from a small abaca company in Ormoc, Leyte, and the business strategy that allowed it to grow into one of the largest conglomerates in the country, spanning six industries and employing over 25,000 team members.

Completing the roster of power-packed plenary speakers were Jimmy Aboitiz of VECO, who spoke about customer service; Teddy Panganiban of UnionBank, who discussed technology and banking; Txabi Aboitiz of Aboitiz & Co. and Bobby Aboitiz of the Aboitiz Construction Group, who shared their thoughts on leadership, values and business

ethics; Antonio Aboitiz of Pilmico Foods and Fil-Am Foods, who talked about becoming a world-class company; Ava Engel of the Aboitiz Transport System who spoke on Branding; Andoni Aboitiz of AboitizLand who compared leadership and heroism; Stephen Paradies of AEV discussed financial discipline, and Sonny Carpio of the Aboitiz Group Foundation who talked about corporate social responsibility.

Closing the two-day event was guest speaker Orion Dumdum, an accomplished young IT professional and linguist who entertained and inspired the delegates with his anecdotes and an impromptu operatic solo number.

Representatives from the academe were also present to observe the proceedings. They had a ball watching their students match talents and wits in the exciting challenges facilitated by the Ramon Aboitiz Foundation team, as well as the case study presentations, which were judged and critiqued by the Aboitiz executives themselves.

It was, all in all, an inspiring, fun-filled and unforgettable event for everyone involved, and to quote one of the future leaders, "a lifetime mark that will be with us forever".

SPEAKERS' QUOTABLE QUOTES

"Be on the lookout for opportunities where not only money grows but where inspired ideas are pursued, creativity is flourished, and better ways are born."

– **Jon Ramon Aboitiz**

(Developing the Entrepreneurial Spirit Among Today's Youth)

"A leader has the ability to communicate and listen...he is able to create consensus and is able to give people ownership of their destiny."

– **Roberto Aboitiz** (On Leadership)

"What does it take to serve the customer well? Desire, will, and pride."

– **Jimmy Aboitiz** (Customer Service)

"Live within your means...set aside money for your savings...best practiced early on in your life."

– **Stephen Paradies** (Financial Discipline)

"Values cannot be compromised."

– **Txabi Aboitiz** (Values & Ethics)

"The journey will never be completed since the target keeps moving. After all, as my guru once told me after taking on a magnificently ambitious project: "man's reach should always exceed his grasp."

– **Tonio Aboitiz** (Becoming a World-Class Company)

"The brand must be the uniting force throughout the organization, providing the business with direction and purpose."

– **Ava Engel** (Branding)

"Hero is a man admired for his achievements and noble qualities, and is considered a model or ideal. A leader is a person who, by force of example, talents, or qualities of leadership plays a directing role, wields commanding influence, and has a following in any sphere of activity or thought."

– **Andoni Aboitiz**

(The Leader as Hero, the Hero as Leader)

"Help transform the organization.... Outsource to the customers.... Digitize.... Hire the kids.... Get personally connected."

– **Teddy Panganiban**

(Information Age Organization)

"CSR is about business giving back to society"

– **Sonny Carpio** (Corporate Social Responsibility)

"Be a pragmatic idealist"

– **Orion Dumdum** (Inspirational Talk)



MODERATORS' FEEDBACK

"It's comforting to know that even with the observation that our educational system is deteriorating, we still have students who are very inquisitive and articulate, and are not afraid to express their thoughts and ask questions. We, as moderators, had the chance of meeting such students during the summit. I personally liked the experience because handling these students required us to also think fast and view things from their perspective in order to come up with clear and credible explanations. Among the many questions, the one that really caught me initially off-guard was the one asked during Sonny's presentation on corporate social responsibility and it went this way.... "how can you convince us that you are sincere in performing your social responsibility role when we learn from our teacher that these foundations are being used as tax shelters?"

– **Melinda Bathan**

"The summit has been a refreshing learning experience which came from the presentations made by no other than the executives and the brilliant questions asked by the students. The two days have ended but we have to keep the challenge now of maintaining contact with the students through the Txoko Community and the other company activities. I am looking forward to the 3rd summit since every year it gets better."

– **Jovy Tan**

"It was definitely a success! It felt good to be around with the students. Their never-ending enthusiasm and excitement certainly rubbed off on me. Their questions just kept me on my feet the whole time! I truly felt happy for my team delegates when they won the casework grand prize. They were also very gracious thanking the speakers and their team moderators for inspiring and giving them courage."

– **Stella Sualit**





BEST ESSAY

Audrey Diano
(Cebu Institute of Technology)

What is the true essence of entrepreneurship?

It is an oft emphasized notion that nobody acquires much wealth by merely working for other's business. Hence, on any venture into the intricate world of entrepreneurship. A lot of challengers are found willing to embrace the challenge, but only a few emerge survivors.

What really is entrepreneurship and what makes a good entrepreneur?

An entrepreneur is an innovator, not a mere follower. A lover of new things; conceiver of novel ideas. One who does not just create, but best of all modifies what has already been created. Therefore, entrepreneurship is about innovation.

An entrepreneur is a risk taker, never afraid to brave through the windy skies and stormy seas. One who has the courage to muster the little he has got and create the biggest of what he could possibly make – even at the danger of losing it. Entrepreneurship, therefore, is taking the risk.

An entrepreneur is an explorer, not merely content to sit on his laurels. One who ventures

on new parameters, explores new heights and pushes oneself to the limits. Thus, entrepreneurship is also about exploring.

An entrepreneur is customer-driven, not only profit-oriented. One who has the heart to meet and fulfill first the needs of the market before expanding his profit. Therefore, entrepreneurship is also about customer advocacy.

An entrepreneur is an epitome of a leader. One who takes on the lead and creates his own trail worth following. One who steers his unique path towards the peak of success and leads others to reach the same high pinnacle.

These qualities may not be all that there is in entrepreneurship, but these are at least the vital keys one should live up to become true good entrepreneurs – not just locally competitive but globally as well.

After all, that's what life is – an entrepreneurship where we ought to make difficult choices and take even the slimmest chances to steer one's fate towards success.

MODERATORS' FEEDBACK

– continued from previous page

"The summit was a very enlightening experience, not just for the students, but for myself as well. It was refreshing to get to know the participants on a personal level and I'm looking forward to seeing and working with them in the corporate environment in the near future."

– **Tristan Aboitiz**

"Congratulations to everyone who worked hard to ensure the summit's success! The passion to learn was evident on the students' eager faces while the Aboitiz executives' tireless dedication exemplified what it means to be driven: driven to lead, driven to excel & driven to serve. Makes one proud to be part of such a dynamic organization."

– **Paula Viegelmann-Ruelan**

The diversity of the group makes for a very engaging and lively discussions. *Myaha* moments were those very perky and intelligent questions from the participants that caught us spellbound. We even kidded ourselves how come those questions never crossed our minds! Getting

rusty? Suffice it to say that those young people allowed us to keep us on our feet all the time!

Again, kudos to the entire team who put all things together for another successful summit.

– **Nilda Ravina**

"I enjoyed every moment spent with such amazing guys & gals in team # 9. We all had a wonderful time during the case study. We learned lots of new things and cooked up new ideas for the presentation! The experience was really fantastic and am looking forward to another event like this next year!"

– **Christine Caberte**

"Connecting with the younger generation was definitely energizing. The level of determination, wisdom and talent they exhibited during the activities were remarkable and, somehow, encouraging. Majority of the student delegates in the group I handled were less 'socially-inclined' but, as a team, they definitely surprised me when they showed great potential during their case study presentation, which landed them in 2nd place! Further, it was inspiring to note that it was easy for the student delegates to embrace the values that Aboitiz espouses."

– **Sonia Imperial**

PHOTO GALLERY • PHOTO





STUDENTS' FEEDBACK

"I would surely recommend the AFLBS to the other top students in our school for the reason that this summit opened up a venue for students like us to expand our horizon as we learned different things about leadership and business."

"The Aboitiz Future Leaders Business Summit is worth learning not just in business matter but also in moral values."

"I learned so much from the whole event (summit)! Worth my time, being away from school and for grabbing the opportunity to be part of the Aboitiz family. A LIFETIME MARK THAT WILL BE WITH ME FOREVER!"

"Thank you...thank you for extending & allocating your time for us students. Your presence made a great impact. The fact that you went hands-on in discussing the topic & you even dined with us manifested that you're all very worth emulating. A true leader who do not bask in power alone rather in the essence of knowing how to reach out to others."

"Thank you for giving us, students, the opportunity to know the true meaning of passion for better ways and loving our country. Thank you for letting us know that we can be whatever we wanted to be if we are willing and interested to. Thank you for opening our mind to what is corporate world is and what really matters most. Again, infinite thanks for this unexplainable and overwhelming opportunity."

"It was just so overwhelming to be part of this prestigious gathering of student leaders. We hope this could be a national conference in the succeeding years. Hoping you'll consider this. Thank you very much and more power!"

"All the executives are very approachable & humble. I salute all of them. Rest assured that I'll be one of their living testimony of how good they are."

"To the Aboitiz family: Thank you so much for inviting us students in this one-of-a-kind summit. Thanks so much to your generosity. I really appreciate it so much. God bless and more power!"

Aboitiz Brand Portal launched



The AEV Aboitiz Brand Management Team recently launched the Aboitiz Brand Portal, which serves as the electronic brand manual for guidelines, FAQs and other information about the Aboitiz brand.

The portal can be accessed in three different ways. First, via the internet using the portal address <http://brand.aboitiz.com>. Second, via the Aboitiz Group portal and third, via the Aboitiz website www.aboitiz.com. Users simply have to register via the brand portal to access the site.

The portal includes the following items, which can be downloaded for reference: Aboitiz brand book, Aboitiz coat of arms, core elements guide, endorsement guidelines, fonts, logos, logo rendition guidelines, presentation template, approved groupwide forms, brand cascade presentation, brand launch presentation, the Aboitiz company song, and the logos of other companies.

For feedback and other concerns regarding the Aboitiz Brand Portal, you may email pruelan@aboitiz.com (Paula Viegelmann-Ruelan)



AEV Brand Management offers the Professional Image Enhancement Program



The Fil-Am Foods team



Brand Officer Paula Viegelmann-Ruelan speaks before DLPC team members



Hedcor participants with VP Miguel Romero-Salas

This one-day brand-initiated workshop is open to all frontliners and team members who deal with internal and external customers. It is also recommended for those who feel the need to improve their basic oral and written communication skills.

The program aims for participants to discover the value of their individual professional image and how it reflects the company's brand

image. They will also learn basic customer service skills needed in dealing with clients and improve their basic speech and public speaking skills. They too will learn effective business writing in doing correspondences, emails, etc.

For more inquiries about the program, email pruelan@aboitiz.com or call (032) 411-1800. (Paula Viegelmann-Ruelan)

Information Security Awareness campaign is on

By Ann Arribas



ACO-AEV IT Security Jojo Sitoy speaks before Cebu teams (above) and Makati teams (below).



ACO-AEV IT Security Manager Jojo Sitoy conducted a series of Information Security Awareness in its Cebu and Makati offices on May 22 and June 5, respectively. Team leaders, team members including outsourced and contractual employees of ACO, AEV and other business units connected to the ACO-AEV internal corporate network attended the seminar.

The session aimed to increase awareness on the importance of securing information efficiently understand the different types of threats, risks and vulnerabilities that exist in both cyberspace and office environments, and learn ways to mitigate the risks.

It also allowed participants to learn more about the different types of effective security management practices and tools that can be

used to increase information security.

Sitoy, who maintains and coordinates all the Information Security Management System (ISMS) activities, stressed that awareness is the key to security

The awareness campaign is in support of the ACO/AEV Information Security Policy, which establishes the Information Security Program to ensure the confidentiality, integrity, and availability of its information assets.

All team members who have been granted access to ACO/AEV information systems and information assets, including but not limited to full and part-time employees, temporary workers, volunteers, contractors, outsourcing, those employed by others to perform ACO/AEV work, and others granted access, are covered by this policy.

ACO & AEV Information Security Policy

We, at Aboitiz & Co., Inc., recognize the value and importance of information in our business activities, products, and services. Information, whether in paper form or electronic form, and the means to create, process, distribute, store and dispose, have been indispensable in the way we conduct and do our business.

With the abundance of information present in our working areas, information is continually confronted by the threats to its security. Information can be stolen, altered, leaked or even destroyed. Thus, we adopt this Information Security Policy with the following aims and objectives:

- The required level of confidentiality for any information is always maintained
- The integrity of the information is always ensured
- The proper information is always available to the authorized users

This Information Security Policy also seeks to guide users on effective information-handling and for them to respond to security incidents by conducting information security awareness, education, and training. It is the responsibility of the users to adhere to this Policy.

We are committed to protect this information by implementing an Information Security Management System (ISMS) which will enable us to identify, assess, mitigate, and manage our information security risks and ensure business continuity. The Information Security Steering Committee (ISSC) shall own this policy and is responsible for its maintenance, effectiveness, and applicability to the organization.

Detailed policies, procedures, standards, and guidelines shall also be developed to support this Information Security Policy.

Compliance to this Information Security Policy will be checked through audits and violations shall be addressed and corresponding disciplinary actions and sanctions must be in line and consistent with the ACO Manual on Personnel Policies and Procedures.

This Information Security Policy shall be reviewed on an annual basis.

The Many Faces of Tribes that Create the Future Organization

By Emma Bernad

Knit hats, Indian feather hats, fringe belts, turbans, tattoos, gored tops, leather sandals, exposed top, atypical ornamental accessories, huge loop earrings and bare foot. These are the first things that come to mind when one hears the word "tribe". To the generation X, a tribe is associated with the hip-hop world, grunge look and tattoos. To some, The Tribe is a science fiction television program set in a hypothetical near future in which all adults have been wiped out by a deadly virus, leaving the children of the world to fend for themselves. This TV series has been shown in over 40 countries around the world and has built up a large fan base.

There is one place, however, that makes the word "tribe" quite unique and substantial. The Aboitiz tribes, with the "10 tenets" as the seat of their passion, continue to inspire each other and the people in their lives, both in the workplace and personal milieu. As successful graduates of the Creating the Future Organization (CFO), one of Corporate HR's core training programs, the participants have established a meaningful bond in their respective tribes that were formed to continue the legacy of team spirit inspired by the "10 tenets", namely: Freedom of Choice, Life-long Learning, Thriving on Change, Cutting-edge/Innovation, Sense of Purpose, Meaningful Recognition, Communication, Check and Balance, Accountability/ Fair Process, and



Interdependence/Synergy.

Corporate HR embarked on a mission this year to re-connect with the tribes that were formed since the CFO program was launched in 2002. Forming alliances among inactive tribes allowed a regrouping of all CFO alumni from 18 to 13 tribes as of end-April. The merging of some tribes was more than just a structural change. It spurred more heterogeneity in the team, more energy, enthusiasm, dynamism, and new ideas.

An example of a happily-merged tribe is the Bagwis-110 Survivors tribe, headed by Linda Lunaria. Hurrah to these tribes and their respective Datus: Kadpakat (John Alvarado), Bagwis (Linda Lunaria), Timbuktu (Jovy Tan), Zabiduria (Esmeralda Dano), Ceboom (Sol Almario), Dynamo (Felma Yap), Metalight (Ben Arkoncel), Takla (Clovis Racho), Galing (Bobby Orig), Magnifico (Roger Velasco), Lawig (Ed Tan), Goat (Boboy Mangaron), Bahaghari (Vic Sumalinog), Adelantar (RJ De los Santos), and Chupakabra (Tim Abay).

The First Datus' Assembly was held on May 21 at Cebu's Parklane Hotel. This first-ever gathering of CFO datus was aimed at reviving and strengthening the 10 tenets in their hearts. Thomas Ng, former Asean Brown Boveri chief operating officer, was the event's main resource person and facilitator. Mr. Ng gave a lecture to the datus on the 10 competencies of tribal leadership, tribal norms, stages of

tribe development and how to develop a more effective structure for their tribal meetings and maximize the time of each member. The datus learned what a servant leader is and how this applies to their role as tribe leaders.

Within the same week, Corporate HR held the CFO Program for Aboitiz & Company. Twenty two (22) team members joined this year's run, which was held May 23-26 at Crown Regency Hotel in Mactan. Participants had an unforgettable Ropes Course Activity at the RAFI grounds in Punta Engaño. The outcome of this summer highlight was the entry of two new tribes to the CFO alumni roster, raising to 15 the number of tribes across the Aboitiz Group.

CFO founder and mentor Txabi Aboitiz personally supervises each tribe's progress and ardently supports their activities and regular meetings. Through these tribe meetings, the Aboitiz Future Organization continues to evolve.

With all 15 tribes espousing the 10 tenets, the Aboitiz Group remains passionate about its future and continues to create more enthusiasm, more meaningful team relationships, and a greater passion for better ways in all that we do.

We excitedly await the formation of more tribes to spice up the group this year, beginning with Hedcor this August, and the ACO, VECO and Metaphil Team Leaders in October.

More power to the Aboitiz Tribes!



CFO founder and mentor Txabi Aboitiz with ACO CFO teams



Speaker and facilitator Thomas Ng during the First Datus' Assembly

Coffee with the President Meeting with JRA, up close

The Coffee with the President 2007 was just like any of those held in previous years. Discussions were a good mix of serious and light matters. And the mood was generally light and easy, thanks to JRA.

He and ACO Cebu and Makati teams spent more than an hour together to renew channels of communication over a cup of coffee, bite-size snacks and other beverages.

JRA had scheduled seven coffee sessions with different batches of teams from August 31 to September 13.

The get-together was an opportunity for JRA to give an overview of the current local and world economy, as well as present the first half performance of AEV and other Group companies. He was able to explain economic issues in the simplest of terms.

JRA revealed ongoing and future plans for all industries within the Group. He also discussed the business and growth prospects of the Group spearheaded by Aboitiz Power's expansion projects.

After JRA's presentation, it was time for the teams to raise their concerns and issues in the workplace, which in the normal course of things cannot be opened up or discussed in any other activity. JRA listened intently, answered all queries and noted down the teams' concerns.

Despite the serious matters discussed in every Coffee with the President session, it has its share of many laughing moments. No wonder, team members look forward to it every year.



(Above) JRA and the Aboitiz Makati teams gather for a formal group shot. (Below) His sessions with the Cebu teams (left side) and the Makati teams.



EDCOP-T&TI to manage construction of power plants



PMS CONTRACT. Hedcor, Inc. President & COO Rene Ronquillo (right, seated) shakes the hand of EDCOP President Arnulfo Santiago after the two sign the Project Management Services contract for Hedcor's 42.5 megawatt Sibulan Hydropower Project in Davao del Sur. Witnessing the event (from left) are Puno & Puno Law Office's Atty. Sarge Sarmiento, T&TI Managing Director Bryan Richards, Hedcor Sibulan Engineering Manager Bill Haboc, and Project Manager John Grimston.

Hedcor Sibulan, Inc. (HSI) recently signed a Project Management Services (PMS) contract with Engineering and Development Corp. of the Philippines and New Zealand-based Tonkin and Taylor International, Ltd. (EDCOP-T&TI) to manage the construction of the company's 42.5-megawatt Sibulan Hydropower Project in Sta. Cruz, Davao del Sur.

The PMS contract, signed by Hedcor, Inc. President and Chief Operating Officer Rene Ronquillo and EDCOP President Arnulfo Santiago, took effect on June 26 when Hedcor issued its civil works contractor with a "Notice to Proceed."

"The project looks very promising and we are excited to begin our partnership with a company such as Hedcor," said Santiago.

The P111.5-million contract stipulates that EDCOP-T&TI will coordinate and supervise the construction of the project and implement its construction contracts. Hedcor signed up JV Angeles Construction Corp. and SOCOIN Ingenieria for the project's civil works and electro-mechanical works components, respectively.

EDCOP is a pioneer engineering consultancy company in the Philippines and is part of the T&TI group of companies. The company has been involved in the engineering design and construction management of a number of power, water resources, transportation systems, and urban infrastructure projects in the country. *(Israel Buenaobra)*

Hedcor starts construction of Sibulan plants

By Israel Buenaobra

Hedcor, Inc., has begun construction of its Sibulan hydropower project. Through its special purpose company, Hedcor Sibulan, Inc. (HSI), it issued a Notice to Proceed to its civil works contractor last June 26.

The 42.5-megawatt Sibulan Project involves the construction of two cascading hydropower plants to supply Davao Light and Power Company (DLPC) with 212 million kilowatt-hours of energy starting August 2009. The project is worth P5.06 billion or USD\$ 108.83 million.

Upstream Plant A will be 16.5 megawatts with a powerhouse containing two 8.25-megawatt (MW) Voith-Siemens horizontal Pelton runners and two 8.25-MW INDAR PSA 1400 synchronous generators. Meanwhile, Downstream Plant B will have a total installed capacity of 26 MW and will likewise have two Voith-Seimens horizontal Pelton runners, and two INDAR PSA 2000 synchronous generators, all 13 MW each.

Plant A will have a net head of 366.4 meters, with a design discharge of 5.23 cubic meters per second; while Plant B will have 307.8 meters and 9.9 cubic meters per second net head and design discharge, respectively. Each of the plants will also utilize a head pond to take advantage of higher river flows and generate more energy during peak hours. The combined capacity of the head ponds is 120,000 cubic meters, with a combined surface area of more than three hectares.

The whole system will need the construction of five drop intakes to tap the Sibulan and Baroring Rivers in Sta. Cruz, Davao del Sur. More than 16 kilometers of steel conveyance pipes and penstocks will be laid out to divert the water from these rivers to the plants. About 27 kilometers of transmission lines will be erected to connect the plants to a DLPC substation.

Last March, Hedcor won the bid to supply DLPC with 400 million kilowatt-hours of energy for 12 years.

Ateneo de Davao to do baseline study of host community

By Israel Buenaobra

Hedcor Sibulan, Inc. (HSI) recently partnered with Ateneo de Davao University (AdDU) to do a baseline study on the socio-economic condition of the company's host community in Sta. Cruz, Davao del Sur. Hedcor, Inc. President and Chief Operating Officer Rene Ronquillo and AdDU President Fr. Antonio Samson, S.J signed the Memorandum of Agreement for the study.

The highly descriptive social research, to be spearheaded by Professor Napoleon Amoyen of the AdDU Social Research, Training and Development Office (SRTDO), will be done by September 2007.

The study aims to identify the current demographic status of Barangay Sibulan -- a small farming community some 25 kilometers from Davao and host to the construction and operation of the company's 42.5-megawatt run-of-river hydropower plants.

The study is expected to establish and measure the impact of these plants to the development of the Sibulan community. The results will also be used by Hedcor to map out programs for the benefit of the local residents and the environment.

"We believe that the small hydropower project will be the dawn of economic progress for Barangay Sibulan



Hedcor President and COO Rene Ronquillo (2nd from left) and Fr. Antonio Samson (center) sign the MOA that commissions AdDU to do a baseline study on the socio-economic condition of the company's host community in Sibulan, Sta. Cruz, Davao del Sur. Hedcor HR Officer Froilan Balatongli (left), UnionBank First Vice President Amado Castaño, Jr. (2nd from right), and Professor Napoleon Amoyen of AdDU SRTDO (right) witness the signing.

because it will benefit the host community directly," said Mr. Ronquillo. He also expects that in five years, Sibulan residents will have an improved outlook in life brought by the development of infrastructures, land income, employment, and various community projects.

Fr. Samson was very optimistic with AdDU's tie-up with Hedcor. He said he was happy with the confidence given by HSI to AdDU and hopes for more partnerships with the company in the future.

Hedcor Sibulan breaks ground on P5-billion project

By Israel Buenaobra

Hedcor Sibulan, Inc. (HSI) broke ground on September 7, 2007 for the construction of the P5 billion, 42.5-megawatt Sibulan Hydropower Project (SHP) in Barangay Sibulan, Sta. Cruz, Davao del Sur.

Hedcor, Inc. Chairman & CEO Erramon Aboitiz led the ceremonial groundbreaking and unveiling of the project's commemorative plaque together with Hedcor, Inc. Senior Vice President Luis Miguel Aboitiz. They were also joined by Mayor Joel Ray Lopez of Sta. Cruz, Mindanao Economic Development Council (MEDCO) Chairman Usec. Virgilio Leyretana, and National Commission on Indigenous Peoples (NCIP) Region XI Director Roque Agton. Davao del Sur Governor Douglas Cagas later joined the ceremonies.

"We are glad to bring clean energy to Davao and be part of the development of the Sibulan community," said Erramon Aboitiz in his speech during the event.

The SHP is a greenfield project which entails the construction of two cascading hydropower generating facilities tapping the Sibulan and Baroring Rivers. These facilities can generate an estimated 212 million kilowatt-hours of clean and emissions-free energy annually.

"We welcome the entry of Hedcor in our province to provide adequate supply of cheaper electricity," said Governor Cagas.

The generation from these plants will be



The Hedcor Sibulan Team and Hedcor executives, led by Chairman & CEO Erramon Aboitiz and President & COO Rene Ronquillo, gather around the project's newly unveiled commemorative plaque during the ceremonial groundbreaking.

supplied to the third largest privately-owned power distribution utility in the country, Davao Light and Power Company (DLPC) starting August 2009.

HSI, together with Hedcor, Inc., Philippine HydroPower Corp. (PHC), Hedcor, Inc., and Hedcor Tamugan, Inc., won an open and competitive bid last February to supply DLPC a total of 400 million kilowatt-hours annually, which is covered by a 12-year power sales agreement signed last March.

Aside from generating energy that will reduce greenhouse gas emissions by more than

80,000 tons of carbon dioxide equivalents per year, the project also brings a number of benefits to its host communities. Among them are rural electrification, an estimated P13 million annual community share on top of government-mandated taxes, and more than 44 kilometers of road opening and improvements worth approximately P250 million.

HSI is a wholly-owned subsidiary of Aboitiz Power Corporation (AP), the publicly-listed holding company of all Aboitiz assets in the power generation and distribution industries.



JVACC awarded civil works package

Hedcor Chairman and CEO Erramon Aboitiz shake hands with JVACC President Jose Virgilio Angeles, Jr. after they sign the P2.54 billion civil works package contract to construct the Sibulan Hydropower Project. With them are Hedcor President and COO Rene Ronquillo (left) and JVACC Vice President for Operations Roberto Majito. The package contract covers the completion of the project's civil, pipeline, and tunnel works including the construction of diversionary weirs and intakes, conveyance lines, switchyards, and two powerhouses. JVACC is a leading engineering and construction company in the Philippines. The company is an experienced contractor of hydropower and water resources projects.



SOCOIN gets electrical-mechanical works contract

Hedcor President and COO Rene Ronquillo (second from right) shake hands with SOCOIN Representative Maria Vidoeira after they sign the P1.08 billion electrical-mechanical works package contract for the Sibulan Project. With them are Hedcor Vice President Luis Miguel Aboitiz and SOCOIN Managing Consultant Ruben Lambuson. The package includes the installation and configuration of the plants' turbine runners, generating units, transformers, transmission lines and other equipment. SOCOIN, an affiliate of Soluziona, is a leading engineering and consulting group specializing in hydropower projects. The company is an experienced contractor of transmission and power distribution projects.

Hedcor keeps eye on Asin plants

Following Hedcor, Inc.'s groundbreaking last September 7 in Sibulan, Davao del Sur for the construction of a 42.5-megawatt, P5 billion hydropower project, the company disclosed that it still maintains its interest in operating the three Asin hydropower plants owned by Baguio City.

In an interview with company officials, Hedcor said it is prepared to participate in an open and competitive bid to operate the Asin plants once the City Government is ready with its Terms of Reference (TOR) and other bid documents.

"We already wrote the City last August 8 informing them of our desire to participate in case they decide to bid out the operations or sell the plants," said Hedcor Vice President Miguel Romero-Salas.

Hedcor started in Benguet when it bagged a 22-year contract to operate and manage the Asin plants in 1985. Back then, the plants had only two units running and were generating at a mere 700-kilowatt capacity.

"Most of the system was riddled with damaged electro-mechanical components and aging civil structures. There were burnt switchboards and generators, rusted transformers, and conveyance lines that needed replacement. We immediately rehabilitated all three facilities," added Jose Mendoza, Hedcor AVP for Benguet Operations.

Over the life of its contract, Hedcor infused over P50 million worth of improvements into the Asin plants. These investments increased the plants' total installed capacity from 700 kilowatts to 3,800 kilowatts and enabled the facilities to generate an average of 17 million kilowatt-hours annually.

The Asin hydros were turned over to the City of Baguio on December 26, 2006, operating at maximum capacity and with all the improvements introduced by Hedcor. At the time of the turnover, the local government received a monthly average worth P3.4 million as its share from Hedcor's efficient operation the facilities.

The Asin hydropower plants were built by the Americans in the late 1920s to power an electric train system up to Baguio and accelerate the city's development.

"There may no longer be plans to build an electric train system, but the Asin hydros can still help the city improve its services as it celebrates its first hundred years. We look forward to being part of that," Mr. Romero-Salas added.

Subic EnerZone completes improvement of Maritan Substation

By John Louis Ducos



The new and improved Maritan Substation located along Argonaut Highway inside the Subic Bay Freeport Zone.

It took nine months of painstaking efforts by Subic EnerZone Corp. (SEZ) engineers, technicians and contractors to install two take-off structures, two cable trenches, and four additional switchgears inside the Maritan Substation. The project aimed to simplify existing feeder lines in the Subic power plant switching station and at the new and improved substation. This will greatly improve the reliability and flexibility of the zone's power distribution system.

Various switching schemes and transferring

of loads can be done to the newly-constructed take-off structures. If it becomes necessary to remove a circuit breaker from service for maintenance or repairs, the integrity of the circuit operation is still maintained and power interruptions in any feeder line due to switching can be eliminated.

Jethrock Construction Corporation did the project's civil works while the Power System Electric Cooperative and Jervis Electric Corporation did the electrical works. (*John Louis Ducos*)

SEZ implements re-conductoring project

EnerZone Corporation (SEZ) continues its commitment to further improve the Subic Bay Freeport Zone's (SBFZ) power distribution system by initiating the Re-Conductoring Project that began in May 2007.

In partnership with Mirant Philippines, SEZ will replace existing bare copper conductor wires with insulated ones in selected parts of the zone, mostly those that cross forests and other non-accessible areas.

Bare conductors are prone to electrical faults. When these wires touch plants and tree branches, a line-to-ground fault occurs that causes feeder circuit breakers to trip or burn the lateral cut-out fuses. Using insulated conductors will greatly reduce the occurrence of faults.

Spearheaded by SEZ project manager Eng'r Danny Caro, SEZ T&D supervisors Frederick Coronel and Dick Cabrera, the project also



Newly-"reconducted" lines in the Binictican Subic Water filtration area.

includes the replacement of wooden poles that carry these lines.

Some of the areas considered are the Binictican and Kalayaan housing areas, Binictican golf course area, Pastolan village, Cubi-Triboa, Naval Magazine, Subic Bay airport area, and the West Ilanin Forest. (*John Louis Ducos*)

VECO to maintain Cebu City's streetlights

By Ethel Natera

Visayan Electric Co. Inc. (VECO) will now handle the maintenance of Cebu City's streetlights. A Memorandum of Agreement initiated and developed by VECO, provides that the company shall install, maintain and replace all street lighting fixtures and accessories within the city and shall provide manpower for free.

Cebu City Mayor Tomas R. Osmeña and VECO Senior Vice President & Chief Operating Officer Jimmy Aboitiz signed the agreement on September 12 in a ceremony witnessed by city and VECO officials. Cebu City is the first local government unit to enter into an agreement with VECO for the joint maintenance of its streetlights. The company is also negotiating with other local government units within its franchise area to enter into a similar agreement with them.

Based on the agreement, the City of Cebu



VECO SVP/COO Jimmy Aboitiz and Cebu City Mayor Tomas R. Osmeña sign a Memorandum of Agreement giving VECO the authority to maintain the city's streetlights. Vice Mayor Mike Rama, Cebu City councilors and other city officials together with VECO department managers witnessed the signing.

will provide the materials needed as well as accept and process all applications for the maintenance works. All streetlights in all major thoroughfares, streets, and roads are covered by the agreement.

In a resolution dated August 1, 2007,

the Cebu City Council took note that maintenance of peace and order is a primary concern of the city. It is thus important to provide adequate and cost effective streetlights to all public thoroughfares, streets and roads in the city.

VECO Union, Management sign CBA

By Kas Mahilum



After almost six months of grueling negotiation, the Visayan Electric Company Employees Union—Association of Labor Unions (VECEU-ALU) finally reached a common ground with Veco management. Representatives and officers of both Union and Management signed a fresh five-year Collective Bargaining Agreement (CBA) at the Veco Banilad Conference Room last June 18.

Veco President Dennis A. Garcia and Chief Operating Officer Jimmy Y. Aboitiz led the management in congratulating the members of both negotiating panels for successfully concluding the CBA. The union also wished for a more fruitful, peaceful and harmonious relationship with the management for the next five years and beyond. VECEU-ALU was represented by its president, Manuel "Jun" Cabahug, other union officers and ALU Industrial Relations Officer Olivia Levy Combista.

The new CBA grants a salary increase of

P4,200 spread in three years as follows: P2,000 in 2007, P1,200 in 2008 and P1,000 in 2009. Other significant changes include maternity benefits to regular women employees similar to those of employees' legitimate wives, including additional P1,000 for normal delivery; 100% salary for women employees during maternity leave inclusive of SSS benefits; specific dental services per contract with health provider; and profit sharing to be determined by the company's Board of Directors.

These benefits, as well as other provisions in the CBA, will be improved through the Labor-Management Cooperation (LMC) mechanism. Management also granted a taxable signing bonus of P 8,000 per employee, an improvement over the 2005 signing bonus of P5,000.

The union officers promised to work with management to promote employees' welfare and industrial peace.

New Naga substation energized

VECO's brand-new 25/33-MVA Naga substation was commissioned and energized in a simple ceremony last June 24 after only two weeks of construction. The substation was previously home to a 2-MVA 23/13.8 kV transformer that served the mountain barangays of Naga towards the border of Toledo City. The 2-MVA transformer is now located on an elevated platform at the corner of Crossing Uling, Naga. The new 69/23 kV substation has a self-cooled capacity of 25MVA and a forced-air-cooled capacity of 33MVA. It has three feeders: Nga311, mostly serving Minglanilla town up to Linao; Nga312, mostly serving Naga and San Fernando towns; and Nga313, serving the Cebu Techno Park/New Cebu Township One Special Ecozone in Cantao-an, Naga. The now defunct Cantao-an substation is inside the ecozone. (Reyben Rubio)

Cotabato Light celebrates 19th Recognition Day

By Donjie G. Vertuoso



President & COO Jimmy Aboitiz joins his Cotabato Light team at the Mergrande Beach Resort in Davao City.

Cotabato Light celebrated its 19th Employee Recognition and Appreciation Day at the Mergrande Beach Resort in Davao City on August 25 and 26. The Hawaiian motif spiced up the event, as everyone went to the beach to “wash” away all work pressures.

Along the way and throughout the day, the team members were all upbeat and excited as they played the “amazing race” and other parlor games. The youthful spirit unleashed and the playful mode set the tone for this annual event. A sidetrip to Malagos Garden

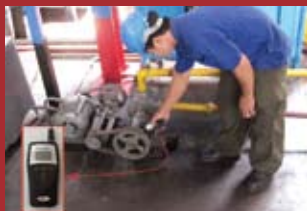
Resort kept everyone’s spirit fly high, as they watched the fascinating “bird show”.

The presence of Cotabato Light President & COO Jimmy Aboitiz made the event complete. “There are a lot of challenges now in the power sector. The future of Cotabato Light depends on you. Our desire, the will and the pride will be a big factor in our quest for better ways. As usual, teamwork, service excellence, professionalism and innovations play a crucial role in determining the future of Cotabato Light,” he said.

For his part, VP & Resident Manager Crisente Ferolino said, “Today, the Cotabato Light team is predominantly composed of young and dynamic people. With steadfast passion and harmonious labor relations, I am optimistic that we can surpass the challenges ahead. Innovation is the key because there is always a better way.”

Colight acquires hi-tech bearing detector

By Anthony M. Bueno



Power Plant mechanic Ruel Carmelo checks the bearing condition of lube oil pump of Unit 10 Engine using the “hi-tech” and portable bearing detector.

New technologies are designed to make our work easier and faster. Higher quality and productivity are the expected results. Just recently, a portable bearing detector has been added to the latest list of tools that the Cotabato Light Power Plant team has acquired.

This new tool can easily detect any abnormalities in the bearing before it can cause damage to the equipment. With its size, this portable detector that looks like a cellphone, is very handy. Its features include a bearing and lubrication condition analyzer. The bearing detector has a built-in probe transducer that can detect up to 90dB (decibel) of sound. Also, it has a non-contact thermometer with built-in thermopile sensor with range up to 160 degree Celsius and an 8 level amplification stethoscope.

Using this detector, Power Plant preventive maintenance schedule (PMS) comes easy. PMS plays a vital role in keeping machines and equipment in good operating condition at all times. It also ensures the reliability of power plants especially during power interruptions.

The detector, which cost P120,000, is a worthy investment as it will save the company from costly repairs of damaged pumps due to bearing failure. Cotabato Light always keeps abreast with the latest technology for it brings new improvements, better ways and better days ahead.

Cotabato Light brand task team takes part in BSCB



Carol Ballesteros and Ross Luga speak before the brand task teams of Cotabato Light and Davao Light during the recent BSCB in Davao City.

The Aboitiz Brand team headed by Caroline Ballesteros, AVP for Branding and Corporate Communications, conducted a seminar-workshop on Building and Sustaining Corporate Brand (BSCB). The whole-day event held at Grand Mens Seng Hotel on September 6 was participated by Cotabato Light and Davao Light team leaders.

VP & Resident Manager Crisente Ferolino, Power Plant Manager Genciano Ticzon, Engineering Group Manager Virmel Dabon, and Branding & CorpCom Officer Donjie Vertuoso, all members of the company’s brand task team, attended the event.

The workshop taught participants the brand elements and major asset category that makes a strong brand. During the group discussion, each team was tasked to evaluate its own brand identity, personality and how to make it stronger. Implementing a strategic branding program was also thoroughly discussed, to include the nine lessons in brand building.

Brand building is not just advertising, it’s about people who do the innovation with passion. (Donjie Vertuoso)

Davao Light produces 5 more AIM alumni

By Jane Lee

Five (5) Davao Light team leaders were the latest to complete the Basic Management Program (BMP) offered by the Asian Institute of Management (AIM) at the Executive Education and Lifelong Learning Center in Makati City. This brings to 32 the total number of current company team leaders to have undergone further studies at one of the country's prestigious learning institutions.

PSPD Manager Arvin Capul and DMD Manager Arnold Biliran were part of the 125th batch who took the BMP on March 12 to 30, where Arvin received a special award for Superior Performance. Meanwhile, QAD Manager Noel Duban, EID Manager Lemuel Lacsamana, and NID Manager Emil Ybanez were chosen to attend the succeeding batch scheduled from May 15 to June 1.

The BMP is an interactive training program designed for organizations that need to



Lemuel Lacsamana



Arnold Biliran



Noel Duban



Emil Ybanez



Arvin Capul

equip their first-level managers with a broader management perspective, through an understanding of the basic management principles and skills. It teaches participants to understand the overall functional organization of the company, as well as the cross functional relationships among its units for an integrative approach to management.

Specifically discussed during the three-week course are areas on Systematic Decision Making, Managerial Processes and Practices, Project Management, Management Costs and Profits, People Empowerment for Peak Performance, Data Analysis for Making Decisions, Managing Quality and Customer Service, and Management Communications.

Cotabato Light team leaders take a dose of MBA-HRM

By Donjie G. Vertuoso



Dr. Noveno Jr. speaks before the MBA-HRM students, among them 14 Cotabato Light team members.

Cotabato Light team members, mostly supervisors, took a crash course on Human Resource Management (HRM) under Notre Dame University's (NDU)-Master in Business Administration (MBA) program. The MBA-HRM course was offered in association with the Graduate School of San Pedro College (GSSPC) in Davao City. GSSPC Dean Dr. Desiderio Noveno, Jr was course facilitator and resource speaker.

The four-day course, which ran from August 30 to September 2, discussed HRM topics such as Organizational Design, HR Planning, Recruitment, Selection, Staffing, HR Research and Information System. Job Evaluations & Job Pricing, Employee Compensation, Benefits, Employee and Labor Relations were also taken up. The last two parts of the course tackled Performance Management, Training & Development, Organization Development

and Total Quality Management. A final examination and certificates were given on the last day of class.

Out of the 49 course participants, 14 were Cotabato Light team members. From the Admin Group, attendees were Collection Supervisor Danilo Nacional, Billing Supervisor Reginald Gustilo, MMD Supervisor Frederick Salcedo, Brand & CorpCom Officer Donjie Vertuoso, -HR Staff Michelle Prudente and Collection Staff Oliver Makilang.

The Engineering Group participants were Customer Service Supervisor Ernesto Lu, Safety & Training Officer Pepito Lubguban,, Substation Supervisor Epilinio Bonao, , Engineering Information Supervisor Gary Jimmy Alombro and Anti-Pilferage Team Head Donato Luque. . From the Power Plant group, attendees were Operation Supervisor John Ruben Bulosan,, Maintenance Supervisor Ramon Arconado and Staff Engineer Anthony Bueno.



Visa Country Manager Bob Joubert with, from left, Manuel Santiago, Jr., UnionBank FVP-Credit Cards Head, Edwin R. Bautista, EVP-Retail Banking Center Head; Teodoro M. Panganiban, EVP-Channels Management Head; and Norman Martin Reyes, FVP-Retail Liabilities Head.

UnionBank awarded by Visa

UnionBank was recently recognized by Visa for having the "highest retail transaction growth in 2006" for Visa Debit Cards.

The increased card usage is mainly attributed to the aggressive marketing campaigns implemented by UnionBank's Retail Banking Center led by FVP Martin Reyes and product managers Elmer Foronda and Paula Joson. UnionBank e-Wallet, EON, EZ Cash and e-Card are among the bank's issued Visa Debit Cards. There are more than 2.4 million UnionBank Debit Visa cardholders.

Present at the awarding ceremony held at the UnionBank Plaza board room were, from left, Manuel Santiago, Jr., FVP-Credit Cards Head, UnionBank; Bob Joubert, Country Manager, Visa; Edwin R. Bautista, EVP-Retail Banking Center Head; Teodoro M. Panganiban, EVP-Channels Management Head; and Norman Martin Reyes, FVP-Retail Liabilities Head.

UnionBank is also an issuer of Visa credit cards. In 2004, it won the Excellence in Credit Card Management Award, a recognition by the AsianBanker Excellence in Retail Finance Services.

UnionBank ties up with i-Tech Corporation



At the MOA signing, seated, L-R: Rafael Reyes, FVP & Sales Director, UnionBank; Edwin Bautista, EVP & Retail Banking Center Head, UnionBank; Paolo Antonio Bediones, President & CEO, i-Tech; Adette Purto, EVP-Finance & Operations, i-Tech; and Jen De Leon, General Manager, i-Tech. (Standing, L-R) Elmer Foronda, Product Manager, UnionBank and Honey Regala, Relationship Manager, UnionBank.

UnionBank recently formalized its partnership with i-Tech Corporation, which will use the bank's EON Cyber Card for disbursements of commissions to i-Tech members. The company will also enjoy the power of online banking convenience via

UnionBank's Business Online to credit commissions of its members. The facility enables establishments to manage their funds, do accounts inquiries, transfer funds online in real time as well as pay company bills at their convenience, 24 x 7.

UnionBank's EON Cyber Card is an internet-based deposit account that allows banking transactions

at a click of a mouse. It has no minimum balance requirement, earns interest, allows transfer of funds from the EON account to another UnionBank account or any other bank account in the Philippines. It also provides the cardholder with the ability to pay his bills as well as reload a prepaid mobile phone. All these transactions can be done via the Internet or at any UnionBank ATM.

i-Tech Corporation is a consulting firm that focuses on specialized technology-enabled and Marketing business solutions.

OFW remittances easier with UnionBank Pinoy Card and Union Payout

UnionBank recently formed partnerships with remittance companies to offer OFW families ease in receiving their allotment payouts. These companies are Singapore-based Brunphil Express Pte. Ltd., Hong Kong-based Asia Pacific Capital & Remittance Co. Ltd, and Czarina Foreign Exchange.

Union Payout is a service especially designed to provide money transfer operators and ship manning and recruitment companies with an efficient and cost-effective way of sending remittances to beneficiaries in the Philippines. Union Payout makes use of electronic delivery channels that ensure a straight-through and paperless remittance process.

Pinoy Money Card, on the other hand, is UnionBank's low-cost payment channel card to which the remittance proceeds will be directly credited and available for withdrawal at ATMs by the beneficiaries. The card can be used in all ATM networks in the Philippines.



MOA SIGNING WITH BRUNPHIL. Seated, L-R: Ropi Dangazo (UnionBank Business Manager for Remittances), Liaw Kok Wah (Brunphil Director), Hermie Pugeda (UnionBank Executive Vice President), Danilo Macalinao (UnionBank Sales Director Makati Region); (Standing, L-R: Armi Cruz (UnionBank Relationship Manager), Joanna Bacani (UnionBank Product Officer) and Charina dela Cruz (UnionBank Senior Product Manager).

City Savings Bank growth fueled by continued income rise

By Maila Quijano

CSB's total resources, as of July 31, 2007, reached P3.6 billion, increasing by P1.6 billion or a 78% jump from P2.0 billion in July 2006. Stockholders equity as of July 2007 was P419 million, up by P124 million or 42%. Deposits likewise soared by 87% from P1.6 billion to P3 billion. This thrift bank was also able to maintain its past due ratio at 3%, which is well below the industry average of 8.7%.

CSB began its business with a mission to focus on serving the ordinary working men and women in areas where it operates. From

one branch built in 1966, the bank has now 16 branches all over Visayas and Mindanao with plans to soon open its 17th branch in Davao del Norte. Today, the bank has over 270 employees serving more than 58,000 borrowers and counts on the strong patronage of over 66,000 depositors.

CSB has indeed grown but it has not lost the special character, principles and values that have defined the bank since it began operations. One of the most stable thrift banks in the country, it continues to serve

its communities by offering various kinds of loans, among them, salary, home mortgage, home improvement, as well as loans for small business. It also offers very competitive rates for savings products with minimum deposits as low as P100.

Moving forward, CSB will continue its expansion in areas where it can better serve its identified market niches. It plans to open more branches in the Visayas and Mindanao.

"Pagamay-gamay lang pero asenso na kami".

CSB branches move to new locations; interiors follow bank's branding guidelines

By Maila Quijano

In line with its vision to continuously improve customer services, City Savings Bank (CSB) recently transferred two of its branches to new locations.

CSB Bacolod is now located at the Ground Floor, 722 Metropolis Towers, Lacson Street, while CSB Calbayog's new address is at Salcor Building, Rosales Boulevard.

CSB's branding guidelines were followed in order to create a uniform look for all future branches that would make it easily identifiable as a CSB branch. Corporate colors of sunflower yellow, gray and red were liberally used in the new offices. Ample space for client's convenience was also given consideration.

Certain fixtures were also placed to distinguished CSB offices from other banks, one of which is an altar of the Sto. Niño to reflect the bank's Cebuano heritage and roots.



CSB's corporate colors of sunflower yellow, gray and red are liberally used in the the bank's new offices.





Pilmico's Enerwrench team bagged the gold award, non-production category, during the 27th Productivity Improvement Circles National Convention held at Crown Regency Suites-Mactan, Cebu on September 13-14. Their winning entry was on the "Elimination Of Premature Damage Of Filter Blower BL 302 Due To Build-Up Of Pressure At C-Mill Dust Collector. The team had won the Best Quality Improvement Project in Pilmico earlier this year. They represented the company in the Regional Quality Circle Convention where they were chosen as Mindanao's bet to the national convention. Proudly showing off their award in this photo are Enerwrench team members (bottom row, left to right) Michael Abong, Romeo Yares, Vicente Aguilar, Edgar Rapliza, Achilles Bongo, George Dormitorio and Jigs Nacasabog.

Pilmico team members undergo bakery training



To celebrate the 45th anniversary of Pilmico Foods Corporation (PFC), Management treated its Cebu team members to a half-day bakery training at the Creative Cooking and Baking Institute last August 18.

Meant to enhance the team members' internal product knowledge and customer service, the activity was conducted

by baking consultants Elver Lagamon and Ronnie Geromo. They showed the participants how to prepare fudgy brownies, nuts about donuts and macaroon delight using Pilmico products. All participants brought home the baked goodies they made. *(Farah Curaza)*

Pilmico, local gov't agencies hold baking seminar for agrarian reform beneficiaries



Pilmico Quality Assurance staff Dan Labucana (middle) poses with the graduates of a baking seminar recently conducted by Pilmico Foods in the town of Jimenez, Misamis Occidental. This seminar was offered primarily to the agrarian reform beneficiaries in the locality, for the purpose of teaching them baking skills that will provide them a possible source of employment and livelihood. Organized by the local office of the Department of Trade & Industry, this seminar was co-sponsored by the Department of Agrarian Reform, the local government of Jimenez, and the Jimenez Bakery Association. *(Sheila Cuyos)*

Pilmico celebrates a successful ISO surveillance audit

A dinner party was held at the Pilmico Guest house last June 1 to celebrate the company's success in the surveillance audit. Almost all employees were present to celebrate the fruit of their collective efforts. Everyone enjoyed the sumptuous food and had fun joining the parlor games prepared by HR and the QMS team. As with every company gathering, Pilmicans once again displayed their singing prowess by belting out their favorite songs in the videoke machine. In his speech, VP for Operations Engr. Reano C. Gumalo thanked everyone for their efforts for the successful audit, encouraging them to pursue their commitment to ISO and QMS programs and to strive for higher standards. Everyone had a great time and was definitely more inspired to continue giving their best efforts to live up to being an ISO-certified company. *(Blezel Ocampo)*

ATS gains P243M from SuperFerry 15 sale

Aboitiz Transport System Corporation (ATS) confirmed on August 29 the sale and delivery of SuperFerry 15 to Heung-A Shipping Co., Ltd. ATS stands to gain approximately P243 million from total proceeds of US\$17.0 million or P789 million.

ATS sold two vessels early this year, liquidated P1.7 billion in debt and reduced interest costs by 59% from last year.

In their stockholders meeting last May, ATS President & CEO Enrique Aboitiz, Jr. said the vessel sales are part of a greater strategy to build "a new ATS – essentially characterized as being debt free, and achieved by liquidating

debt, removing interest costs, rationalizing cost structures, and increasing the earning capacity of all its assets."

To address freight capacity reduction, ATS has been converting unused passage capacity to RORO capacity. To date, a total of three SuperFerries have been converted, generating additional 192 TEUS to its freight capacity.

ATS also recently partnered with AP Moller Maersk Group to grow its freight business. The joint venture company, which they called MCC Transport Philippines, offers regular weekly sailings, servicing the ports of Manila, Cebu and Cagayan de Oro.

SuperFerry offers Tripid Fares all-year round



Scene from the new SuperFerry TV commercial entitled "Ms. Barangay".

New campaign – new fares.

"Book your trips early to enjoy bigger savings," says Andrew Deyto, SuperFerry AVP for Sales & Marketing.

Since August, SuperFerry has been offering new and lower Tripid Fares that will be sold all year-round. Customers who buy tickets early will be able to enjoy larger fare discounts.

"After all charges are paid, SuperFerry Tripid Fares remain substantially lower than other alternatives," said Deyto.

"With SuperFerry's low prices, everybody can travel – even the whole "bayan". More

frequent travel to different destinations is now possible," he added.

SuperFerry launched last July its low-fare campaign called Biyaheng Bayan, which focuses on the higher benefits of SuperFerry's new low price scheme.

As part of its marketing campaign, a TV commercial made its national debut on July 8 and continues to air.

For more information on the latest SuperFerry ticket prices, call (02) 528-7000, text (0917) 889-2421, visit www.superferry.com.ph, or email info@superferry.com.ph. (Kate Alconga)

ATS declares cash dividends

Aboitiz Transport System Corporation (ATS) has declared a cash dividend amounting to thirty centavos (P 0.30) for every common as well as preferred share outstanding, payable on September 28, 2007 to shareholders of record as of September 12, 2007.

The ATS Board of Directors approved the cash dividend at a special board meeting on August 30. ATS continues to focus on enhancing shareholder value by strengthening its financial position.

The company reported P366.6 million in net income after tax, for the first half of 2007, a 101% increase versus 2006.

In a related development, ATS purchased Supercat Fast Ferry Corporation from Accuria, Inc. as part of the strategy to integrate all Aboitiz interests in the transport and logistics industry under ATS.

2GO Supply Chain welcomes Kraft Foods

Kraft Foods Philippines is the latest customer of 2GO Supply Chain, joining other top firms Wrigley, Gerber, Mead Johnson, J&J Vision Care and Charantia.

2GO Supply Chain takes on the challenge of full distribution service for Kraft Products direct to Mercury Drug's 419 branches nationwide. The physical distribution operates from 2GO's supply chain site in Pasig. It further supports 2GO's single stocking point with reliable and on-time service to Mercury Drug branches all over the country.

With the successful partnership of 2GO and Kraft, availability of fresh Kraft products in Mercury Drug branches shall increase; therefore, generating a boost in sales as well. While Kraft is better known for its processed cheese products such as CheeseWhiz, Kraft Cheddar and EDEN, it also has powdered juice drinks Tang and Kool Aid and other food products like Calumet, Oreo, and Chips Ahoy.

2GO supply chain's strategic focus to serve Mercury Drug branches has created high awareness of 2GO's entry into the Fast Moving Consumer Goods distribution market. (Katrina Alcober)

Metaphil passes ISO anew

By Zeny N. Novabos



TUV Managing Director Masanori Matsuda hands over the Certificate of ISO maintenance to Metaphil QA/QC and Safety Manager / Quality Management Representative Augusto Dacanay. With them from left, are TUV auditors Nicoell Isip, Danny Carreon, Eunice Diamante, Metaphil Chief Information Officer & AVP for Procurement Zeny Novabos, and Project Control Manager & Lead Internal Quality Auditor Dianne Garcia.

Metaphil is once again recommended by TUV SUD Philippines, Inc. for certificate maintenance of the prestigious ISO 9001:2000 accreditation for Quality Management Systems. ISO is proof of the company's adherence to global quality standards and its commitment to its customers, its workers and its business partners.

The ISO certification covers the general building and engineering, industrial construction and steel fabrication of its facilities in Cebu.

"Our ISO gives us confidence to accept more international jobs," says Metaphil's President & COO Nap Pe.

Chair & CEO Roberto Aboitiz adds, "ISO is Metaphil's commitment to continually work for improvement in quality performance, professionalism and teamwork, quality and on-time delivery and reliability, and competitive pricing".

Metaphil continually strives to build a solid reputation anchored on excellence and achievement. The first earned its ISO accreditation in 2002.

"Clearly, Metaphil's systems have matured," announces TUV auditor Eunice Diamante in the closing meeting between Metaphil and TUV.

With nearly three decades of construction, engineering and project management services, Metaphil contributes to the country's industrial growth and providing jobs and good training for its workforce that now comprise over 300 regulars and a pool of over 2,000 skilled personnel.

Ongoing projects include the expansion of Tsuneishi's shipbuilding facilities in Balamban, Cebu, the fabrication of feedmill structural steel for Pilmico in Iligan, fabrication of flotation cells for Metso in Vietnam, fabrication of thickeners for Outotec in Rio Tuba, Palawan and Papua New Guinea, and the expansion of two wharf facilities for TEFASCO and Pacinter in Davao.



Metaphil-THI contract signing.

Metaphil recently signed a P432-million contract with Tsuneishi Heavy Industries (Cebu), Inc. (THICI) for a building dock in Balamban. From left are THICI's Projects Manager Hitoshi Takahara and President Shinji Watadani, Metaphil's President & COO Napoleon Pe, and Vice President for Marketing Felma Yap.

Metaphil builds Dole wharf expansion

By Zeny N. Novabos

Metaphil recently signed a contract with Standard (Phil.) Fruit Company (Stanfilco), a division of Dole Philippines, Inc., to build a P200-million wharf project for Pacinter in Panabo, Davao City.

The project is a 170-meter by 40-meter extension of the existing wharf. Scope of work includes design and build of berthing structures, loading dock with shed and mooring dolphin.

The project will be completed in April 2008. Metaphil project manager Leo Tamos and construction manager Arturo Quijano are managing the project.

Stanfilco Engineering Manager Magno P. Porticos, Jr. says, "Metaphil has established a reputation as a skilled wharf builder; hence, our comfort and trust in them."

Metaphil, an ISO 9001:2000 company, built AJMR's wharf, also located in Davao City, in 2005-2006. AJMR operates a fruit wharf for Davao Fruits Corporation.

Metaphil is building the second wharf in Davao for Tefasco, which will be completed in January 2008.

"We value quality and reliability and will protect the customer's interest," assures Metaphil chair and CEO Roberto Aboitiz.

Pacinter Wharf, located in Barangay Bayawa, Panabo City, is 35 kilometers north from downtown Davao City and is a typhoon-free zone. Stanfilco is a pioneer exporter for 39 years of fresh quality bananas and other diversified products. It is part of the century-old Dole Food Company, the world's largest producer and marketer of high quality fresh fruits, vegetables and cut flowers.

The wharf extension will augment the berthing facilities that will benefit not only Dole but Davao in general, in terms of an increase in ships and cargo traffic for its international markets.

Metaphil International registered as PEZA enterprise



Metaphil President and Chief Operating Officer Napoleon Pe accepts the Certificate of Registration for Metaphil International, Inc. as an ecozone export enterprise from PEZA Director General Atty. Lilia de Lima after signing the PEZA registration agreement. Also present during the signing were Metaphil Chief Information Officer and AVP for Procurement Zeny Novabos (left), VP for Marketing Felma Yap (2nd from right), and Marketing Manager Alanie Diaz (right).

Metaphil International, Inc., a wholly owned subsidiary of Aboitiz Construction Group, Inc., recently signed a Registration Agreement with the Philippine Economic Zone Authority (PEZA), making the company officially registered as an ecozone export enterprise. Metaphil President and Chief Operating Officer Napoleon Pe and PEZA Director General Atty. Lilia de Lima signed the agreement at the PEZA head office in Manila.

Pe thanked de Lima for the immediate action on Metaphil's registration application. "PEZA is here to serve you," assured de Lima.

Metaphil International, Inc. has big plans. Even while the registration requirements were still being worked on, plans for the building of world-class modular fabrication facilities in Balamban were already underway.

With the expansion, Pe said that "we can provide more attractive job opportunities to Filipinos." De Lima replied, "With Metaphil and Tsuneishi, we can keep Filipinos in the Philippines, happy together with their families."

With the expansion, Pe said that Metaphil can provide more attractive job opportunities to Filipinos. De Lima estimates that over 100,000 Filipinos will benefit from the expansion of Metaphil and Tsuneishi, taking into account five members per family.

Tsuneishi Heavy Industries (Cebu), Inc. is the fourth largest shipbuilder in the world. Metaphil International will supply and service



specialized fabrication components and assemblies, as well as provide engineering and design services to international clients.

"Metaphil can operate globally while staying local," said ACGI Chair and Chief Executive Officer Roberto Aboitiz.

Aboitiz Construction Group, Inc., an ISO company trusted for 30 years for its quality and reliable construction performance, manages Metaphil International.

Also present at the PEZA signing were Metaphil VP for Marketing Felma Yap, Chief Information Officer and AVP for Procurement Zeny Novabos and Marketing Manager Alanie Diaz.

Metaphil builds for Vietnam mining project

By Zeny N. Novabos

Metaphil, a division of the Aboitiz Construction Group, was recently awarded a US\$1-million fabrication project by Metso Minerals (Australia) Limited. The project covers fabrication, painting, rubber lining and trial assembly of 25 flotation cells that will be used in the Nui Phao Mining Venture in Nguyen Province, Vietnam.

Flotation cells provide the highest level of separation efficiency necessary for the extraction of platinum.

Metso Minerals Project Manager Mike Beevers said, "Metaphil, besting Indonesia and Malaysia, asked all the right questions and made us confident that we can work efficiently and effectively together."

Metaphil, an ISO company, is recognized as "having the capacity and infrastructure to deliver on quality within a very tight schedule," Beevers added.

"You can count on us," assures Metaphil Chair and CEO Roberto Aboitiz. "We commit to quality and reliability and will protect the customer's interest."

Metaphil Fabrication Manager Edwin Quiapo will manage the project. The cells will be delivered in January 2008.

Metaphil, a local company in Cebu, is trusted for its nearly three decades of quality construction and fabrication performance. It has worldwide presence and boasts of world-class quality.

Strategically located to provide cost-effective supply to Southeast Asia and Oceania, Metaphil is being considered for a long-term relationship with Metso.

As the global market leader in mineral processing equipment, Metso Minerals looks at Metaphil as a supplier of high quality engineering equipment and services.

Metso Minerals is a business unit of Metso Corporation, a company with net sales of EUR 5 billion in 2006 and quoted on the stock exchanges in Helsinki and New York.

AboitizLand holds 1st Management Conference; team leaders attend development program

By Noreen Vicencio



The AboitizLand team led by President & Chief Operating Officer Andoni Aboitiz with conference speaker Anthony Pangilinan (standing at right in blue shirt).

All AboitizLand team leaders gathered for its first Management Conference at the Parklane Hotel in Cebu City last July 6.

The event was activity-packed, with the morning allocated for a KRA presentation that served as a mid-year status report, as well as a presentation of upcoming activities and “catch-up plans” for KRAs that were not on track.

Inspired by the conference theme, “To Get

What We’ve Never Had, We Must Do What We’ve Never Done”, the team leaders rose to the challenge of breaking free from the usual PowerPoint presentations for the KRA mid-year status reports, and stepped up to use movie maker programs.

In the afternoon, the team leaders had an inspiring workshop with Anthony Pangilinan entitled “Down, Up!”

The event was capped with light cocktails, which allowed everyone to wind down and further bond with each other over food and drinks.

Management Development Program

All AboitizLand team leaders gathered once again last August 20 – 23, 2007 for the course entitled “Organizational and Strategic Acumen”. Custom-designed and facilitated by the Ateneo Center for Continuing Education, this served as the initial course for the company’s development program for team leaders.

The first two days focused on Organization Acumen and it enabled the participants to gain insights about best practices in organizing objectives, tasks, and relations in matrix organizations.

The next two days aimed to develop the team leaders’ strategic and business acumen, learning the difference between strategic and operational activities, stories behind financial figures, systems thinking, and the importance of the strategic acumen in effective management.

After the four-day program, the team leaders had several inputs for corporate strategic planning, and looked forward to apply in their respective teams all the knowledge they had gained.

AboitizLand launches Learn and Share program

The ability to manage knowledge within an organization is a challenge that should give AboitizLanders leverage over their competition. Fun in learning comes when you get to share it with others, and that is exactly what AboitizLanders have experienced starting February this year, with the launch of its Learn and Share program.

Team members who have attended other courses, read interesting books and articles, or gained insights from an experience now have the venue to impart their knowledge to their fellow team members.

To date, there has been an average of three Learn and Share sessions every month, taking up a varied range of topics.

Technical subject matters have included Understanding Market Research, Energy Conservation, How to Create a Zen Garden,

Condominium Concepts with Insights on Property Management, Financial Process Controls, Interviewing and Selection, Becoming Effective Executive Assistants and Secretaries, and Understanding Structural Design.

Non-technical subject matters have included Time Management, Business Writing, Public Speaking (Toastmasters), and Creating a Speech (Toastmasters).

How does one get to Learn and Share?

Sharers pick any of the Friday afternoons, from 4:00 – 5:00 p.m., as their Learn and Share schedule. The HR team sends out calendar invitations to the whole group, and arranges for the venue and other logistical needs.

At the end of the session, the sharer gets a certificate and an AboitizLand mug exclusive for those who have conducted Learn and Share

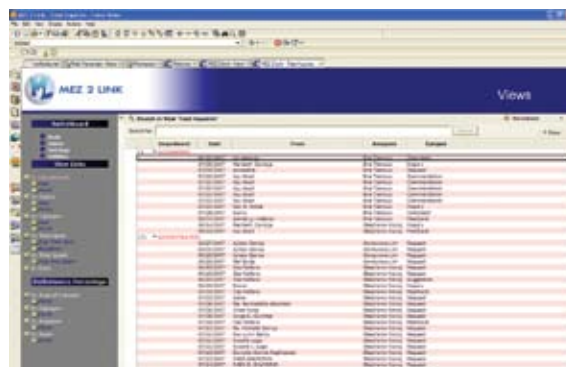


Landscaping Officer Niel Mabini explains to fellow team members how to create a Zen garden

sessions. The time spent on the session is credited to the sharer’s training hours.

This program has created not only an avenue for knowledge sharing in the AboitizLand team, but more importantly, it has provided another venue for team bonding. As they share our common interests and their passion to learn, they create an AboitizLand knowledge community. (Noreen Vicencio)

Web-based helpdesk created for MEZ2 locators



AboitizLand pulls property management to a whole new level with the recent launch of its MEZ2 Link, a web-enabled helpdesk application for companies at the Mactan Export Zone 2 (MEZ2).

At the orientation event attended by representatives of MEZ2 locator-companies and establishments, Aboitizland Chief Executive Officer Andoni Aboitiz emphasized that throughout the various operational improvements that the company is delivering for its clients and other publics, “our target is to make dealing with Aboitizland a pleasant experience”.

MEZ2 Property Management Team Head Ed PeBenito said that the helpdesk is added convenience to locators, suppliers and clients. “They just leave their concerns in the virtual mailbox, click a few buttons and then leave us to attend to it with utmost exigency.”

Under the MEZ2 Link project, the program is uploaded onto the locator-company’s computer. Program installers have been distributed to MEZ2 locators.

A locator or supplier that needs to communicate with the Property Management Team clicks on the MEZ2 Link icon. A web request form (WRF) then appears and the locator or supplier may then input his message. The “submit” button at the top of the page is clicked to complete the transaction.

The WRF requests for the locator, supplier or client’s name, contact number and subject of the message. It also allows for attachment of files, much like regular electronic mail.

The facility may be used for requests, feedbacks, concerns and inquiries on property management issues, such as water or power services, billing details and other matters.

Pe Benito said the submission triggers a signal at the Aboitizland Customer Service for the latter to look up the message. The

Helpdesk Manager then classifies the message based on urgency and routes it to the department under whose jurisdiction the information request falls. AboitizLand then gets back to the person who filed the WRF with an update on the exact action that has been taken on his requested information.

The system allows for monitoring and tracking of action that has been taken, particularly on client concerns. It also allows for escalation of the information to the next MEZ2 property management level when the concern cannot be addressed at the lower ranks.

“There is a lot of excitement within the Property Management Team over this development as it also simplifies many

things for us,” said PeBenito. “MEZ2 Link ensures that all concerns are documented. With our MEZ2 Team committed to providing better service every time, a facility like this is a welcome addition.”

He added that the MEZ2 Link also allows for timely resolution of the various concerns of MEZ2’s various publics through a dedicated, exclusive communication channel.

MEZ2 has 60 locator-companies. Aside from fulfilling its routine property management functions, AboitizLand looks after the other needs of locators and suppliers, addresses urgent concerns and seeks to improve ways of delivering essential services in what it calls the “passion to make things better.”

AboitizLand offers PDC warehousing system

AboitizLand announced recently the availability of a post-dated checks (PDC) warehousing facility, an added service to its vecinos (Spanish for neighbors) and a first in the Visayas and Mindanao.

Aboitizland Finance Manager Jinky Balcos said that the PDCwarehousing system is a cooperative arrangement with Security Bank. The bank provides the facility to AboitizLand for the convenience of the company’s vecinos who opt for deferred payment schemes.

The company has sought to make check-issuance easier and more efficient for their clients as it has observed that manual checkwriting is not only cumbersome but is prone to error. Clients used to manually write the date, payee, amount in words and its corresponding figures and sign the

checks to complete their transactions.

Under the PDC warehousing scheme, they only need to bring their checks to the AboitizLand office and wait for a maximum of five minutes while the software prints all details on their checks. All they need to do is just sign the checks and submit them to the Aboitizland Finance Department for turn over to Security Bank for safekeeping.

The system also automatically prints out an acknowledgement of the checks remitted to AboitizLand as proof of submission of the PDCs.

Balcos said the system accommodates checks from all banking institutions and is thus one of the most “versatile” systems available, particularly for the real estate industry.

Abojeb ShipMan to manage new bulk carrier

By Araceli D. de Guzman



Aboitiz Jebsen Bulk Transport Corp. (Abojeb) Ship Management Department was

recently awarded by Okouchi Kaiun Co. Ltd. the technical ship management of its newly-built MV Ocean Diamond.

Carrying the Panama flag, the 189.9-meter bulk carrier has a gross tonnage of 30,050 MT and is classed with Nippon Kaiji Kyokai. She will

be trading worldwide including the USA.

The vessel was delivered to Korea Line Corporation as head charterer and Abojeb as ship manager last August 9 with Superintendent Chief Engineer Ver Martinez in attendance.

A full-Filipino crew from Jebsens Maritime, Inc. currently mans the vessel.

MV Ocean Diamond brings to 14 the total number of ships under Abojeb Ship Management.



VP-Crewing Arleen Asuncion (center) poses with, from left, AJMan Operations Manager John Mercado, AJMan Business Development & Operations Manager Vivian Ongpin, Asst. Crewing Manager Ashlyn Cedeño & Business Development Manager Gery Massalang at one of two Abojeb booths during Job Seek 2007 at SM Cebu Trade Hall held July 20-21.



Abojeb Crew & Family Welfare Manager Celi de Guzman demonstrates how to make freezer-free ice cream in just five minutes before Abojeb crew and their families during "A Day of Learning & Fun" at the Iloilo Grand Hotel last July 22. Three volunteer-spouses join her during the demo.

Abojeb joins Seamen's Job Fair

By Araceli D. de Guzman



Abojeb VP-Crewing Arleen Asuncion poses with Labor Secretary Arturo Brion (in barong) and PRC Marine Engineering Board (in gala L-R) C/E Eldefonso Uba (member), C/E Miguel Marasigan (vice chairman), C/E Jose Abugan (chairman) and Abojeb Senior Recruitment Manager Art Serafico during the Marine Engineering Board Passers Oathtaking Ceremony at the Manila Hotel.

Aboitiz Jebsen (Abojeb) joined the Seamen's Job Fair for new marine engineering board passers at the Manila Hotel last July 5.

The job fair, attended by about a thousand board passers and their families, coincided with the oath-taking ceremony for marine engineering board passers who had taken the exams in May. Labor Secretary Arturo Brion was guest speaker at the ceremony.

Abojeb participated in the job fair to invite registering officers to join the company after completing the required trainings to secure their certificate of competency. VP-Crewing

Arleen Asuncion and Senior Recruitment Manager Art Serafico were present and joining them were crewing managers.

Abojeb was one of three manning companies invited to put up a booth at the fair.



Arleen Asuncion, Abojeb VP-Crewing (seated center), is joined by Senior Recruitment Manager Art Serafico, Crewing Managers (standing R-L) Thess Lunzaga, Dina Cabañas, Marissa Agravante and Asst. CM Leah Fetero (seated) during the Seamen's Job Fair at the Manila Hotel.

THICI launches 3rd pure car truck carrier, names and delivers 2nd vessel

At center, posing at the launching ceremony site, are Secretary and Mrs. Favila and Jon Ramon Aboitiz. Antonio Moraza is seated fourth from left and standing fourth from right is Hoegh Site Supervisor Petter Henriksen.



Tsuneishi Heavy Industries (Cebu), Inc. (THICI) recently held important ceremonies for two of its pure car and truck carriers.

On July 31, the third pure car truck carrier built at the company's Balamban shipyard, the SC-091, was launched with Trade & Industry Secretary Peter Favila and his wife Alice as special guests. Mrs. Favila was the cutting sponsor during the event.

The vessel, which is an order from Norwegian company Hoegh Autoliners AS, has about 4,300 units carrying capacity and is a single roll on-roll

off car carrier. The vessel still has to be named.

On August 30, Cebu 3rd District Congressman Pablo John Garcia and wife Karen Garcia were the sponsors in the naming and delivery ceremony of the second carrier, SC-090. The vessel, christened 'Hoegh Sydney', left the THICI shipyard on the same day for car loading in Korea and is intended for the international car and truck carrier trade.

Also owned by Hoegh Autoliners, the vessel has a car-carrying capacity of 5,100 cars and is 13 decks high. It is being manned by 30 personnel.



Secretary Favila and Mrs. Alice Favila with the just-launched ship in the background.



Congressman Pablo John Garcia and wife Karen pose with the Hoegh Sydney behind them.



Mrs. Karen Garcia during the naming ceremony

FBMA joins DOLE 7 HR conference



FBMA Cebu City Office Manager Joji Enriquez (center) with DOLE 7's Assistant Director Exequiel Sarcauga and Chief Labor & Employment Officer Lilia Estillero.

To be kept abreast of the various initiatives of the Department of Labor & Employment (DOLE) Region 7 in human and industrial relations, FBMA Marine recently participated in the regional human resource conference held at Cebu Business Hotel, Cebu City.

FBMA was specially invited to the one-day conference, it being the only aluminum shipbuilder in the region. Cebu City Office Manager Joji Enriquez represented the company.

Other representatives from various industries had valuable sharing of inputs to address productivity gaps in each sector. Also tackled were pressing concerns of poaching of local skilled workers and the increase in medical and nursing professionals working abroad.

The conference helped DOLE plot out specific programs to protect the various industries and locators in the region. Timelines were also identified to serve as roadmap for DOLE's 2007-2010 Regional Action Plan on Human Resource. (Joji Enriquez)

FBMA sponsors Interferry Conference in Sweden

FBMA Marine Inc. is one of the major sponsors of the 32nd Interferry Annual Conference in Stockholm, Sweden on Sept. 28-30, 2007. This year's theme, "New Visions for a New Era" aptly captures the challenges, developments and realities besetting the shipping operators and shipbuilders worldwide.

Interferry is the only shipping association representing the ferry industry worldwide. It has currently 200 members from 25 countries and was originally formed in 1976 as the International Marine Transit Association. It is organized to research, collect and exchange information affecting the ferry industry.

Craig Patrick, Sales and Marketing Manager, will represent FBMA in the said conference. The two-day meeting will discuss among others topics, "The Future of Shipbuilding", "Energy and Environment" and "Public Tendering". (Joji Enriquez)

Aboitiz Group signs MOA for DepEd Adopt-a-School Program

By Sonny Carpio



AGFI Chairman Jon Ramon Aboitiz and DepEd Secretary Jesli Lapus shake hands after the MOA signing. With them, from left, are AGFI Managing Trustee Sonny Carpio, Pilmico CFO Antonio Aboitiz, CSB President Mikel Aboitiz, AGFI Board Trustee Txabi Aboitiz and DepEd VII Regional Director Carolino Mordeno.

To help the next generation of students become globally competitive, the Aboitiz Group of Companies, through the Aboitiz Group Foundation, Inc. (AGFI), continuously pour in millions of pesos to improve the public education system in the country.

AGFI and at least three of its member-companies recently signed a memorandum of agreement (MOA) with the Department of Education (DepEd) to formalize their enrolment to the latter's Adopt-a-School program for education-related projects. Projects include the construction of

school buildings, equipment donations, training programs, financial assistance and scholarship grants.

"We believe that now more than ever, it is incumbent upon us to prepare and properly educate the next generation of Filipinos," said AGFI Chairman Jon Ramon Aboitiz. "We are formalizing our partnership with the Department of Education by signing a Memorandum of Agreement that signifies our intent to support its Adopt-a-School program. This development will create a bigger impact on how we implement our programs and to

firm up our continuing assistance to public education."

Davao Light and Power Company committed P4.3 million for the construction of three school buildings and the purchase of computer units and armchairs. City Savings Bank also pledged another P1 million donation to the different public schools within its area of operations. Pilmico Foods also committed similar assistance.

DepEd Secretary Jesli Lapus was apprised that the Aboitiz Group has spent more than P130 million to improve the public education system in the country over the years.

"It is the Aboitiz Group that has made a relevant impact to public education within its areas of operation," Sec. Lapus said.

DepEd's Adopt-a-School program is a call to the private and business sectors to assist in improving the quality of education in the country's public school system. The private sector is invited to adopt schools within their areas of operations by giving any kind of assistance that will result in the better delivery of DepEd's services. In return, the private sector will be eligible for certain privileges as specified in Republic Act 8522, which created the program in 1998.

Tonio Aboitiz is new PBSP Visayas chairman



The Visayas Committee of the country's largest corporate-led social development foundation has a new chairman. Aboitiz Group Foundation, Inc. (AGFI) trustee and Food Group CFO Jose Antonio Y. Aboitiz, succeeds John F. Domingo as the chairman of the Philippine Business for Social Progress (PBSP)-Visayas.

Jose Levi S. Villanueva, UnionBank SVP and Group Head VisMin Region, is the new PBSP Visayas vice chairman.

Domingo, who has retired as chairman, ends a two-year stint at the helm of the PBSP Visayas Executive Committee (Vixcom).

The two officers currently lead the 14-member PBSP-Vixcom. PBSP, which has 222 company members, is committed to the empowerment of the poor by promoting business sector leadership and poverty alleviation.

In Cebu, PBSP also advocates environmental protection and continues its efforts to rehabilitate watersheds and marine ecosystems. In the Visayas, PBSP's priority areas are in the provinces of Bohol, Cebu, Guimaras, Samar and Southern Leyte. Its projects benefit the urban poor, farmers, fisherfolk, youth and disaster victims.



AGFI AT CSR FORUM. The Aboitiz Group Foundation, Inc. (AGFI) joined the CSR Expo 2007 organized by the League of Corporate Foundations (LCF) held at the Sofitel Philippine Plaza Hotel. Theme for this year's event was "Putting CSR to the Test". In photo taken at the AGFI booth are, from left, Pilmico Comrel representative Fe Capistrano, AGFI's project officers Alex Lauron and Vincent Salera, managing trustee Sonny Carpio, trustee Romy S. Ronquillo, project officer Jowelle Ann Cruz, and executive assistant Elena Carnacer. LCF is a network of over 60 corporate foundations and corporations engaged in social development work throughout the Philippines. Sonny Carpio is an officer and a member of the LCF Board of Directors. (Elena Carnacer)

UnionBank supports the Ateneo Art Awards '07

The 2007 Ateneo Art Awards (AAA), the country's premier contemporary art prize, were conferred on three young Filipino visual artists for their outstanding contribution to the definition and development of modern and contemporary Philippine art. The formal ceremony was held at the Rockwell Tent on August 8 following the 2007 Ateneo Art Awards exhibition at the Power Plant Mall on August 2-7.

UnionBank was among the major sponsors of the 2007 Ateneo Art Awards. UnionBank Chairman & CEO Justo A. Ortiz and Australian Ambassador Anthony John Helly awarded the first trophy to Lyle Buencamino whose work, "A Bowtie for John Lyle" makes him the recipient of the Ateneo Art Gallery-La Trobe University Bendigo (Australia) Residency Grant.

The second winner was Wawi Navarroza for her work, "Saturnine: A Collection of Portraits, Creatures, Glass & Shadow" which gave her the Artesan Gallery Singapore Residency Grant. Emerging artist MM Yu was the third winner for "Thoughts Collected, Recollected" collecting the Common Room Bandung (Indonesia) Residency Grant.

The Ateneo Art Gallery International Studio Residency Grant, the only program of its kind organized by a Philippine cultural institution, provides the winners with roundtrip airfare,



allowance, accommodation and a work studio for three weeks, as well as an invitation to exhibit at their respective host venues.

Davao Light helps fund education-related projects



Two organizations working for youth education are the most recent beneficiaries of Davao Light's financial assistance. The company's support to both organizations, in collaboration with the Aboitiz Group Foundation, has been ongoing for the last six years.

In left photo, Davao Light EVP Manuel M. Orig (3rd from right) hands over a check for P150 thousand to Atty. Pablo Lorenzo, Jr., Davao Boys Town President and Chairman of the Board. The amount is a continuing financial support of Davao Light to Boys Town, which houses and feeds some 100 boys and sends them to school at the same time. Also present during the turnover



held last July 30 are Boys Town treasurer Nenen Santos (far right) and Boys Town vice chairman Salvador Angala (2nd from right).

At right photo, Mr. Orig hands over to Fr. Albert Alejo, SJ, chairman of the Mindanawon Initiatives for Cultural Dialogue, a check for P80 thousand as its contribution to the college scholarship program for Lumads or indigenous people in the Davao region. The amount is intended to fund the lumad scholars' book requirements. The turnover was joined by some of the lumad program beneficiaries studying at the Ateneo and a priest from the Regional Major Seminary in Catalunan Grande.

CSB branches donate computers to public schools

As part of their corporate social responsibility, 12 branches of City Savings Bank each donated a computer set to a public school in their respective areas of operations.

These branches are in Balamban, Ormoc, Calbayog, Tanjay, Bacolod, Colon, Roxas, Tagbilaran, Ubay, Tacloban, Cagayan and Iloilo.

CSB Balamban donated to Looc Norte National High School; Ormoc branch to Ipil Central School; CSB Calbayog to Clarencio Calagos Memorial School of Fisheries; the Tanjay branch to Martilo Elementary School; Bacolod branch to Victorias National High School; CSB Colon to Kalunasan Elementary School;

Roxas branch to Rufina Andrada Santos Memorial School; Tagbilaran branch to City East Elementary School; CSB Ubay Extension Office to Carlos P. Garcia High School; Tacloban Branch to Guiuan National High School; CSB Cagayan de Oro to Salay National High School, and CSB Iloilo to Molo 1 Elementary School.

The computer donation project is in coordination with the Aboitiz Group Foundation, Inc.

Cotabato Light inks MOA for school building improvements



Cotabato Light & Power Company recently signed a Memorandum of Agreement (with two public high schools, the Datu Ayunan National High School (DANHS) and Notre Dame Village National High School (NDVNHS), for the refurbishment of the schools' computer laboratory buildings.

Present during the signing were Cotabato Light VP & Resident Manager Crisente Ferolino and project officers, DANHS Principal Nanang Mangatong and NDVNHS Principal Bai Isradean Sinsuat-Datukan. NDVNHS PTCA President

Verner Simon, ICT coordinator Edmar Mendoza and Academic Coordinator Annabelle Sudario witnessed the signing. The refurbishment project will cost an estimated P305,000.

"This event is special both for the schools and for us because we take part in enhancing the education of their respective students. We are delighted to see our customers happy because of what we are doing for the community. Building better classrooms makes a better environment for students," said Mr. Ferolino. (Donjie G. Vertuoso)



COMPUTER ROOM TURNOVER. Cotabato Light, in coordination with AGFI, recently turned over a refurbished computer room to Camp Siongco National High School (CSNHS). The school's Planning Officer Analyn Ballesteros accepted the "key of responsibility" from CLPC Power Plant Manager Engr. Jun Ticzon and Community Relations Officer Anna Lea Nataño.

In 2005, CSNHS was also a beneficiary of three computer units from Cotabato Light. (Donjie Vertuoso)

Pilmico donates to school computer laboratory



Pilmico Foods Corporation reaffirmed its social commitment when it recently donated five computers and two airconditioning units to Northeast II-A Central School in Iligan City. This donation will serve to beef up the existing computer laboratory of said school.

The equipment was formally turned over to school authorities during a simple ceremony at the school's computer laboratory. Present during the ceremony were DepEd Elementary School Supervisor Aurora Garcia, Barangay Dalipuga Councilor Aloha Oracio, Northeast II-A Central School Principal Federico Flores, Pilmico Vice President for Operations Reano Gumalo, DepEd Iligan Superintendent Lourdes Tolod, and Pilmico's community relations team members.

So far, Pilmico has already given a total of 16 computers, 11 printers and two airconditioning units to public schools. To ensure that many would benefit from these donations, Pilmico has assigned a computer teacher to teach computer classes to students, staff and faculty alike.

Principal Flores and DepEd Superintendent Tolod expressed their utmost thanks and gratitude to Pilmico management. They promised to maximize the usage of the donations and show proof of computer knowledge through the improvement of the school's achievement test results.

2GO supports public schools in Pasay City



(L-R) Sonny Carpio, Principal Alicia Bengzon, and Michelle Aboitiz of 2GO Express with the students and faculty members of Timoteo Paez Elementary School.

2GO and the Aboitiz Group Foundation Inc. (AGFI) recently turned over brand-new computer sets with licenses and library kits to students and administrators of the Timoteo Paez Elementary School in Leveriza, Pasay City. This project is in line with the Group's firm commitment to help improve the quality of education for the youth whom they believe is the hope for the future.

2GO is a firm believer that a key factor to success these days is technological capability. In his speech, AGFI Managing Trustee Sonny Carpio said, "By 2010, literacy will not be measured only on how you read and write, but literacy will be measured through your knowledge of the computer."

Guided by its mission of helping build a brighter future and driven with a passion

to serve, 2GO Express and AGFI continue to reach out to as many beneficiaries in the communities. Other public elementary schools in Pasay that have received the same assistance from 2GO are the Villamor Airbase Elementary School and the Andres Bonifacio Elementary School.



FINANCIAL ASSISTANCE FOR STUDENTS.

Top students of Tuba, Sablan, and Benguet National High Schools are all happy to receive their stipend allowances from Hedcor, Inc. at a simple ceremony at the DepEd Benguet Division Office. The turnover is in line with Hedcor's support for public education in its host communities. The stipend for these students of host communities aims to help augment expenses on books, transportation

and allowance. Hedcor grants each student P3,000 per school year. Financial assistance is based on their academic performance in the previous school year. The other half of the recipients' stipends will be turned over in November. Since the program began in 2003, Hedcor and AGFI have turned over more than P270,000 in financial assistance grants. The company also supports three college scholars, all indigents in Benguet and Davao.



SUBSIDY FOR COMPUTER TEACHER.

Hedcor Vice President Miguel Romero-Salas (second from left) turns over a P50,000 check to Tuba National High School (TNHS) Principal Amado Hipol as subsidy for the salary of their school's computer teacher. With them are AGFI Representative Romeo Catingub (left) and DepEd Division Superintendent Mary Namu. The financial subsidy is in line with Hedcor's commitment to promote computer education in public schools within their host communities. Since 2001, Hedcor and AGFI have donated 50 computer units to various schools in Tuba, Sablan, La Trinidad, and Itogon.

Farmer's Edge celebrates 9th year with Aetas

Fil-Am Foods, Inc. (FFI), maker of high-quality feeds Farmer's Edge, in cooperation with the Aboitiz Group Foundation, Inc. (AGFI), culminated its 9th anniversary celebration with a gift-giving mission to Aeta families in Sitio Tarukan in Capas, Tarlac on July 21. Dubbed as "Tarukan Mission", it was spearheaded by ComRel Coordinator Polo Ablazo through the assistance of AGFI Project Officer Jowelle Anne Cruz.

Twenty-seven FFI team member-volunteers distributed gifts to 116 families, including over 200 kids. Samaritan's Purse, an international Christian relief and evangelism organization, donated 150 shoe boxes containing various items. The donations to FFI were coursed through AGFI. More than 500 Aetas benefited from the cause.

Inspired by the outreach ministry and the spirit of volunteerism, FFI team members extended extra efforts to donate more by bringing slightly used toys, useful books and instructional materials, old clothes, medicines and food. (Polo Ablazo)



Fil-Am Foods holds 2nd "Astig Ka Boy"

Fil-Am Foods, Inc. (FFI), together with AGFI, held its second free circumcision service at the Cut Cut 1 barangay hall in Capas, Tarlac. It benefited the young boys of Cut Cut 1 and nearby barangays.

"Astig Ka Boy 2" is a yearly initiative of FFI that aims to establish a good relationship with its community. Ninety six boys, ages 7 to 14, were successfully circumcised through the help of the Capas Rural Health Unit headed by Dr. Balmores, three nurses and 10 midwives. Medicines good for one week were also given to each patient.

"The activity was an eye opener that there are still many that cannot afford to pay for their children's circumcision. 'Astig Ka Boy 2' made possible a very important transition in a child's life," said Health Committee Chairman Alma Jauhari.

FFI Comrel members Polo Ablazo, Joan Antonio, Christina Bernal, Jules Domingo, Jay Masiclat and Rolan Vidor and AGFI Officer Jowelle Anne Cruz volunteered their assistance to the project.

Fil-Am Foods awards scholars



Fil-Am Foods Inc. (FFI), together with the Aboitiz Group Foundation (AGFI), awarded scholarships to its new batch of scholars on June 20 at the FFI Pride Academy. Out of the many applicants, three qualified, namely, Marisol Rona (Capas High School valedictorian), Kevin Basa (Capas High School salutatorian) and Ryan Muñoz (O'Donnell High School first honorable mention). Each scholar was given P10,000 for tuition fee and book allowance for the first semester. During the ceremony, FFI Comrel Education Chairman Danilo San Pedro and VP Sales and Marketing Hendel Cabral gave some inspiring words to the scholars and their parents.

Hedcor helps protect Beckel residents

By Israel Buenaobra



PROTECTING COMMUNITIES. Hedcor Vice President Miguel Romero-Salas (6th from left), together with Hedcor officials, turn over the symbolic key of the Central Beckel COMPAC to Governor Nestor Fongwan, La Trinidad Mayor Artemio Galwan (4th from left), PSupt. Ernesto Gaab (3rd from right), and La Trinidad Police Chief Reynaldo Pawid (right) in a ceremony witnessed by Barangay Beckel officials and residents.

Hedcor, Inc. reaffirmed its commitment to one of its host communities when it turned over a community police assistance center (COMPAC) located in Central Beckel, La Trinidad.

"We would like to thank Hedcor for all the help they have extended to La Trinidad and the whole of Benguet," said Governor Nestor Fongwan.

Hedcor funded the construction of the P315,000 COMPAC, in cooperation with the

Aboitiz Group Foundation, Inc. (AGFI) and the Municipality of La Trinidad. The COMPAC is strategically located along the Benguet - Nueva Vizcaya National Highway and near Beckel's schools and business establishments.

"We are glad to be of service to our community," said Hedcor Vice President Miguel Romero-Salas. "This part of La Trinidad is fairly remote from police stations so we decided to go with the project for the benefit of Beckel residents," he added.

Cotabato Light donates computers to police

By Donjie Vertuoso



COMPUTER SETS FOR SULTAN KUDARAT POLICE: Cotabato Light Comrel Officer Anna Lean Nataño shakes hand with P/Sr. Insp. Esmel Acmad Mama PNP/COP during the donation turnover of three computer sets, while other officers and staff look on.

Cotabato Light & Power Company and the police force at Datu Odin Sinsuat (DOS) are partners in peace building, public service and the war against electric pilferage.

As a gesture of support and public service, the company has donated two computer sets to the DOS police detachment. Police Chief Fatima

Malao received the donations at his office at Datu Odin Sinsuat, Shariff Kabunsuan Province.

CLPC Community Relations Officer Anna Lea Natano, together with ISD Supervisor Reginald Gustilo and support staff, turned over the donations. These complete the six computer sets, worth P150 thousand, donated to police offices namely, the BFP-City Fire Office, SK Police and DOS Police detachments.

The company had earlier donated three brand new computer sets to the municipality of Sultan Kudarat Police Office. Chief of Police Senior Inspector Esmel Acmad Mama also received the donations from Anna Lea Nataño and Engr. Reginald Gustilo.

"We will continue to help our law enforcers within our franchise area, for they play an important role in peace keeping. The police force are our partners in our anti-pilferage campaign. We believe that together we can build a better and peaceful community," says Natano.

Subic EnerZone adopts SBMA ambulance



The ambulance "adopted" by SEZ from the SBMA-EMS

Subic EnerZone Corporation (SEZ) has adopted one of the ambulances of the Subic Bay Metropolitan Authority (SBMA) as part of its corporate social responsibility in the Freeport Zone and in surrounding communities.

SEZ's adoption of the ambulance of the SBMA Health and Safety Group was formalized through a memorandum of agreement (MOA) signed between SEZ EVP & COO Benjamin Cariaso and SBMA Administrator Armand Arreza.

Under the agreement, SEZ will adopt one ambulance and shoulder the expenses for its annual repair and maintenance services.

"We hope that the example set by EnerZone will entice more investors to do the same, not only for the SBMA, but also for the neighboring local government units as well," Arreza said.

Metaphil donates bridge to Balamban barangay

Metaphil, a division of the Aboitiz Construction Group, Inc., has donated a 680-thousand girder bridge to Barangay Buanoy in Balamban. The bridge provides easy access to residents who want to reach the proposed public market site. Before the bridge donation, some 10,000 residents had to pass through the creek to reach the other side.

During the formal turnover ceremony, Buanoy Barangay Captain Soledad Milan thanked Metaphil for "realizing our long-time dream of convenient access".

For his part, Metaphil President and Chief Operating Officer Napoleon Pe said, "The bridge donation shows not just our passion to build but also our passion to serve the community."

Metaphil Chairman & CEO Roberto Aboitiz also affirmed "the Aboitiz corporate social responsibility and commitment to be the neighbor of choice".

The donation is a joint undertaking with the Aboitiz Group Foundation, Inc.

RAFI's Young Minds Academy scholars propose projects for the environment

By Michelle Ann Belen



THE BEST OF YOUNG MINDS. Seventy four scholars from the Young Minds Academy receive their certifications and awards during the YMA conference and culmination program on August 18. With them are RAFI Chairman Roberto Aboitiz, Chief Operating Officer Domi Chua, Managing Trustee Marian Aboitiz, and Executive Director Evelyn Nacario Castro.

Scholars of the Young Minds Academy (YMA), a youth citizenship and leadership program of the Ramon Aboitiz Foundation, Inc. (RAFI) recently proposed projects to help solve environmental problems in a conference held at the Cebu International Convention Center.

The scholars, who were formed into teams, were classified into three generations: Generation 1 (21–30 years old), Generation 2 (17–20 years old) and Generation 3 (12–16 years old).

After various training and immersions since January 2007, the scholars formulated projects that addressed issues on YMA's theme – environment. Ten proposals on global warming, biodiversity conservation, coastal management, solid waste, endemic bird protection, river rehabilitation and environmental awareness, among others, were selected and presented

during the conference.

Representatives from the Department of Environment and Natural Resources (DENR), Department of Education, National Economic Development Authority (NEDA), United Nations Development Program Global Environment Facility – Small Grants, Ayala Foundation Inc., Association of Foundations, Guiuan Development Foundation, Peace and Equity Foundation, and the Foundation for the Philippine Environment, were invited to evaluate the proposals.

Teams from each generation were awarded the "Innovative Young Minds Award" for their most innovative, relevant, and sustainable proposals.

Team Mt. Manunggal of Generation 1 received the award for their proposal,

"Promoting Local Government Initiated Clean Development Mechanism to Mitigate Climate Change." From Generation 2, the same award was given to the Mt. Licos team's, "Medellin Coastal Management Initiative".

Team Osmeña Peak of Generation 3, also received the award for their "Youth Empowerment in Zaragoza".

The winning proposals will be funded by RAFI and other interested private and public institutions.

In his message during the culmination ceremony held on the same day, RAFI President, Roberto E. Aboitiz, emphasized the importance of making the right choices. He encouraged the YMA scholars to discover their purpose in life and fulfill their roles "To give back to society, to your community, and to your country".

The 74 pioneer YMA graduates underwent training for eight months on leadership, basic social development, research, and proposal development. They also immersed in different communities in Cebu and were exposed to the work of other environment and social development-oriented organizations in Davao and Samar.

"Your trust and confidence is an encouragement for us to do more and share more," said Bonifer Nacorda, one of the scholars upon sharing his insights on the program.

Launched in October 2006, YMA aims to develop the character, build competence, and promote active citizenship among the 16 teams with five members each who were admitted to the program.

Young Minds Academy Season 2 will be launched in September this year and it will focus on public health. Interested applicants may contact the Program Officer of the Eduardo Aboitiz Development Studies Center at (032)255-5626 or email myan@rafi.org.ph.

RAFI, LGUs ink MOA for school repair

The Ramon Aboitiz Foundation, Inc. (RAFI) and Cebu municipalities Borbon and Balamban have inked a Memorandum of Agreement (MOA) for the repair of three public elementary schools. RAFI President Roberto Aboitiz, Borbon Mayor Neal Vergara and Balamban Mayor Alex Binghay signed the MOA.

RAFI will rehabilitate and repair the Campusong and Managase Elementary Schools in Borbon and the Biasong Elementary School in Balamban. For the three schools, RAFI will give construction materials amounting

to an estimated P800,000 while the Local Government Units (LGU) will provide the project's labor requirements.

Under its School Repair and Rehabilitation Project that began in 2004, RAFI repairs dilapidated classrooms in order to give school children a safe and conducive learning environment.

"Our children deserve a better environment," said Mr. Aboitiz, as he pointed out the collective efforts of RAFI and other stakeholders in helping address education-related concerns.

RAFI has already repaired 88 classrooms in 22 schools in southern Cebu. Ongoing repairs are being undertaken in northern Cebu, with 174 classrooms in 53 schools from 13 towns included in the project. Once completed, the project covers a total of 258 repaired classrooms in 75 schools, benefiting thousands of pupils.

RAFI's partners in this project are the Department of Education (DepEd)-Cebu Province Division, LGUs and the Parents-Teachers-Community Associations (PTCA).
(Carissa Faith Baquiran)

On being an Aboitiz scholar

By Beryl Ann T. Manching

“To be a scholar does not only mean enjoying benefits. To be a scholar means always striving to excel, giving more of what you are expected to give, sharing your learning with others.”



The mind is like a business entity. You invest on it, it grows, and as long as it is managed well, it yields good produce. In the case of investing in the mind, money is not the determined result, unlike business. Instead, it is knowledge—the investment that can yield a fruit called progress.

This, undoubtedly, is the reason why we Filipinos put high value in our education. I often hear my parents say that education is the only possession that can never be stolen from us. Education is a liberating force, that which shuns ignorance to pave way for understanding.

However, with the prevailing colonial, commercialized and repressive educational system, this liberating force is desolately cast to prison. The supposedly free public education provided by government now comes out as an expensive commodity. At present, we are experiencing an across-the-board lack of textbooks, classrooms, facilities, plus the diaspora of teachers.

This situation openly leads to the path of illiteracy. If we, the youth, should be named as the future of the country, it would mean being equipped with quality education and life skills to improve our economic conditions. However, with the dismal situation of the educational system,

thousands of high school students seek tertiary education after graduating but are thwarted from stepping on to college because of the high price tag attached on education.

Seeing this condition as integral to the country's development and determinant of our future, the Aboitiz Group Foundation Inc. (AGFI) chooses to invest in the minds of the new generations by supporting Filipino students in their elementary, high school and college education. This support is concretized by the allocation of half of AGFI's total budget to various education-related projects such as infrastructure building, equipment donation, skills training programs, and scholarship grants all over the country.

In Lapulapu City's Science and Technology Education Center (STEC) alone, my former high school, one could see how AGFI has placed prodigious efforts in meeting its corporate social responsibility. On infrastructure, AGFI has generously provided STEC with equipment-complete physics and chemistry laboratories. These buildings have been constructive in the process of scientific learning since these are open not only to STEC students, but also to other public schools within the city.

For scholarship grants, AGFI has supported 5 pioneer STEC scholars in 2002—basing on the top passers of the entrance exam—by providing monthly financial assistance. This further expanded with the batches that followed, where up to 10 scholars are added on the list every year.

The college scholarship program, recently employed in 2004 as an “experimental project” (as how Executive Vice-President Sonny Carpio calls it) has 9 scholars at present. And because the “experiment” showed an exemplary result, in the coming years AGFI will continue to give college scholarship grants to 5 deserving students every academic year.

In the lens of corporate social responsibility, I have seen AGFI's prominent endeavor in

preparing the next generation of Filipinos in leading the country and elevating our standard of living. Not only focusing on their business events for profit maximizing, as what an ordinary person would think of business entities, Aboitiz shows an admirable concern in today's relevant issues, and an immeasurable trust that the youth, indeed, is capable of leading the country.

Indeed, AGFI has a big heart for education. As one of the many scholars all over the country that AGFI supports, I have always called myself blessed. For five long, fruitful years and still counting, the scholarship has helped me a lot. In matters of finance, this is the time when one less spending for my college education means one additional opportunity for my two sisters to continue with their schooling. And just as how I expect AGFI to feel in seeing the fruits of their investments in the mind, I feel fulfilled too, for it was not only me who benefited from the grant, but also the whole of my family.

To be a scholar does not only mean enjoying benefits. To be a scholar means always striving to excel, giving more of what you are expected to give, sharing your learning to others. Maria Montessori once said, “If education is always to be conceived along the same antiquated lines of a mere transmission of knowledge, there is little to be hoped from it in the bettering of man's future. For what is the use of transmitting knowledge if the individual's total development lags behind?”

The individual's total development, if it should move forward instead of lagging behind, should mean transforming minds and transforming lives. This will then bear the fruit we have always sought everywhere—the fruit called progress. Be as it may, as more AGFI scholars are produced, more contributions to the society are expected back. We have AGFI to be very grateful for our education, and we have the country to pay our intellectual harvests forward.

(Beryl Ann Manching started out as a STEC scholar in school year 2002–2003 and consistently maintained the scholarship until 4th year high school. She was 3rd honorable mention when she graduated from high school. Beryl Ann is among the first batch of Aboitiz scholars who graduated from STEC. She continues to be an AGFI scholar today, and is a 2nd year student at the University of the Philippines Cebu taking up Business Management. She belongs to the first batch of scholars in the foundation's purposive college scholarship.)

Beryl, a 2006 national champion for feature writing at the National Schools Press Conference in Kalibo, Aklan, is consistently elected as year level representative to the UP Visayas Cebu College Student Council. Early this year, she was a delegate to the Planned Parenthood Federation of America's inaugural Young Leaders Summit in Los Angeles, California.

Cleaners can be world-class shipbuilders too

By Jeziel Bacus

English social reformer Thomas Foxwell Buxton once said, "With ordinary talent and extraordinary perseverance, all things are attainable."

Bonifacio "Onie" Artajo Jr. never thought he could do more than cleaning when he joined FBMA Marine Inc. (FBMA) in 2003 as cleaner/messenger.

Onie is the sixth among 10 children of a humble fisherman and a homemaker. To help his parents make both ends meet, he stopped schooling while he was in his fifth grade to work as a househelp. After seven years, he decided to continue his studies. When asked on what made him go back to school he said, *"Lisod kaayo mangita ug trabaho nga nindot ug gamay ra ta ug grado kay bisan pag fill up ra sa simple nga mga forms sama sa biodata, dili ta kamao."* (It is very difficult to find a good job with just a little education. We don't know how to fill in forms – even the simple biodata form.)

After high school, Onie tried his luck in Davao by working as a cleaner in a banana plantation. It was not long when he realized that working in the plantation won't give him the fulfillment and the challenge that he wanted.

His hopes brightened when FBMA Marine, Inc., which is based in his hometown Balamban, opened in 1996. Armed with a high

school diploma and some years of experience in cleaning, he applied for a cleaning/messengerial post. He was accepted and worked at the administration building for a year and a half. In the performance of his duties, he was often asked to take documents to and from the admin building and the fabrication shed offices. This routine exposed him to process of shipbuilding and eventually planted in his heart a burning desire to learn and master welding.

Cleaning and doing errands are now tasks of the past for Onie who is now one of FBMA's highly skilled workers. His optimism and hard work have paid off. What sets him apart from the other welders is a rare skill -- he can do both Tungsten Inert Gas (TIG), Metal Inert Gas (MIG) aluminum welding as well as stainless steel welding.

In the highly competitive shipbuilding industry, steel welding requires great skill but aluminum requires much greater skill and expertise. Aluminum is lighter and requires welders to work faster as it melts quicker than steel. In general, welders who work with steel find it more difficult to weld aluminum as the machines used are far more advanced. The degree of effort exerted is more demanding and painstaking. For instance, the required personal protective equipment alone could weigh heavier and is bulkier than the normal equipment. Aside from being weather sensitive, aluminum is also required to be cleaned well before welding compared to steel, which is more robust, requires little cleaning and can be welded anytime.

Onie is an accredited Mig and Tig Welder. Metal Inert Gas (MIG) is a semi automatic process used for welding plates in making



Onie with the Piping Section team

vessel hulls. This type of welding can be done with just one hand. Tungsten Inert Gas (TIG) is manual welding mainly used for small tanks and pipes. TIG welding has to be done with both hands and requires more dexterity than Mig.

One of the greatest challenges that Onie ever faced was when he was asked to perform welding works in an upside down position. During the construction of the "Vlieland", a 64-meter ropax catamaran for Rederij Doeksen in Holland had to weld the fuel tank bushings of the vessel and doing it upside down was the best position he had to take in order to achieve quality results. His 4'10" height and medium build frame are advantages especially when working in confined spaces like the pod, hull and fuel tanks.

But these challengers do not deter Onie from pursuing his true calling and finding his niche. In fact, he saw these challenges as opportunities for growth and self-development. In the grand design of things, everything just fell into place perfectly.

To those who think they can't do much in life because of their unfavorable situation, particularly the lack in education, Onie echoes G.B. Shaw's words in Mrs. Warren's Profession – "People are always blaming their circumstances for what they are. I don't believe in circumstances. The people who get on in this world are the people who get up and look for the circumstances they want, and, if they can't find them, make them".

Indeed, circumstances don't make or unmake men, they reveal men to their true selves. They just did to Onie who rose from a simple cleaner to a world-class shipbuilder!

(This article won for Jeziel Bacus "Best Feature Story" in the 1st Aboitiz Group CorpCom Awards.)



Onie at the piping section of fabrication area

The Aboitiz Toastmasters Experience: An Integration to a Corporate Vision

"It was in 1989 when I had my first real encounter with Toastmasters. I found myself face to face with three Aboitiz team leaders, Jun Ocubillo, Romy Ronquillo and Fred Alva, who asked for my support to set up a Toastmasters Club in Aboitiz and Company. In making my decision, there was only one consideration: 'If it's going to do good for our team members, then let's go for it!'"

Jon Ramon Aboitiz

2003 District 75

Communication and Leadership Awardee

After that rallying encouragement from JRA, "go for it" they did and that same year the Aboitiz Toastmasters Club (ATMC) was chartered. Today, 18 years later, management continues to believe in the benefits that the Toastmasters Club gives not only to club members but to the company as well. ATMC, being the first Toastmasters club in the Aboitiz Group, is considered the mother club within the organization. To date, there are 10 clubs across the Group, and the number is growing. In the coming months, ATMC will be chartering three (3) new clubs.

It is a fact that communication is crucial in every situation, more so in the corporate world. To achieve tasks and goals, one needs to communicate with peers, subordinates, supervisors/managers, and even with top management. The Aboitiz Executive Committee agrees that presentation and communication skills are key ingredients to achieve effective job performance among company employees.

But acquiring these skills cannot be accomplished with just a one-time training; a

continuous and structured training provided by Toastmasters International is the better, more efficient way. ATMC members attribute their improved self-confidence and enhanced communication skills to their toastmastering experience. Many Aboitiz team members who are ATMC members have risen from the ranks to managers, assistant vice presidents and vice-presidents. Most of them who used to be shy and uttered countless "ahs" and "ums" now confidently present reports during corporate meetings.

In line with the Aboitiz Group's vision to provide an environment that empowers team members to excel, ensuring an atmosphere wherein they can achieve their aspirations and goals, the Corporate Human Resources Department is now in the process of integrating the Toastmasters program into the Group's Universal Training Program. Some of the major steps in this integration is to develop a customized presentation skills training that will be offered to employees and serve as a kick-off for those who are interested to join Toastmasters clubs across the Group.



To be able to justify the company's full subsidy of the employees' Toastmasters Club training, club members should commit to attend at least 60% or 12-13 meetings (out of the total 20-22 meetings) in a given T1 year; deliver a minimum of five speeches; and handle all, if not most, of the roles assigned during meetings. A semi-annual progress report of each Toastmaster member will be submitted to his/her team leader. This will form part of the employee's performance appraisal.

With all of these in place, ATMC's goal to to earn the Toastmasters International 8th President's Distinguished Club Award on its 18th year is definitely well within reach.

Kudos to ATMC and all Toastmasters Clubs throughout the Aboitiz Group! They are living up to the Aboitiz brand essence of Passion for Better Ways as they are all driven...driven to lead, driven to excel and driven to serve.

Toastmasters International gives the Aboitiz Group an Award of Distinction



Aboitiz Group recently received an Award of Distinction from Toastmasters International for being a staunch supporter and unwavering partner of Toastmasters. The Group was cited for providing opportunities to members to develop their communication and leadership skills, which in turn foster self-confidence and growth. AEV Chairman Roberto E. Aboitiz was present during the awarding by Toastmasters International President Johnny "Pawe" Uy.

In photo, ATMB Jovy Tan receives the award from Mr. Uy. With them are Mr. Aboitiz, ACB Arne Alfajardo, TM Heidi Odchigue, District 75 Governor DTM Alan Omlilla, and ATMB Christopher Camba.

VECO Toastmasters Club installs charter officers

by Ethel Natera

The Visayan Electric Company (VECO) Toastmasters Club is now officially a proud member of Toastmasters International (TI). Officially known as Club 1048302, the VECO Toastmasters Club held its chartering and installation of officers' ceremony on August 28 at the Casino Español.

The club's elected charter officers is led by Competent Toastmaster Irwin Pagdalian as president. Other officers are Julius Alagabre, vice president for education; JGermz Caballo, vice president for membership; Ethel Natera, vice president for public relations; Christine Caberte, secretary; Nelson Perez, treasurer and Bailey Del Castillo, sergeant-at-arms.

VECO Senior Vice President and Chief Operating Officer Jimmy. Aboitiz was keynote speaker during the chartering and installation ceremony. He reiterated management's support to the club and its mission of developing the communication and leadership skills of its members. As a public utility, VECO team members deal a lot with customers. They therefore need the skills training and confidence building, which Toastmasters can provide.

Area 22 Governor Arne Alfajardo (Aboitiz Toastmasters Club) inducted the officers into office. Distinguished guests from other Toastmasters Club were in attendance, led by

no less than TI's Immediate Past International President DTM Johnny "Pawe" Uy, District 75 Lt. Governor for Marketing Nolie Espina and District 75 (Philippines) Immediate Past District Governor DTM Alan Olmilla. Division C Governor Leony Tebelin (Aboitiz Toastmasters Club) made sure of the attendance of officers from other Cebu clubs.

The VECO Toastmasters Club was established on June 7, 2007 with 23 pioneering members. Its first regular meeting on June 18 was held under the guidance of their sponsor and mentor club, Aboitiz Toastmasters Club, led by its immediate past president Jovy Tan.

More than a month after its founding, all members have delivered their first speech projects and are on their way to achieve their personal goals. Notwithstanding its neophyte status, President Irwin rallied the club to go for the President's Distinguished Club, the highest recognition a club can receive in a Toastmasters year.

Toastmasters International is the leading movement devoted to making effective oral communication a worldwide reality. It is the undisputed world leader in public speaking training, with over 10,500 clubs and more than 200,000 members in approximately 90 countries. Founded in 1924 in Santa Ana,



Charter Officers of VECO Toastmasters Club, headed by Competent Toastmaster Irwin Pagdalian (2nd row, 5th from left), are installed into office in the presence of distinguished guests from the different Toastmasters Clubs in Cebu led by Immediate Past Toastmasters International President Johnny "Pawe" Uy and Immediate Past District 75 (Philippines) Governor Alan Olmilla. VECO SVP & COO Jimmy Aboitiz was guest of honor and keynote speaker.

California, its world headquarters is located in Rancho Santa Margarita, California.

Caption: Charter Officers of VECO Toastmasters Club, headed by Competent Toastmaster Irwin Pagdalian (2nd row, 5th from left), are installed into office. Immediate Past Toastmasters International President Johnny "Pawe" Uy and Immediate Past District 75 (Philippines) Governor Alan Olmilla led distinguished guests from the different Toastmasters Clubs in Cebu. VECO SVP & COO Jimmy Aboitiz was guest of honor and keynote speaker.

ATMC attains 8th President's Distinguished Club Award

by Olyzza Oyangoren



Tristan Aboitiz and ATMB Jovy Tan with the graduates, from left, ACG Riella Mae Baguio, CC Carlo Tumalak, CC Danny Naga, CC/CL Elena Carnacer, CC/CL Mervin Hermoso, CC Catherine Ayat and ACB Arne Alfajardo

The ACO-AVR was packed as members of various Toastmasters Clubs came to listen to the Aboitiz Toastmasters Club (ATMC) graduates deliver their final speeches last June 21. It was the moment that every ATMC member had been waiting for—the fulfillment of the promise by club president ATMB Jovy Tan (for Toastmasters Year 2006–2007). The graduation coincided with the club's attainment of the 8th President's Distinguished Club award, the highest recognition given to a Toastmasters Club by Toastmasters International.

Congratulations to the following graduates.

From the Communication Track:

- Elena Carnacer – Competent Communicator
- Mervin Hermoso – Competent Communicator
- Danny Naga – Competent Communicator
- Carlo Tumalak – Competent Communicator
- Catherine Ayat – Competent Communicator
- from ZGO, a visiting Toastmaster from Sinulog Toastmasters Club
- Arne Alfajardo – Advanced Communicator Bronze
- Riella Mae Baguio – Advanced Communicator Gold

From the Leadership Track :

- Elena Carnacer – Competent Leader
- Mervin Hermoso – Competent Leader

Group Corpcom gathers for annual get-together

By Paula Viegelmann-Ruelan

Corporate Communications representatives from Davao Light, VECO, Cotabato Light, Subic EnerZone, SN Aboitiz Power, Pilmico, Fil-Am Foods, Metaphil, AboitizLand, ATS, 2GO, Abojeb, AGFI and RAFI attended the Corpcom Continuing Education Lecture Series last Aug. 15-16 at the Milky Way Café in Makati City.

Organized by AEV Corporate Communications, this annual event is part of the team's thrust to continuously enhance skills and knowledge on areas such as corporate news writing and PR management that are essential to the practice of corporate communications.

Four media practitioners with different



Power communicators. Meralco's PR Officer Ritzi Ronquillo (center) with (from left) Subic EnerZone's Raymund Tamayo, Davao Light's Bong Saniel, VECO's Ethel Natera, SN Aboitiz Power's Rodolfo Azanza Jr., Subic EnerZone's Mars Escobar and Cotabato Light's Donjie Vertuoso



areas of expertise were invited as resource speakers for the two-day seminars. Business Mirror Senior Reporter Honey Madrilejos-Reyes talked about the proper practices and protocol in interacting with media. RGMA-7 President Mike Enriquez discussed how to make a news release that works for radio.

SunStar Managing Editor Michelle So gave new insights on how to deal with community papers while Meralco PR Officer Ritzi Ronquillo explained the intricacies of executing a crisis management program.

The lecture series culminated in the announcement of winners for the 1st Aboitiz Corpcom Awards.



Metaphil's Zeny Novabos, Most Valuable Team Player, is flanked by Paula Ruelan, Evelyn Paul, Theresa Sederiosa and Carol Ballesteros of the Branding and CorpCom team.



CorpCom Awardees: (Seated) Metaphil's Zeny Novabos and Cotabato Light's Donjie Vertuoso (Standing, L-R) Abojeb's Araceli De Guzman, FBMA's Jeziel Bacus, Aboitiz Transport's Judd Salas and Kate Alconga, AGFI's Elena Carnacer, and Davao Light's Bong Saniel. Not in photo is Hedcor's Israel Buenaobra.

1ST CORPCOMM AWARDS

Best Feature Story

Jeziel Bacus

(FBMA Marine)

Best Feature Story

(Public Service Category)

Judd Salas & Kate Alconga (ATS)

Go! Go! Go! Award

Araceli de Guzman

(Aboitiz Jebson)

News Stalker of the Year

Donjie Vertuoso

(Cotabato Light)

Most Valuable Team Player (MVT)

Zeny Novabos

(Metaphil)

CorpComm Team of the Year

Metaphil

Corp Comm Team of the Year

1st runner-up – Hedcor

Best News Story

Israel Buenaobra

(Hedcor)

Most Supportive Team

Davao Light

Most Resourceful Team

Cotabato Light

Most Punctual Team

Aboitiz Group Foundation

Most Productive Team

Cotabato Light

LECHON PARTY WITH MANILA MEDIA



Montxu Aboitiz welcomes media guests



Davao Light's Art Milan (standing 4th from left) observes a group of media during the games portion.



The annual get-together of the Group Corpcom Committee culminates in a lechon party attended by Group executives and Manila media. It becomes not only a venue for socializing and fellowship but allows media to get to know more about the Aboitiz Group through games and side interviews with executives.

This year's party was held at the Palm Grove of the Rockwell Club in Makati.



Montxu Aboitiz, Cholo Bernad, Subic Enerzone's Benjie Cariaso and Dante Pollescas.



Hedcor's Rene Ronquillo, Davao Light's Bobby Orig and Art Milan, Cholo Bernad and Montxu Aboitiz



Montxu Aboitiz points out to the media ladies the locations of the Group's operations.



UnionBank's Vic Valedopeñas being interviewed



SN Aboitiz Power's Manny Rubio.



Cholo Bernad, Vic Valedopeñas and Txabi Aboitiz



Txabi Aboitiz helping his team



AGFI's Sonny Carpio, Bobby Orig and Luis Miguel Aboitiz



Hedcor's Jovy Batiquin (standing), Bobby Orig and Cholo Bernad



Bobby Orig and Art Milan with reporters



Iker Aboitiz busy coaching his team



Luis Miguel Aboitiz being interviewed by media.



The Group CorpCom team

Iker Aboitiz appointed Aboitiz Power FVP & CFO



The Board of Directors of Aboitiz Power Corporation (AP) has appointed Iker M. Aboitiz as AP's new First Vice President and Chief Financial Officer (CFO). He will also act

as AP's Corporate Information Officer. He replaces Juan Antonio E. Bernad, who will now concentrate on managing the regulatory aspect of AP's businesses as its EVP for Strategy and Regulatory Affairs.

A graduate of Bachelor of Science in Business Management, Major in Finance,

from Boston College, Iker has extensive professional experience in corporate finance within and outside the Aboitiz Group. He was the CFO of Aboitiz Construction Group and a member of the Board of Directors and CFO of FBMA Marine, Inc., prior to his appointment as AP CFO.

Joseph Gonzales is AP Assistant Corporate Secretary



Atty. Joseph Trillana Gonzales has been appointed as new Assistant Corporate Secretary of Aboitiz Power, replacing Atty. Leah Geraldez, who will now focus on AEV. Joseph was previously Special Counsel of SyCip Salazar Hernandez & Gatmaitan Law Offices until he joined the Aboitiz Group in May 2007, as AVP of the Corporate and Legal Services of Aboitiz & Company. He is a graduate of Bachelor of Arts in Economics and Bachelor of Laws from the University of the Philippines. He also has a Master of Laws degree from the University of Michigan.

Benjie Cariaso appointed EVP & COO of Mactan, Balamban Enerzones



Benjie Cariaso, Jr. has been appointed as Executive Vice President and Chief Operating Officer of Mactan EnerZone (MEZ) and Balamban EnerZone (BEZ), the distribution utilities that were recently transferred to Aboitiz Power (AP). His success and experience as EVP and COO of Subic EnerZone will provide the leadership and guidance towards developing both MEZ and BEZ into world-class utilities. The operations of three Enerzones under one COO will provide cohesion, focus and synergy for AP's EnerZone brand of utilities.

Aboitiz Power opens Regulatory Office in Makati



ATTY. KATRINA M. PLATON
Head of Legal and Admin Manager – Electricity Regulatory

Kate manages the Makati Regulatory Office and handles all its administrative functions. She coordinates with ACO, and the distribution and generation companies in all aspects of legal functions that pertain to the electricity business; coordinates with external lawyers for Aboitiz Power Corp. (AP) cases, including partnership meetings with internal lawyers in the power group. She also prepares Excom and Board Reports for the Regulatory Office, including reporting as may be required.



DENNIS R. SIATON, C.P.A.
Regulatory Affairs Manager

Dennis' responsibilities include the implementation of the PBR groupwide; studying previous and new ERC guidelines including consolidation of comments, and attending public hearings. He also handles new ERC applications, including pre-filings, actual filings and hearings; regulatory requirements of the retail and wholesale electricity businesses for AESI, generation and the DUs.



EDVARD IAN NOEL R. GONZAGA, Industrial Engineer
Senior Financial Analyst – Electricity Regulatory

Ian, who is still Cebu-based, reviews and submits VECO, MEZ and BEZ regulatory reports and requirements; assist groupwide ERC applications that will require financial studies; assist Groupwide PBR financial studies and requirements; annual reports for PSALM and ERC; DOE requirements, including operating and financial projections; assist in the review of VAT implementation; review of monthly rate groupwide (generation and transmission charges); conduct inventory of all ERC cases, and assist Accounting in preparing budgets.



JOSE FELIPE V. MOLEÑO, C.P.A.
Utility Economics Manager

Among Philip's functions are the review and submission of ERC compliance reports for DLPC, CLP, SEZC and SFELAPCO; follow-up of old and new ERC cases, regulatory requirements of generation companies; implementation of AESI retail and wholesale electricity businesses; assistance to SFELAPCO in all of its regulatory cases; and coordination with other industry players, like PSALM, NPC and TransCo.

Ched Saavedra, AVP-Comptroller for AP



Previously Finance Manager of Pilmico Foods Corp., has been moved and promoted as AVP-Comptroller for Aboitiz Power Corp. (AP). She joined Pilmico as an accounts payable supervisor in May 1999, moving steadily from financial analyst to finance services officer then on to being finance manager. In AP, she takes over Alvin Arco's accounting and controllership tasks as Alvin moves to Regulatory Affairs.



ROBERTO N. VIDAL, Electrical Engineer
Senior Engineer – Electricity Regulatory

Bert is a new member of the Aboitiz Power Corp. A graduate of BS Electrical Engineering from UP Diliman, he is currently taking up Master of Science in Energy Engineering in the same university. Previously with the Energy Regulatory Commission, Bert brings with him extensive experience in Regulatory Operations.

New SVP for Davao Light



Arturo "Art" M. Milan (AMM) has joined Davao Light & Power Company as SVP for Administration, effective July 1. Together with EVP Bobby Orig and VP Bien Garcia, they make up Davao Light's senior management team for administration.

AMM previously worked with the Davao Union Cement Corporation (DUCC, now Holcim Philippines, Inc.) holding various positions over a period of 23 years. Among these positions are administrative assistant, branch manager, area marketing manager, assistant marketing manager, assistant to the SVP-Marketing, AVP-Marketing, VP - Marketing, VP- Export, VP and Regional Head - Sales & Marketing, and VP-Corporate Planning. Before joining Davao Light, he was Holcim's VP- Alternative Fuel and Raw Materials.

New VP for Abojeb Shipman



Odd Are Sletten is the new Vice President for Abojeb Ship Management Department. He

replaces Harry Beiermann who resigned last June 30. A Norwegian, Sletten is a naval engineer by education and a chief engineer/superintendent by profession. He worked as Marine Personnel Manager of Team/Vista Ship Management AS before he became Managing Director of Viken Ship Management AS and Wallem Shipmanagement Norway AS. Sletten looks forward to working in the Philippines. He joins Abojeb in September 2007 bringing with him a good track record in technical, commercial and crewing management. *(Ma. Lourdes Lazaro)*

WELCOME TO THE TEAM



Carmela I. Naranjilla, AVP for Investor Relations under AEV. Mela brings with her extensive experience from the investment field. She has worked in several leading firms such as ING Barings, Standard Chartered, Newgate Management and most recently, San Miguel Corporation, where she was a Senior Project Analyst. She comes from Manila, and graduated cum laude from the School of Economics at the University of the Philippines, Diliman.



Iris Louise Dorado is the new Corporate Audit Manager. A magna cum laude graduate of BS Accountancy from the University of San Carlos, she earned her CPA in October 2000 and earned her CIA in the U.S. in November 2003. She previously worked with large corporations such as Purefoods and San Miguel Corp. Before joining Aboitiz, she was Region Finance Officer of Monterey Foods Corporation. Iris will head the Corporate Audit team for Cebu and Makati



Atty. Wilma J. Kho, Associate General Counsel ACO- LEX Makati. Prior to joining ACO, Wilma was connected with Land Bank of the Philippines as Legal Counsel and Management Committee Secretary. She finished her BA Philosophy at the University of the Philippines, Diliman and took her Bachelor of Laws at San Beda College of Law.



Sheryl Veloso, Corporate HR Recruitment Specialist. Sheryl was previously connected with Winsource Solutions Philippines as an Employment Services Analyst, and had various stints in Behavioral Dynamics Inc., Smart

Communications, Educational Development Center and at Sacred Heart School-Jesuit. She graduated BA Psychology from University of the Philippines Cebu and is currently finishing her Masters Degree in Industrial Psychology at the De La Salle University, Manila.



Maricor Vosotros, Corporate HR Assistant, earned her Bachelor of Science degree in Information Technology from Benedicto College in 2004. She was previously with AEV Corporate Communications as project assistant.



Gila Rose A. Degumbis, Paralegal ACO- LEX Makati Team. Gila is a graduate of Bachelor of Laws graduate from Adamson University. Also a BS Accountancy and BCS Management degree holder, she was previously an Executive Assistant at Aboitiz One and also an Executive Secretary at Aboitiz Transport System.



Perte Omega, paralegal of ACO Lex, earned her Economics degree from the University of San Carlos in 1996 and in 2001, graduated from USJ-R with a Bachelor of Laws degree. She previously worked as a legal precoder and researcher at Innodata XML Content Factory, Inc.



Danilo Jose, Aircraft Mechanic for AEV Aviation. Formerly aircraft mechanic for TransCo, Danilo has 24 years of experience in the field of general aviation serving such companies as the Asian Aerospace Corporation, Jaka Transport Corporation and the Cocofed Marketing Corporation.

New CIA



Corporate Auditor **Mark Jeandre Saveron** has successfully earned the global distinction of Certified Internal Auditor (CIA) released by the Institute of Internal Auditors (IIA) on August 6, 2007.

In May, Mark joined thousands of hopefuls worldwide in competing in the global arena

of professional certification examination last May 2007. The four-part examination, which covered topics on Internal control, IT Audit, Financial/Management Accounting and General Management, was given by IIA-USA. With this feat, Mark is one of only about 700 Filipinos (as of May 2007), who have gained the seal of global excellence in the field of internal auditing. He joins six other CIAs in the Corporate Audit Team.

PROMOTIONS



Ivy Eleanor Uy, formerly a finance analyst of the Corporate Finance Group, has been moved and promoted to Finance Officer for Pilmico Foods Corporation, effective September 1. Ivy joined Aboitiz and Company in September 2004 as administrative assistant, and quickly moved to become a financial analyst, where she handled the financial reports for various companies in the Group. She was seconded to Pilmico in the past couple of months prior to her new position as Finance Officer.



Garmond Omale, to ACO iCSD Infrastructure Group Supervisor. His major responsibility is to ensure that all infrastructure services are supported and delivered according to defined service matrices.

He will handle Infrastructure Problem Management and IT Security Administration, among others.



Natasha Neri, to HR Officer for Organization Development and Special Projects. Natasha joined the HR Team as Organization Development Specialist in August of last

year. Her undeniable passion for her work and commitment to continuous improvement paved the way for her to assume this new role.



Champ Yared, to HR Officer for ACO Makati. Champ was with the ACO Cebu HR Team for three years as Benefits Administration Specialist.

He was transferred to ACO Makati to handle HR Operations last January, and has since proven his ability to manage, coordinate, and handle various responsibilities.



Wendy Gumera, to Paralegal 2 ACO-Lex Makati. This promotion is a result of the strong dedication and high level of competence that Wendy has shown on the job.



Ramny Guatelara is new senior accountant for Balamban EnerZone and Mactan EnerZone. He joined Aboitiz Power in 1999 and in 2003, moved to Subic EnerZone. In his four years

there, he handled accounting, HR, warehousing, purchasing, admin, IT and corpcom.

Aboitiz & Company, Inc.

President & CEO
Jon Ramon Aboitiz

Chairman
Enrique M. Aboitiz

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