

aboitiz eyes

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The distinctly unique way we do things.

The way we constantly nurture our passion for better ways .

Driven is what we are...driven to lead, driven to excel, and driven to serve.

Our time-honored values of integrity, teamwork, innovation, and responsibility are what guide us.

Creating long-term value for all our stakeholders is a mission we uphold.

We value our fellow team members and celebrate our successes.

As leaders, we mentor and foster teamwork. We speak what's on our mind and deliver results for sustainable growth. Above all, we walk our talk and lead by example.

Sustainability is at the core of our vision for our future.

There is only one way we can realize this vision.

It is through The Aboitiz Way.



From Yolanda to Ruby, our nation stands strong.

We extend our heartfelt gratitude to all our generous partners who give of themselves and their resources, for helping our brothers and sisters in the Visayas rise from every calamity.

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Cover Story



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THE ABOITIZ LEADERSHIP DIMENSIONS

The Aboitiz Way and the new leadership dimensions

Here at Aboitiz, our culture is fondly called “The Aboitiz Way”—brought to life by our A-people, the team members who live and breathe all of the elements that make our organization unique from all the rest. For us, it starts as a mindset that drives us to constantly search for better ways of doing things and acts as a filter for the ideas that we pursue, nurture, and reward. This mindset is our brand essence of “Passion for Better Ways.”

To ensure that this mindset comes alive in our daily work life, we have a set of core values that act as a guiding framework for how we behave, how every decision is made, and how every action is taken. Integrity, Teamwork, Innovation, and Responsibility define who we are, and these values drive everything that we do in the organization.

Having clarity about what we believe in, what we value, and how we lead must also be manifested in the way we present ourselves to the world. How we are perceived – our brand differentiators (driven to lead, driven to excel, and driven to serve) – make this clear to us.

To create a truly high performing enterprise, it is also important to have defined leadership characteristics. These differentiate what makes a leader within our culture. In April last year,

22 senior executives embarked on a leadership journey, setting out to identify how to raise the level of leadership competence across the enterprise, and the dimensions that characterize the Aboitiz Leadership Brand. This group of leaders worked with an Australia-based consulting firm called Catalyst Leadership to help us define these dimensions. The year-long process began with a 360° feedback assessment and was followed up by several group discussions throughout the year, resulting in the identification of six dimensions that make up an Aboitiz Leader:

1. **Mentoring and Developing**– The leader's ability to develop others through mentoring and maintaining growth-enhancing relationships.



Corporate Center



Strengthening the six identified leadership dimensions within ourselves and our organization is most crucial for the Group's continued success. It is our responsibility as leaders to be a role model for the six Aboitiz leadership dimensions in how we think, decide, manage, and communicate.

Erramon I. Aboitiz

Group President and Chief Executive Officer



2. **Fostering Teamwork**– The leader's ability to foster high performance teamwork among team members.
3. **Courageous Authenticity**– The leader's willingness to take tough stands, bring up the "undiscussable" (risky issues the group avoids discussing), and openly deal with difficult relationship problems.
4. **Achieving Results**– The leader is goal directed and has a track record of goal achievement and high performance.
5. **Sustainable Growth**– The leader's ability to achieve results that maintains or enhances the organization's long term effectiveness.
6. **Integrity**– How well the leader adheres to the set of core values and beliefs he/she espouses, how well he/she can be trusted to walk the talk.

In his presentation to all key leaders groupwide last July 18, Erramon Aboitiz, Group President and Chief Executive Officer, emphasized that "strengthening the six identified leadership dimensions within ourselves and our organization is most crucial for the Group's continued success. It is our responsibility as leaders to be a role model for the six Aboitiz leadership dimensions in how we think, decide,

managed and communicate."

"The Aboitiz Group must keep pace with the constantly evolving business environment by developing leaders and key talent. Let us all commit to this leadership journey and develop even stronger and more focused capabilities as we lead the Aboitiz Group in pursuing more exciting opportunities for explosive growth," he enjoined.

Each strategic business unit leader cascaded these Aboitiz leadership dimensions to their respective teams throughout the months of August and September. To sustain these throughout the organization, group initiatives are being developed which are geared towards closing the gap between the current and future state of each dimension in our corporate life.

All of these combined now form the comprehensive system of our core values and beliefs that enables us to achieve our mission of creating long-term value for all our stakeholders. This is the Aboitiz Way, which has nurtured and strengthened the enterprise these last hundred years, and will continue to do so for the next hundred and more. This is what will propel us to achieve our vision to be a truly sustainable enterprise that can be entrusted to future generations.

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MESSAGE FROM THE GROUP CHAIRMAN

November 27, 2014

Dear Fellow Team Members,

On behalf of the Board of Directors of Aboitiz & Co. (ACO), Aboitiz Equity Ventures (AEV), and Aboitiz Power Corporation (AboitizPower), I would like to make an important announcement on a matter that was discussed and approved today by all the Boards.

Your Board of Directors is responsible for ensuring that the Aboitiz Group's long-term goals are achieved and at the same time protecting the interests of all our stakeholders which include our shareholders, team members, partners, creditors, customers and everyone who has honored us with their trust.

On top of our responsibilities related to corporate governance, strategy and business direction, and capital allocation is the crucial duty of ensuring organizational preparedness and succession.

The Aboitiz Group's growth since 2006 has been unprecedented. That year we began actively participating in what we considered as a "once in a life time opportunity", winning strategic assets in the privatization of National Power Corporation assets.

In parallel to this explosive growth, we are seeing the competitive and regulatory landscape become more challenging. Stakeholder expectation has increased across the board adding to the complexity of our current and future business environment.

Over the past few months, the Board and the senior management team have completed the Group's long-term strategic plan, which not only involves further expansion of our current businesses, but identifies infrastructure and infrastructure related businesses as our fifth leg. We also concluded that our growth in the medium to long-term will include international expansion.

You may also be aware that over the past few years we have had several senior officers retire and in fact, we have had to extend the service years of some of our professionals.

The convolution of all these circumstances has put and will continue to put a lot of strain on our organization. Your Board feels it has to take exceptional precautions to ensure that this does not put our future at risk.

With this in mind, I wish to announce the decision of the Boards of ACO, AEV and AboitizPower to defer the retirement of our Group CEO, Erramon I. Aboitiz, and AboitizPower President, Antonio R. Moraza, to December 31, 2019. This means a three-year extension for Montxu and a two-year extension for Tony.

We believe a major factor in our Group's success over the past 100 years has been a smooth and seamless passing of the baton to the next group of leaders, allowing the continuity of long-term policies and business plans.

The Boards have full confidence in the Group's current organization. We are very pleased with the competency and the professionalism of our teams and how the organization is developing to face the challenges of our current and future business landscape. We are confident that in a few years, we will be ready for a smooth transfer of leadership to continue executing our strategic initiatives.

To all our team members, we thank you for your continued commitment, hard work and invaluable contributions to the Aboitiz Group. We are very proud of all of you and your achievements.

Let us all continue to be driven by our Passion for Better Ways, upholding our mission to create long-term value for all our stakeholders. Let us be focused on pursuing our vision to be a truly sustainable enterprise that we can entrust to future generations.



The Boards have full confidence in the Group's current organization. We are very pleased with the competency and the professionalism of our teams and how the organization is developing to face the challenges of our current and future business landscape.

-JRA


Jon Ramon Aboitiz
Aboitiz Group Chairman

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AEV celebrates 20th listing anniversary at the Philippine Stock Exchange

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Equity Ventures



years of creating value
for all our stakeholders

“Our IPO price in 1994 was P5.70 per share; today, after adjusting it for stock dividends, it is approximately 15 times its initial price, equivalent to P83 per share. Our total return to shareholders over the past five years is 61% compounded annually, and recognized as one of the best performers for a PSE listed company. Today we also have one of the highest dividend yields among blue chip conglomerates.”



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“Over the past two decades, whether through organic growth, strategic partnerships or acquisitions, we remained disciplined, focusing on our core competencies and strategic plans, with the end goal of creating long-term value for all our stakeholders, not just our shareholders but to include our customers, team members and communities.”

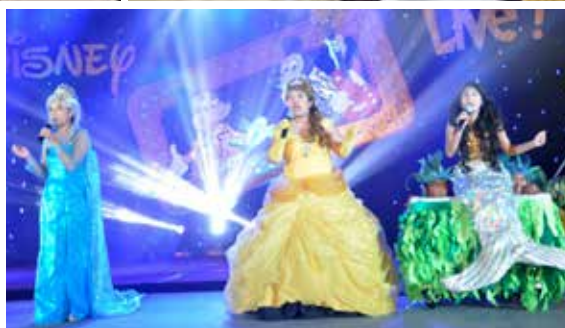
–Erramon I. Aboitiz, AEV President and Chief Executive Officer, December 4, 2014





Aboitiz Recognition Night 2014

Cebu





Special Feature

Dreams come true at Cebu Recognition Night 2014

By Yhol Colegado



The Royal Ball of the “Kingdom of Aboitiz”, also known as AEV Cebu’s 2014 Recognition Night, gave team leaders and team members an experience straight out of the magical world of Disney where dreams come true.

A-people came out in full force as handsome princes and beautiful princesses in colorful costumes inspired by well-loved Disney characters and gathered at the Casino Español de Cebu’s ballroom.

The entertainment was superb featuring the mesmerizing performance of Cebu Aboitiz Talents from different departments who sang timeless theme songs from our favorite Disney movies such as Pocahontas (Katrina Aliman of AEV Accounting), Mulan (Marinel Mangubat – AEV Legal), The Little Mermaid (Ana Fe Garcia of AboitizPower DU), Beauty and the Beast (Cris Cabatingan of AEV HRQ), and Frozen (Leah Tipdas of AboitizPower Accounting).

The finale was also nothing short of amazing as it took everyone on Aladdin (Ivan Covacha of Aboitiz Foundation) and Princess Jasmine’s (Jennifer Viray of AboitizPower Accounting) magic carpet ride to a whole new world.

Of course, the highlights of the night were the recognition of the Aboitiz Group service awardees and the announcement of the Team Awards winners.

Junjet Primor, the long-time event consultant

for AEV HRQ for the annual recognition night, was also honored that evening for his 20 years of sharing creative and magnificent ideas that make every Cebu Aboitiz event spectacular, fun, and memorable.

For me, being with the Aboitiz Group for a decade has been filled with unforgettable experiences, not only with my fellow team members but with all kinds of people I meet on the job. I’m thankful for all the opportunities the company has given me, proud as I am to be an Aboitiz team member. I remember my simple daily prayer back then: “Lord, please give me a job in an office that’s air-conditioned because I don’t want to sweat. And a workplace that’s near our house because I don’t want to commute.” Indeed, He granted both requests as I was hired in 2004 as a corporate communications assistant at a company whose office is within walking distance from our place.

It did not take long for me to find out that Aboitiz is a company that truly nurtures and takes care of its employees. The Aboitiz culture, the feeling of belongingness, the many opportunities to learn and travel are just some



I will keep on loving what I do, knowing that everything good will follow. My passion for better ways will be burning bright as I seek, nurture, make full use of, and continue to share my talents with others.

of the factors that have made me stay. But the most important one for me is the people I work with. Through them, I have learned the greatest lessons and experiences in my career and applied these for my future growth.

I look forward to continuing my Aboitiz journey and am thankful for an environment that inspires and encourages everyone to be driven to lead, excel, and serve. I will keep on loving what I do, knowing that everything good will follow. My passion for better ways will be burning bright as I seek, nurture, make full use of, and continue to share my talents with others.



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Aboitiz Service Awardees

2014



MA. CRISTINA
Calumpang



YHOL
Colegado



MA. ELIZABETH
Ybañez



RAUL
Imperial



ANA CIELO
Oblianda



MA. JASMINE
Oporto



MA. CIELETA
Aniga



KATRINA
Planton



ERWIN
Chiutena



ENRIQUE
Llenes Jr. III



GERARDO
Morpos



EUFE
Santiago



GINA
Unabia



LEILANI
Monserrate



RENE
Sta. Maria



TEODORA
Ramirez



SOLEDAD
Almario



MARITES
Balbuena



ERWIN
Lagumbay



ANA LIZA
Aleta



IRMA
Lopuz



ANECITO
Rañoa



DANIEL
Masamayor



CLOVIS
Racho



LEMUEL
Lacsamana



LUZ
Salameda



REBECCA
Ruelan



MIKEL
Aboitiz



RENE
Ronquillo

- 10 Years:** Ma. Cristina Calumpang, Yhol Colegado, Ma. Elizabeth Ybañez, Raul Imperial, Anna Cielo Oblianda, Ma. Jasmine Oporto, Ma. Cielea Aniga, Katrina Planton, Erwin Chiutena
- 15 Years:** Enrique Llenes Jr. III, Gerardo Morpos, Eufe Santiago, Gina Unabia, Leilani Monserrate, Rene Sta. Maria, Teodora Ramirez, Soledad Almario
- 20 Years:** Marites Balbuena, Erwin Lagumbay
- 25 Years:** Ana Liza Aleta, Irma Lopuz, Anecito Rañoa, Daniel Masamayor, Clovis Racho, Lemuel Lacsamana
- 30 Years:** Luz Salameda
- 35 Years:** Rebecca Ruelan, Mikel Aboitiz, Rene Ronquillo

EIA: Aboitiz Group to venture into infrastructure

- **Group sees great need for infra development in both local and regional markets**
- **Strategic Review with Decision Process International yielded promising business opportunities for the group**

Aboitiz Equity Ventures President & CEO Erramon I. Aboitiz revealed that infrastructure will be the fifth leg of the Aboitiz Group's business. The huge requirement for increased infrastructure in the Philippines and other emerging markets across Asia was a major determining factor for the decision.

The announcement was made at the Coffee with the President forum where team members got an audience with EIA to talk about the company and related matters.

The move to take on a new venture came as a result of the recent Strategic Review, which was series of meetings and consultations among the group's senior management, board members, and Aboitiz family members. It was conducted with the help of management consultancy firm Decision Process International and sought to assess how the Group has been doing under its strategic pillars--grow the business, stakeholder engagement, build human capital, and execution excellence--in support of the company's mission to create long-term value for all stakeholders.

"We wanted to challenge our assumptions, to review the market trends and to look for continuous improvement," EIA said of their extensive study that yielded rewarding business insight on the direction the company will take. Below are some of them:

- The Philippine market still offers substantial scope for growth
- An emerging generation of young and

better-educated population will come into employment with a commensurate rise in demand for consumer goods

- Filipinos are going to become ever more demanding to have products and services that match their overseas experiences in the more mature markets.
- Competition will increase from both local and foreign players

Given these scenarios, the company has laid out a clear strategy for the business;

- Aside from increasing generation capacity to 2,000 MW, the power business will pursue development and other suitable opportunities both local and abroad
- ASEAN Integration means the Philippine/ASEAN banking market will change the local landscape and there is imminent need to supplement organic growth through new products and channels, with possible local or regional mergers or acquisitions
- With Pilmico's success inclined towards "basic needs products", the company will look into product expansion and develop a "going abroad plan" for the business
- AboitizLand sees viable opportunities to "scale up" and further expand in the industrial estate market through the LiMA Land acquisition
- Dependence on PPP projects will decrease but organizations will be formed to deliver the project management of won deals
- Improving the satisfaction of all of our

stakeholders and protecting and enhancing our reputation remains an important objective

- Excel at research in order to identify explicit and implicit needs of our target sectors, and monitor relevant innovations
- Excel at maintaining the highest level of financial discipline, risk containment and execution excellence
- Mentor Aboitiz Leaders that will guide us through our exciting future through the institutionalization of individual development responsibility
- Strengthen succession management program to ensure we anticipate succession and prepare for it
- Integrate future workforce planning into leadership development and succession management initiatives to pursue new opportunities and support growth

EIA ended his presentation by making special mention of one key strength in the organization that kept surfacing throughout the Strategic Review process.

"The Aboitiz Way is our behavior and beliefs nurtured and strengthened for over a hundred years. It is our moral compass, our values of integrity, teamwork, innovation, and responsibility that guides us in all our decisions, in all our actions," he emphasized.

The Coffee with the President forums were held last October 27 in Taguig and November 11 in Cebu.



The Aboitiz Way is our behavior and beliefs nurtured and strengthened for over a hundred years. It is our moral compass, our values of integrity, teamwork, innovation and responsibility that guides us in all our decisions, in all our actions.

Erramon I. Aboitiz

AEV President and Chief Executive Officer

Corporate HR holds Talent Optimization Forum 2014

By Mia Zamora

- **34 HR representatives from different BUs learned how to optimize talents more effectively**
- **Speakers from Assessment Analytics and Success Factors shared key HR points**

In support of our strategic objective to instill best practices and bring everyone up to the same level of excellence, the Corporate HR team recently hosted its 4th annual group-wide Talent Optimization Forum. This year's conference carried the theme "Driven: Empowering A-people to reach their highest potential".

The successful two-day event, held last October 1 and 2, was attended by 34 different HR representatives from all business units across the Aboitiz Group. These representatives are in charge of functions such as Talent Management, HR Systems, Learning and Development, and Talent Assessments.

Is potential more important than competency? How do we manage succession more effectively? What are the global best practices in Talent Optimization we should be checking out? What does it mean to promote a culture of Self-Driven Career development?

How do we maximize our talent assessment tools? These and other key questions were tackled through presentations from Corporate HR, as well as sharing of "Success Stories" from selected business units such as Pilmico's Project ME, VECO's KTR Sweep, AboitizPower Generation's Talent Management Framework and AboitizLand's 'Champions of Change'.

External keynote speakers were also invited to impart their expertise on different areas in HR: Liza Mapagu, Managing Director of Assessment Analytics, Inc. spoke about measuring potential and creating talent



EMPOWERING A-PEOPLE TO REACH THEIR HIGHEST POTENTIAL. HR representatives from all over the Aboitiz Group listen intently to one of the informative lectures delivered during this year's Talent Optimization Forum.

dashboards, and Christopher Reyes, Customer Success Manager of Success Factors tackled creating the platform to support self-driven career development. In the area of talent metrics, Robin Sarmiento of AEV Corporate Finance also spoke about creating a compelling data-driven story.

4th Talent Attraction Summeet tackles employer branding, social recruiting

Corporate HR recently held A Social Affair: The Talent Attraction Summeet (Summit + Meeting) 2014, gathering various Aboitiz talent attraction partners as part of its initiative to make talent attraction truly Better Ways.

This year's Summeet, which was attended by 30 talent attraction partners from all over the Group, aimed to foster ideas and big picture goals for the Group's Talent Attraction initiatives.

This year's Summeet focused on employer branding and social recruiting given the changes in the recruitment landscape brought about by technological and demographic shifts.

"As talent attraction evolves, we need to be able to be in the forefront. Bringing #BetterWays, our employer brand, closer to each business unit's target talents is the goal, and using social recruiting to do that goes hand in hand," Txabi Aboitiz (TA), Aboitiz Equity Ventures Chief Human Resource Officer said.

Anj Vera, Chief Executive Officer of TalentView, and Jonathan Ramirez, Enterprise Relationship Manager at LinkedIn, served as resource speakers during the Summeet.

Vera discussed ways of attracting talent through a strong employer brand, factoring in

the changing landscape of HR, understanding employer branding, and going social and digital.

Meanwhile, Ramirez talked about building a professional employer brand through leveraging the LinkedIn platform, particularly by understanding how LinkedIn touchpoints can transform a "passive candidate journey", and differentiating between social and online recruitment.

The Summeet concluded with the Talent Attraction Partners presenting their action plans for their respective business units.

Corporate Center

Aboitiz celebrates with media partners in Manila, Cebu, and Davao

- Annual media parties are a way to build relations with one of Aboitiz's key stakeholders
- "This party is our way of showing our appreciation for your continued trust and support for the Aboitiz Group."--EIA

The Aboitiz Group once again hosted its annual media appreciation parties in Manila, Cebu, and Davao in September, October, and November. This is part of the Reputation Management Department's effort to enhance and build relations with one of Aboitiz's top stakeholders.

This year's parties came with the themes "Rock of Ages" in Manila, "Media Got Talent" in Cebu, and "Let's Groove!" in Davao.

"For 11 years, Aboitiz has been hosting its annual Lechon Party, an event where we

celebrate with our friends in the media with good food, good drinks, and most of all, good company. Tonight is the night we relax a little, loosen a bit, and catch up on old friendships while making new ones," described Jim Aboitiz, AboitizPower Distribution Chief Operating Officer, at the Mindanao media party.

"This party is our way of showing our appreciation for your continued trust and support for the Aboitiz Group. Thank you for being our partners in communicating with the public about the Group's latest developments,"

Erramon I. Aboitiz, Aboitiz Equity Ventures, Inc. President and Chief Executive Officer, told Manila media.

"It certainly has been an exciting journey of expansion for AEV as we continue to build our businesses while staying focused on our mission to create long-term value for all our stakeholders. We ensure that value created also accrues to our customers, our host communities, our team members and other stakeholders," Andoni F. Aboitiz, AboitizLand President and Chief Executive Officer, told Cebu media.



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ABOITIZ GROUPWIDE SPORTSFEST 2014 AWARDING



The Aboitiz Honor Roll



Corporate Governance Asia The Best of Asia 2014 Awards

- Asia's Icon on Corporate Governance
- Asian Corporate Director Recognition Award (Erramon I. Aboitiz, AEV President and CEO)

Gintong Aklat Awards

- Best Book in Natural Sciences for "Shades of Majesty"

PSE Bell Awards

- Finalist, Listed Companies Category (Winner, 2013)



36th Catholic Mass Media Awards

- Cardinal Sin Catholic Book Award, Youth and Children's Books Category for "Life As It Should Be"
- Special Citation for Best Special Feature for "Life As It Should Be"



Corporate Governance Asia The Best of Asia 2014 Awards

- Asia's Outstanding Company on Corporate Governance

PSE Bell Awards

- Winner, Listed Companies Category



7th DOLE Social Partnership at Work Awards

- Child Labor-Free Establishment Award



9th DOLE Gawad Kaligtasan at Kalusugan Awards

- Silver Award, Institutional Category
- Bronze Award, Institutional Category



CNBC Asia Business Leaders Awards

- Asia Talent Management Award (Justo A. Ortiz, CEO and Chairman)

Corporate Governance Asia The Best of Asia 2014 Awards

- Asia's Most Promising Company on Corporate Governance

Did You Know?



A CLOSER LOOK AT OPEN ACCESS



Did You Know **Open Access** aims to encourage more investors into the power industry and help stabilize power rates through competition?

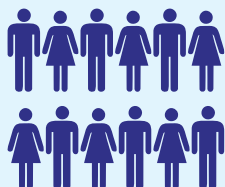
What Is Open Access?

“Open Access” refers to the system of allowing large power users such as contestable customers and retail electricity suppliers to choose their own suppliers, spurring competition among power players and lowering power rates.

Who are the Players in Open Access?

Contestable Customers

Large scale electricity users who consume an average demand of 1 MW and above.



Retail Electricity Suppliers (RES)

Entities authorized by the Energy Regulatory Commission (ERC) to sell, broker, or market electricity to end-users, and registered members of the Wholesale Electricity Spot Market (WESM).

How do customers benefit from Open Access?

Customers have more power of choice

Under Open Access, customers will have more power in terms of pricing, contract terms, supplier, and preferred power sources.



More predictable power rates

If large-scale energy users—especially DUs and electric cooperatives—contract their energy requirements in advance, there is more predictability on the rates to be imposed on consumers.



Incentive for investors to build more power plants

If investors can secure power contracts in advance, then there is more incentive to shell out the large capital requirement to build power plants.



AboitizPower's Own Open Access Experience

Did You Know AboitizPower currently has 58 contestable customers with total contracted capacity of 251 MW? This makes AboitizPower—with its three RES firms AESI, Advent Energy, and Prism Energy—the second biggest RES in the country after Meralco. Customers can also choose a combination of both renewable and non-renewable energy.

We usually design our contracts based on the needs of businesses as follows:



Load Factor driven - for customers who have high load factors (24-hour operation)



Time based - peak, off-peak rate structure for those who operate mostly at night (off-peak)



Capacity based - contract structure provided for conglomerates who would want to maximize a contract to complement group consumption



Antonio R. Moraza
President & COO, AboitizPower



Open access aims to encourage more investors into the power industry and help stabilize power rates through competition.

We would like open access to be fully implemented to give everyone the power to choose their own rates, energy sources, contract terms and supplier.

AboitizPower urges power contract reforms at AmCham forum

- AmCham forum featured AboitizPower's LMA and Pulitzer Prize winner and energy expert Dr. Daniel Yergin
- Government should be more supportive of energy investments, reform contract approval process –LMA

Aboitiz Power Corporation (AboitizPower) has called for the implementation of reforms to the country's power contracting process in order to attract ample investments in the growing energy sector.

Speaking at the American Chamber of Commerce of the Philippines' "Quest for Energy Security: Perspectives for 2030 and beyond—A Focus on the ASEAN Region" forum last November 4, Luis Miguel Aboitiz (LMA), AboitizPower Senior Vice President for Energy Sales and Trading, outlined the various hurdles to local power investments in his presentation entitled "Industry Restructuring Crossroads: The Search For Policy Solutions To Recurring Hurdles In Power Investments."

He explained that government should be more supportive and make it easier to invest in the energy sector, especially with the country's growing need for more power. Among the hurdles he cited were the over 100 permits necessary to set up a power plant, the need for



guaranteed contracts, and government support against "not in my backyard" oppositors of power investments

LMA then urged the government to encourage medium- (six years) to long-term (25 years) contracting, shorten the contract approval process and build the necessary infrastructure support.



Power – Generation

AboitizPower Generation Team of Experts formed

- **Team of Experts formed to identify and build on technical successes and innovations, best business practices, and quality and efficiency campaigns groupwide**
- **Programs in line include establishing operations, maintenance, and testing standards, and creating a library of business units' operations and maintenance materials**

The AboitizPower Generation group has created a Team of Experts to strengthen teamwork and share best practices across the group.

The Team of Experts, well represented by several key professionals from different business units, was established to identify and build on technical successes and innovations, best business practices, and quality and efficiency campaigns across the group and the industry.

Forming the team are AboitizPower Generation group COO Manny Rubio, Kevin

Beavers (APRI), John Crider (Coal group), Chris Faelnar (Hedcor), Kjell Valdal (SNAP group), Nomer Reynaldo (SNAP group), Frank Santos (Oil group), Noel Gabriel (SNAP group), Kenton Heuertz (Power Generation group), and other technical experts that may be called upon.

These professionals have a vast experience in the energy industry and deep knowledge in asset operations and maintenance, safety, risk management, and technical skill sets that will help in formulating improvements, solutions,

and ensuring operational excellence across the group.

The team has several programs in line such as establishing operations, maintenance, and testing standards, as well as creating a library of business units' operations and maintenance materials that the team can access.

This collaborative approach to process improvements and sharing of expertise and resources steps up the group's efforts to achieve world-class operations, thus helping create a better future.

APRI and STEAG Power partner to re-energize Mindanao

AP Renewables, Inc. (APRI) recently joined forces with STEAG State Power, Inc. (STEAG Power) in repairing the latter's damaged facility, thus restoring power delivery to a part of the Mindanao grid.

Early this year, APRI mobilized its Central Maintenance Services (CMS) team to assist STEAG Power in addressing its plant equipment failure brought about by system trouble. Nine APRI team members of the CMS team worked together to repair the heavily damaged turbine and generator on site in Misamis Oriental from March to May.

Teamwork, one of the core values being promoted across the Aboitiz group, is important to attain a common goal. By working together and sharing resources and expertise, the equipment is now up and running, leading to improved power supply in Mindanao.

APRI Senior Vice President for Operations Kevin Beavers shared, "It was a great opportunity



TEAMING UP FOR BETTER SOLUTIONS. The APRI CMS team shows teamwork as they assist in repairing the damaged turbine and generator at STEAG Power in Misamis Oriental, Mindoro.

for us to show the incredible talent and capability of the APRI team in a crisis situation, and I hope that all business units will continue to tap into the synergy of the Aboitiz organization."

Moreover, repairing the plant equipment on site gave the two groups better control of the

repairs and a more timely return to service.

APRI and STEAG Power's partnership during this challenging time manifests how teamwork helped the two groups in coming up with better solutions, thus providing stakeholders with reliable, reasonable, and responsible power supply.

Power – Generation

NIA, SNAP break ground for Maris Reservoir rehab

- “The success of this collaboration is underpinned...by the strength of our partnership, and we are proud to be working with NIA.”--SNAP’s Danny de Guzman
- Maris Optimization, set to start in January 2015, will be completed by Q1 2016



MARIS OPTIMIZATION GROUNDBREAKING. (From left) NIA-MARIS operations head Marinao Dancel, Ifugao Governor Denis Habawel, NIA Administrator Florencio Padernal, Ramon, Isabela Mayor Wilfredo Tabag and SNAP Executive Director Danny de Guzman lead the ceremonial groundbreaking for the Maris Optimization Project in Ramon, Isabela. Witnessing the event were (from left): SNAP AVP-Plant Manager Willy Ferrer (partly hidden), SN Power Philippines Country Director Tor Stokke & Isabela Provincial Agriculturist Danilo Tumamao.

Executives from the National Irrigation Administration (NIA), SN Aboitiz Power-Magat (SNAP-Magat), and local government units of Ifugao and Isabela led the groundbreaking for the improvement of the Maris Reservoir last November 4.

Maris Optimization is a project of NIA with SNAP-Magat as its project partner. It aims to raise the Maris Reservoir by adding a set of stoplogs about three meters high. This would mean additional storage for water that can be delivered primarily for irrigation of farmlands and also for power generation, subject to irrigation diversion requirements.

Present during the ceremony held at the NIA grounds in Ramon, Isabela were NIA Administrator Florencio Padernal, SNAP-Magat Executive Director Danilo de Guzman, Ifugao Governor Denis Habawel and Ramon, Isabela Mayor Wilfredo Tabag. Provincial agriculturist Danilo Tumamao represented Isabela Governor Faustino Dy III.

Maris Optimization is expected to add some 8 million cubic meters of storage, and will also entail refurbishment and improvements to the Maris dam structure for better irrigation water delivery and safety. Work is scheduled to begin

in January 2015 and targeted for completion by first quarter of 2016.

"The success of this collaboration is underpinned not only by technical expertise but by the strength of our partnership, and we are proud to be working with NIA on this and future projects," said de Guzman.

Maris Dam is located downstream of Magat Dam, and is part of MARIIS. The Maris Reservoir is designed to re-regulate peaking generation releases from SNAP's Magat Hydroelectric Power Plant into sustained releases for irrigation in the downstream irrigation canals.

Power – Distribution

VECO lauded for manpower development program

By Risa Coloyan

- **“One way to achieve economic development is to provide out-of-school youths and especially the poor with quality education to compete with the demands in the global market in as far as workforce is concerned.”--TESDA’s Teodoro Pascua**
- **5 TESDA EMI graduates were hired by VECO after completing their training with the utility**



MANPOWER PLAN HAILED. VECO COO Sebastian Lacson (left) and VP for Operations Valentin Saludes III (right) present to TESDA Deputy Director General Teodoro Pascua (center) and TESDA Region 7 Director Rosanna Urdaneta (third from left) the five EIM graduates recently hired by VECO.

The Technical Education and Skills Development Authority (TESDA), through Deputy Director-General Teodoro Pascua, has lauded Visayan Electric Co., Inc. (VECO) for its manpower development program in support of the government's pursuit to strengthen technical education.

Pascua was the guest of honor during the recognition ceremony for the VECO-TESDA partnership held recently at the VECO Development Academy (VDA) in Sirao, Cebu.

VECO recognized and presented five TESDA Electrical Installation and Maintenance (EIM)

graduates who were hired after completing their training with VECO. They are currently on a yearly project-based status assigned to do specific jobs related to the maintenance of VECO's distribution network.

Pascua said TESDA is grateful not only for VECO's involvement in technical education and development, but also for the company's support in the government's public-private partnership program through manpower skills development via technical-vocational courses and trainings that lead to increased employment.

“One way to achieve economic development is to provide out-of-school youths and especially the poor with quality education to compete with the demands in the global market in as far as workforce is concerned,” Pascua said.

At the same ceremony, an agreement between VECO and TESDA-accredited schools Mary Our Help of Christians and the Center for Industrial Technology and Enterprise for the Dual Training System was also signed. Students will undergo 10 to 15 months of training for Customer Service and Engineering modules with VECO.



Power – Distribution

Davao Light Panabo marks 20 years of service to city's northern franchise

By Ruann May Barace

- **Established in September 1994, Davao Light Panabo has contributed to the economic growth of Davao del Norte**
- **At present, 21 TMs at Davao Light Panabo serve 57,344 customers**

Having worked at the forefront for customers of Panabo City and the municipalities of Carmen, Dujali and Sto. Tomas, Davao Light Panabo Branch recently marked two decades of service to these areas.

In September 1994, the Panabo Branch of Davao Light and Power Co. was established to cope with the growing demand for electricity in the northern part of its franchise.

The Davao Light Panabo Branch is grateful to have contributed to the upscale of the economies of these Davao del Norte areas. Over the years, a growing economy has enticed more investors such as malls, hospitals, schools, manufacturing and other industrial big companies to locate to Panabo City. Part of the decision to put up their business here is the reliable supply of electricity.

Over the years, third party collecting agents in Dujali and in Malabog, Paquibato, and a full service center in Sto. Tomas were also established to bring Davao Light closer to its customers especially to those in the countryside.



TWO DECADES OF SERVICE TO DAVAO. Davao Light's Panabo Branch commemorates 20 years of service to its customers in Panabo City and the municipalities of Carmen, Dujali and Sto. Tomas in Davao del Norte.

The managers who served the electric utility's branch are Gil Buhian, who was an Accounting Manager before he took the position, Panabo's first branch manager. In 1998, Ross Luga, who is now the Assistant Vice President (AVP) of the Reputation Management Department, replaced Buhian after the latter's retirement. Arnold

Arsolon, who is now the head of the Customer Services Group, took over the position in 2001 until 2010 and was followed by current branch manager and AVP Engr. Reynold Felix.

The Panabo Branch's strength is a very lean team of 21 team members that serves 57,344 customers to date.



DAVAO LIGHT RELEASES 2ND BATCH OF FINANCIAL INCENTIVES TO HS STUDENTS.

Davao Light's Community Relations Manager, Fermin Edillon hands over the cash grant to Davao City National High School 4th year student, Carmelon Cafe, one of the beneficiaries of the company's financial incentive program for public high school students. This second batch of releasing of incentives was held last October 11 at the Davao Light Admin Office in Lanang while the first was done last September 27. **By Jade Gamas**

Power – Distribution

Davao Light spearheads electrical house wiring and service entrance installation project

By Ruann May Barace

- The project aims to promote safety, crack down on pilfered power, and provide electricity
- “We are glad with the positive response we got from various agencies...we will continue to be a partner in improving the lives of the community.”--Davao Light’s Mervin Dalian

Thirty households at Gawad Kalinga (GK) Village in Los Amigos Relocation Site, Tugbok now enjoy their newly installed electricity connection with Davao Light’s house wiring and service entrance installation project.

The project, conducted last September 20, 20, was made through Davao Light’s partnership with the Davao City local government, Office of the Building Official, and electrician associations, namely DAPREA, UEMD, DEPA and IEAD, and GK.

Its aim, apart from providing electricity to the community, is to promote safety and discourage illegal connections among households. This is also an avenue to encourage more participation from electrician associations in corporate social responsibility activities of Davao Light to help promote their respective services.

“We are glad with the positive response we got from various agencies to make this event possible. We like to thank the beneficiaries for their cooperation and support. We will continue to be a partner in improving the lives of the community,” said Mervin Dalian, Davao Light Customer Retail Services manager.

In 2013, Davao Light took part in building houses for GK beneficiaries and joined GK’s Bayani Painting day to paint newly built houses in June 2014, both at GK Village in Los Amigos.



WIRING COMMUNITIES. Electricians from the IEAD have their hands full as they do their individual tasks before the actual wiring and meter installation works. Indeed “many hands make light work” as they are joined by electricians from UEMD other during the activity.

Davao Light energizes 150 houses via rural electrification program

By Ruann May Barace



BRIGHTER BARANGAYS. (From right) Davao Light AVP for Special Projects Rey C. Cabalan, Congressman Isidro T. Ungab, Chief of Staff Engr. Alberto T. Ungab, Kagawad Eliseo Gamayot, and Purok Leader Vicente Omeles lead the ceremonial switch-on in Purok 21, Barangay Mintal.

Electric power has recently been made available to 150 households in Purok 21, Barangay Mintal through Davao Light’s rural electrification program. The project aims to expedite the access of electricity to all areas within its franchise, and to avoid illegal connections that are prone to fire incidents.

Last September 17, the Barangay Mintal Council organized a ceremonial switch-on where Davao City 2nd District Congressman Isidro Ungab, Chief of Staff Alberto

T. Ungab, Davao Light AVP for Special Projects Rey C. Cabalan, and Engineer Charlo S. Deniega, together with the barangay officials and the household-beneficiaries attended the event.

Similarly, another project dubbed Oplan Kahayag, where electric poles were installed free-of-charge was implemented to provide electricity in urbanized barangays that still do not have electric access. This is a joint project of Davao Light and Davao City 1st District Congressman Karlo Nograles.

Purok 12 Brgy. 76-A, Purok 10 Brgy. Gumalang and Barangay 76-A Purok 22 in Katunggan and Kabacan in Davao City were the beneficiaries of this project. Installation of power lines in these areas were made on December 21, 2013; May 30, 2014; and August 29, 2014, respectively.

Power – Distribution

Cotabato Light provides outlook on looming power situation in Mindanao

By Arlene V. Hepiga

- **Therma South's 300-MW baseload plant coming onstream to ease Mindanao power crisis in March 2015**
- **"More businesses are coming to Cotabato. As a result, growth is expected to increase in demand in the Cotabato Light franchise area."--Cotabato Light's Judy Sanchez**

Cotabato Light & Power Co. Resident Manager Judy C. Sanchez recently briefed members of the Cotabato City Sangguniang Panlungsod (SP) during its regular session last October 21 on the city's power supply situation for 2015.

The presentation was in response to the invitation of City Councilor Florante L. Formento, Chairman of the Committee on Utilities and Energy. In his presentation, Sanchez shared the

supply-demand outlook in Mindanao – what to expect in 2015.

Therma South, Inc.'s 300-MW baseload plant is expected to become operational by the end of the first quarter next year, on March 2015, supplying 150 MW. Overall there will be a substantial capacity of more than 400 MW coming in starting next year, which will help ease the power crisis in Mindanao.

"More businesses are coming to Cotabato.

As a result, growth is expected to increase in demand in the Cotabato Light franchise area," Sanchez said.

Cotabato Light is appealing to the Sangguniang Panlungsod to pass a resolution on the proposed transmission projects for Mindanao, the Tacurong– Sultan Kudarat 138-kV T/L covering South Cotabato and Sultan Kudarat, to help ease the low voltage.

Enhancing Cotabato Light linemen skills in boom truck operations

By Michael B. Hepiga

- **Four Cotabato Light linemen were trained at Davao Light's Technical Training Center**
- **"We can only make our skills perfect in boom truck operations through constant practice and always putting in mind your safety."--Davao Light's Edgar Orilla**

Through the manifestation of Innovation, Responsibility and Service Excellence, Cotabato Light – Engineering Department sent four linemen (Adriano Ragandan, Albert Pacana, Jeovani Tuquib and Michael Hepiga) to the Davao Light Technical Training Center in Maa, Davao City to undergo an orientation and evaluation of digger and bucket truck operations.

The three-day orientation was conducted last October 8 to 10, headed by Edgar Orilla, Davao Light LSD Supervisor. "We can only

make our skills perfect in boom truck operations through constant practice and always putting in mind your safety," Orilla said.

Teamwork and commitment to work are important key factors in this kind of risky task. The orientation and evaluation can increase the efficiency and flexibility of linemen in order to meet customers' expectations, satisfaction and demand.



SKILLS UPGRADE. Cotabato Light linemen learn how to use a boom truck more efficiently thanks to a training session from Davao Light.

UnionBank and Peugeot partner for Three for Three Deal

- UnionBank's Three for Three package offers free insurance, registration, and chattel mortgage registration fee for Peugeot buyers
- The program, exclusive to UnionBank, also allows customers to enjoy a 20% down payment on their car purchase

The exclusive importer of Peugeot in the country, Eurobrands Distributors, Inc. (EDI), has made owning a Peugeot easier and more convenient with its recent MOA signing with Union Bank of the Philippines (UnionBank).

The Three for Three package arrangement of EDI with UnionBank includes free three-year insurance, free three-year LTO car registration

and free chattel mortgage registration fee. Peugeot buyers may also enjoy a down payment as low as 20% for their car purchase.

The program, exclusive to UnionBank, can be discussed in detail in all Peugeot showrooms nationwide.



TRIPLE AUTO PERKS. Joseph Manzano, UnionBank AVP-Auto Loans, UnionBank and Ricardo Magsajo, EDI Director-Marketing & Communications seal the MOA for the Three for Three deal.

CitySavings 2014 Brand and Values Launch: Bringing the new brand and values to life

By Paula Ruelan

Before City Savings Bank formally launched the new brand and values last May 18, it had already spent close to three years understanding customers' perceptions and experience to align its brand proposition to further strengthen its relationship with clients. When the bank started its rapid expansion and growth, its branch expansion team started establishing externally CitySavings' refreshed logo and tagline.

The brand pervades in all aspects of who we are as CitySavings bankers and how we do things

in achieving our vision, mission and strategic focus. What the stakeholders know of us, how well they like us and how much they trust us will define the CitySavings brand.

CitySavings' new brand promise – Straightforward Banking is a call to all CitySavings bankers to always make things simple and easy for the customers.

"Customer Intimacy is creating a long term relationship with our clients. As I am always fond of saying – customer service cannot be

legislated. It must come from the heart – we will win their hearts so that their heads will follow. This is what differentiates us from our competitors," said Mikel Aboitiz, CitySavings Chief Executive Officer.

Core values are the foundation upon which the bank is built on. Our values of Integrity, Responsibility, Innovation, Teamwork and Service define our belief system and the manner in which we do things. They are the heart of who we are and what we do as CitySavings bankers.



STRAIGHTFORWARD BANKING. From May to September, CitySavings CEO and Vice Chairman Mikel Aboitiz, William Paradies, and CitySavings' new President and COO Catalino Abacan and EVP for Channel Management Levi Villanueva led the bank's management team on roadshows in Cebu, Davao, Baguio, Ortigas and Iloilo for the first nationwide brand and values cascade. They personally shared with CitySavings bankers the bank's refreshed brand and values and what it entails to live the brand.

CitySavings recognizes 2014 Ramon Magsaysay Awardee Filipino educator

By Paula Ruelan

- **Randy Halasan, 2014 Ramon Magsaysay Awards winner, was awarded a special plaque by CitySavings during World Teachers' Day**
- **"No one got rich out of teaching, it's your legacy that matters."--Halasan, a CitySavings customer since 2010**

City Savings Bank recognized Randy Halasan, the lone Filipino recipient of this year's Ramon Magsaysay Awards, on World Teacher's Day last October 4.

Recognizing Halasan was Executive Vice President for Channel Management Levi Villanueva, together with Mindanao Area Manager Ryan Bascug, Reputation Management Head Paula Ruelan, and Davao Branch Head Florencio Solanoy.

Halasan is currently the head teacher of Pegalongan Elementary School and serves the indigenous Matigsalug tribe living in one of the remotest villages in the mountainous hinterlands of Davao City.

According to oral tradition, the word Pegalongan means "the place from which the light shines". Because of one highly motivated civil servant, the village has become truly what its name suggests. Explaining his motivation,

Halasan says quite simply: "No one got rich out of teaching, it's your legacy that matters."

Halasan was given a special plaque of Recognition from CitySavings during the Department of Education World Teachers Day program in Davao City High School. He has been a CitySavings customer since 2010.

The Ramon Magsaysay Awards is considered as the Asia's version of the Nobel Prize, and the most respected recognition in the Asian region. It is given to individuals or organizations that



HONORING AN AWARD-WINNING EDUCATOR. Mr. Randy Halasan, the head teacher at Pegalongan Elementary School in Davao City, is recognized by CitySavings after winning the 2014 Ramon Magsaysay Award. With him are was EVP for Channel Management Levi Villanueva, Mindanao Area Manager Ryan Bascug, Reputation Management Head Paula Ruelan, and Davao Branch Head Florencio Solanoy.

manifest selfless service as what President Ramon Magsaysay was known.

CitySavings celebrates World Teachers' Day

By James Kemuel Ibañez

Various public school teachers from all over the country were overjoyed as they celebrated World Teachers' Day with City Savings Bank last October 4.

56 CitySavings branches nationwide organized several creative event activations on the same day, which is the bank's special way of showing gratitude and appreciation to our modern day Filipino heroes.

"My day with CitySavings this Teachers' Day was worthwhile and inspiring. My heart was touched when one of your staff sang a song. I couldn't stop my tears from falling. This is the greatest day that happened to me. Thank you CitySavings!" shared Lalyn Barayog, a teacher from Cavite City.

CitySavings bankers offered songs of appreciation, and gave roses, personalized cupcakes, chocolates, bookmarks, pencil holders and other tokens during the celebration. Some branches from Luzon had improvised photo booths and dedication walls, which the teachers really enjoyed. One branch from Mindanao even surprised one of the teachers who happened to be celebrating her birthday.

The Department of Education set the month of September as National Teachers' Month starting September 5 with month-long activities culminating on October 4, a day before World Teachers' Day. This is to acknowledge the crucial role teachers play in building the future and to honor the teaching profession.



INSTANT FUN. CitySavings customers pose with an Instagram cardboard screen during World Teachers' Day celebrations last October 4.

PANC and LANDBANK seal P2B term loan agreement

- Funding to finance general working capital and PANC's farm and feed mill expansion
- Term loan facility features a 12-year tenor with a two-year grace period

Pilmico Animal Nutrition Corporation (PANC), subsidiary of Pilmico Foods Corporation, entered into a P2.0 billion 12-year Term Loan Facility with Land Bank of the Philippines to finance its farm and feed mill expansion, and its general financing and corporate requirements.

Three other banks had initially been considered for this requirement but LANDBANK provided the most competitive structure with suitable financial and non-financial terms. The facility was secured on a clean basis and has a two-year grace period with the principal repayment upon maturity or at the end of the 12-year tenor. The initial drawdown last September 22 was a good deal booked at 5.35% fixed for the first seven years.

The ceremonial signing at the Aboitiz Equity Ventures (AEV) corporate center in Taguig was attended by LANDBANK senior executives Gilda Pico – President and CEO, Cecilia Borromeo –



NEW TERM FACILITY SIGNED. PANC and LANDBANK's P2B financing agreement was booked at 5.35% fixed for the first seven years. In photo (from left): LBP Executive Vice President Cecilia Borromeo, LBP Senior Vice President Edward John Reyes, Pilmico CEO Sabin M. Aboitiz, AEV CFO Stephen Paradies, Pilmico CFO Ebbie Mabatid, and AEV Group Treasurer Gabby Mañalac.

Executive Vice President, Edward John Reyes – Senior Vice President, and Danilo Dayanghirang – Relationship Manager.

Representing the Aboitiz Group were Stephen Paradies – AEV Senior Vice President & Chief

Financial Officer, Sabin M. Aboitiz – Pilmico President & CEO, Ebbie Mabatid – Pilmico Chief Financial Officer, Gabby Mañalac AEV Senior Vice President & Group Treasurer, and May Peñaloza – AEV Assistant Vice President Treasury.

Pilmico bakery now accepting online orders

By Rhea Embalzado

The Pilmico Research & Training Bakery (PRTB) has introduced an online ordering system to cater to weekly demand for their baked goods, from Whole Wheat Raisin Loaf and the delectable Rum Cake to customizable birthday cakes and, of course, their famous cupcakes.

PRTB also recently showcased its Christmas Catalog with a free sampling of sumptuous Christmas goodies. Presented was a wide range of cookies, bars and cakes fit for Christmas gifts and giveaways. Some goodies showcased

during the launch were Chocolate Crinkles, Double Chocolate Chewy Cookies, Thumbprint Cookies, Chocolate Chip Cookies, Peppermint Bar, Cranberry Bar, Yema Cake, Pandan Cake, and Rum Cake.

For more details you may visit www.prtbonline.pilmico.com.



CAKES IN A CLICK. In the spirit of innovation, Pilmico recently launched its online ordering system, making the company's delicious baked goods easier to order and eat.

Pilmico hatches turnkey business for Tarlac Aeta group

- Five egg machines donated to Pinatubo Aeta communities to provide sustainable livelihood
- Local food products and delicacies showcased at Mahalin Pagkaing Atin event in Capas, Tarlac



EGG-CITING CELEBRATION. In addition to turning over egg machines, Pilmico held a grand event to promote its Mahalin Pagkaing Atin advocacy, with special guest Chef Boy Logro.

Something big is hatching for the Aeta communities in the outskirts of Mount Pinatubo in Capas, Tarlac.

Last October 10, this hardworking indigenous community of 10,000 received five communal egg machine kits from Pilmico Foods Corporation, providing them with sustainable livelihood and creating business opportunities.

As part of the Mahalin Pagkaing Atin (MPA) advocacy, Pilmico and the TerraFirma consortium have been rolling out egg machines to communities that are affected with conflict, poverty and tragedy. So far, they have already

distributed egg machines in areas devastated by last year's Super Typhoon Yolanda.

By introducing turnkey businesses, Pilmico hopes to provide not only a productive source of income for a historically impoverished yet culturally rich indigenous group, but also to help farmers participate in the market's growing demand for homegrown food products of traceable origins.

In partnership with the local government of Capas, Tarlac, Pilmico's celebration of International Egg Day is also the company's two-fold tribute to both the humble egg, and the

nuanced culture and cuisine of Tarlac. Themed "The Flavors of Tarlac", the event highlighted the value and versatility of one of the world's healthiest and adaptable food products, primarily through a demonstration of innovative local cuisine by celebrity chef Boy Logro.

Putting the spotlight on locally produced Tarlaqueño food products and delicacies, the event played host to a livelihood fair with vendors from across the province where visitors were able to sample the various offerings and experience firsthand how the products are made.

Aseagas lays the groundwork for Batangas plant

Aseagas Corporation began the initial phase of development in the construction of its first biofuel production plant. Following the awarding of civil works in August, initial shipment of equipment and supplies continue in the fourth quarter of the year. Photos show earthmoving, excavation, and related groundwork activities carried out in May at the future plant site in Lian, Batangas.



ASEAGAS
an Aboitiz company



Aseagas Corporation's vision is reflected in the 15-15-15 logo: first plant to operate by 2015; succeeding plants to be 15% lower in CAPEX; and 15 plants built in 10 years.

Corporate Social Responsibility

ACHIEVING CSR 2.0

Dear Fellow Team Members,

Our continuing journey toward an Aboitiz BetterWorld is anchored on the Group's sustainability mindset that we can do well by doing good, always making the right long-term decisions that balance the interests of people, planet and profit.

We are doing good by living out our core value of responsibility through our corporate social responsibility (CSR) initiatives.

Over the past 26 years since the Aboitiz Foundation was established, we have been committed to our mission of helping people help themselves and pursuing our vision to be the neighbor of choice.

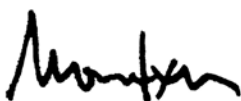
We constantly deliver value to our stakeholders, including communities where there is Aboitiz presence. We focus our CSR efforts on education, enterprise development, and environment. We are always ready to help in times of calamities, aiming to be among the first to respond.

Since the late 1980s, our initiatives have evolved from a CSR 1.0, which involves simple philanthropic activities, to a CSR 2.0, which engages projects that are more sustainable for our beneficiaries and at the same time aligned to our businesses. Moving forward, we intend to carefully select projects that would help us reach our goal of achieving CSR 2.0.

This means selecting more projects that:

1. Are aligned to the Foundation's focus areas of education, enterprise development, and the environment;
2. Address community needs;
3. Are aligned to the businesses or industries we are engaged in;
4. Involve skills training and capability building for our beneficiaries;
5. Create a competitive advantage and helps our business;
6. Encourage team member volunteerism; and
7. Are nationwide in scope

Thank you for your growing commitment and continued support toward fulfilling our CSR goal. Let us push on, driven by our collective passion to serve.



Erramon I. Aboitiz
Chairman
Aboitiz Foundation, Inc.



We constantly deliver value to our stakeholders, including communities where there is Aboitiz presence. We focus our CSR efforts on education, enterprise development, and environment. We are always ready to help in times of calamities, aiming to be among the first to respond.

Erramon I. Aboitiz
Aboitiz Foundation Chairman

Corporate Social Responsibility

Aboitiz Foundation exceeds 200 Yolanda classrooms target

- 157 repaired and 70 new classrooms were handed over to 29 school beneficiaries in San Remigio, Cebu
- "Your kindness and tireless efforts have led to the completion of this major rehabilitation project." --EIA to #BangonVisayas stakeholders



REBUILDING DREAMS IN NORTHERN CEBU. Delivering the promise of a BetterWorld. Aboitiz Foundation chairman Erramon Aboitiz and president Susan Valdez lead the ribbon-cutting and turnover ceremonies at the Post-Yolanda School Rehabilitation Culminating Activity at Argawanon Integrated School in San Remigio, Cebu.

The Aboitiz Foundation has surpassed its target of repairing and constructing a total of 200 classrooms that were hard-hit by super typhoon Yolanda in the towns of Bogu and San Remigio in northern Cebu, turning over last November 12 a total of 227 classrooms that will benefit 15,000 students.

A total of 157 repaired and 70 newly constructed classrooms were handed over to 29 school beneficiaries during the Yolanda Culminating Activity at the Argawanon Integrated School where the groundbreaking and Memorandum of Agreement signing for the schools rehab project was held last April.

Combined with the efforts made by the Ramon Aboitiz Foundation, Inc. (RAFI), which repaired and constructed a total of 209 classrooms and

20 day care centers in Daanbantayan, Bantayan, Madridejos, and Sta. Fe, the Group will bring approximately 26,300 students back to the comfort and safety of 437 classrooms in northern Cebu.

"Your kindness and tireless efforts have led to the completion of this major rehabilitation project. You have not only helped rebuild physical structures but, more importantly, encouraged our kababayans here in Bogu and San Remigio to keep the faith and regain control of their lives," Erramon I. Aboitiz, Aboitiz Foundation chairman, told stakeholders during the turnover ceremony.

"It is true that when we talk about Yolanda, we are reminded of the massive extent of its damage, unprecedented loss of life, and the devastation of entire stretches of land. But we are convinced

that the resilience of the Filipino spirit was and will be the high point of this period in our country's history," Aboitiz added.

Of the P264 million raised by the Aboitiz Foundation from its #BangonVisayas campaign, P194 million has been allocated to the schools rehabilitation program. The campaign mobilized 5,000 volunteers for the assembly and distribution of 52,000 relief packs and 14,000 hygiene kits (benefitting 106 barangays) and the restoration of 1,042 electrical posts in Cebu and 167 electrical posts in Leyte (benefitting 150 barangays).

The Foundation announced recently that 25 more classrooms in the towns of Medellin, Daanbantayan, and Borbon are being repaired and constructed.

Corporate Social Responsibility

Aboitiz units turn over AGAPP classrooms nationwide

- **VECO, Cotabato Light, and CitySavings, together with the Aboitiz Foundation, all donated AGAPP classrooms nationwide**
- **“We thank you all for sharing our vision and for giving us the opportunity to work with yourselves in helping improve our country’s public school facilities.”--EIA**



Several Aboitiz business units, together with the Aboitiz Foundation, recently completed the turnover of several AGAPP (Aklat, Gabay, Aruga tungo sa Pag-angat at Pag-asa) classrooms in various areas where they operate, in support of the Aboitiz Foundation’s key area of education.

In Taguig City, the Aboitiz Foundation donated last October 13 an AGAPP Silid Pangarap to Taguig Elementary School. Pinky Aquino-Abellada, AGAPP Foundation Chairperson; Ma. Laarni Cayetano, Taguig City Mayor; and Erramon I. Aboitiz, Aboitiz Foundation Chairman, witnessed the turnover.

“We thank you all for sharing our vision and for giving us the opportunity to work with yourselves in helping improve our country’s public school facilities and giving our youth a more conducive learning environment and helping them build a strong and solid foundation in their education journey,” EIA said.

VECO

In Cebu, Visayan Electric Co., Inc. (VECO) donated its sixth Silid Pangarap classroom to Vito Elementary School in Vito, Minglanilla town. The school received sturdy and colorful building complete with books, supplies, and teacher’s training materials worth P1.1 million to

ensure that kindergarten pupils there will be well equipped and prepared for academic work when they enter Grade 1 next school year.

Cotabato Light

In Mindanao, Cotabato Light donated a Silid Pangarap, two-classroom school building to Tenorio Elementary School in Datu Odin Sunsuat, Maguindanao last October 30.

About 140 kindergarten pupils will now attend classes in their new classrooms furnished with tables, chairs, cabinets, library, toys, and equipped with a toilet. The concrete and colorful building comes complete with books, supplies and teacher’s training aids.

Present during the turnover were Aboitiz Foundation Chief Operating Officer Sonny Carpio, Aboitiz Foundation Manager for Education Jowelle Cruz, as well as other DepEd officials.

“My priority is education because I believe that education is the basic element for the attainment of peace and development. We would like to thank the Aboitiz Foundation and Cotabato Light for this priceless assistance they have given to Tenorio Elementary School,” said Nelinda Werble, Tenorio Elementary School Principal.

CitySavings

Meanwhile, City Savings Bank turned over last September 24, 25, and 30 and October 1, four classrooms to Guadalupe Elementary School, Carmen, Bohol; Mantalongon Elementary School, Sagbayan, Bohol; Ormoc City Central School, Ormoc, Leyte; and Sagkahan Elementary School, Tacloban, Leyte.

Mr. Carpio and Ms. Cruz were joined at the turnover ceremonies by CitySavings officials Paula Ruelan, Senior Brand Manager; Jeunesse Cabada, Reputation Management Specialist; Adrian Ruiz, Area Manager for Eastern Visayas; Carlos Molo, Branch Head for Tacloban; Rhoda Guillemer, Branch Head for Ormoc; Ramnyl Cahate, Branch Head for Tagbilaran; Jose Molina, Officer-in-Charge for Ubay.

“Elementary is the foundation of a child’s education. To the teachers, impart values to your students, I consider you as modern-day heroes,” Carpio said.

“CitySavings hopes that these new classrooms will serve as a more conducive learning environment that will inspire teachers to be better in their profession and will engage students to strive more in their studies because after all, they are our nation’s future,” added Ruelan. **With Risa Coloyan, Arlene Hepiga, and James Ibañez**

Corporate Social Responsibility

VECO donates computers to Cebu Provincial Police Office

- Cebu Provincial Police Office (CPPO) received desktop computer units and a printer from VECO
- “We thank the CPPO for the assistance it gives to VECO in the implementation of the anti-pilferage of electricity law in our franchise area, for providing a secure and stable supply of electricity.”--VECO’s Anton Perdices

Visayan Electric Co., Inc. (VECO) turned over its donation of two computer equipment worth P46,140 to the Cebu Provincial Police Office (CPPO) to be used in the modernization of the latter’s daily operations.

VECO turned over the desktop computer units and a printer during the provincial police command’s performance governance system session with the police chiefs from the province’s municipalities held at the CPPO in Sudlon, Lahug last August 29.

VECO Senior Vice President Anton Perdices, together with other company executives, personally handed the computer equipment to CPPO Chief Superintendent Noel A. Gillamac, who thanked VECO for the donation.

Perdices, for his part, said VECO donated the computer equipment in appreciation of the hard work the police force is putting into keeping the Cebuano community secure. “We also thank the CPPO for the assistance it gives to VECO in the implementation of the anti-pilferage of



COMPUTERS FOR CEBU’S FINEST. CPPO Chief Sr. Supt. Noel A. Gillamac (right) receives the computer equipment donation from VECO SVP Anton Perdices (center) and VECO AVP for Engineering Technical Group Noel Modesto.

electricity law in our franchise area, for providing a secure and stable supply of electricity,” Perdices added.

VECO has in the previous years also donated

computers to the CPPO and the Mandaue City Police Office (MCPO). The electric utility is also set to donate police outposts to be placed in strategic areas for the local police force to use.

VECO donates lab equipment to school

By Risa Coloyan

As part of its commitment to prepare students for the K to 12 program, the Visayan Electric Co., Inc. (VECO) turned over P1.5 million worth of culinary and welding equipment to the Don Carlos Gothong Memorial National High School (DCGMNHS) in Cebu City.

Last June, VECO and the Department of Education (DepEd) signed a memorandum of agreement for the pilot tech-voc program at the DCGMNHS, the biggest public high school in Cebu City’s south district. The school received tech-voc facilities and equipment,

such as materials and tools for metal works, food technology and trade, teachers’ training materials and modules provided by VECO.

Cebu City Vice Mayor Edgardo Abella and officials from the DepEd received from VECO Chief Operating Officer Sebastian Lacson and Senior Vice President Anton Mari Perdices assorted food laboratory equipment such as food mixers, pots and pans, and other cooking utensils. The welding laboratory also accepted welding machines, masks, goggles, and vests, among others.

Abella urged the student beneficiaries to use the equipment well and strive in acquiring the knowledge and skills to help them achieve their goals. The vice mayor also thanked VECO for its concern for underprivileged students.

“I hope VECO will not waiver in its commitment to help our students in the public schools and I wish there will be more assistance to come for other public high schools in the city of Cebu,” Abella said.

Corporate Social Responsibility

CitySavings recognizes Project TeACH Batch 1 NCR teachers–implementers

By James Kemuel Ibañez

- **Project TeACH is one of CitySavings' signature CSR education-related initiatives**
- **"Comprehend – We equip you with new knowledge; Adapt – You adopt what you learned from the classroom, this was proven by the several projects completed by the teachers; and Propagate – Now we can share this to the other teachers."--CitySavings' Catalino Abacan**

Seventeen public school teachers happily received their certificate of proficiency and merit during the Project TeACH Batch 1 Recognition Ceremony hosted by City Savings Bank last October 8 at the UnionBank Plaza, Ortigas Center, Pasig City.

Project TeACH (Teach, Aspire, Challenge, Help) is one of the signature Corporate Social Responsibility (CSR) education-related initiatives by CitySavings in collaboration with Coalition for Better Education (CBE) and the Department of Education.

Out of the 17-teacher list, Gerald A. Verboisidad (Malabon Elementary School), Mona P. Dela Cruz (Fortune Elementary School, Marikina City), Rene C. Malto (Parañaque National High School) and Michael D. Morella (Pinagbuhatan High School, Pasig City) were selected by CBE to partake in the teacher's camp held last October 20 to 26 in Cebu to join the rest of the CBE-trained teachers from around the country. The four selected Project TeACH implementers are part of the group tasked to develop teaching materials on energy conservation.

In his welcome remarks Catalino Abacan,



TEACHING THE TEACHERS. The successful teacher–implementers together with Luchi Flores, CBE Executive Director; Caridad Labe, CBE VP for Internal Affairs and DepEd MIMAROPA Regional Director; Jeffrey Tarayao, CBE President; Catalino Abacan, CitySavings President & COO; Emmanuel Tandoc, CitySavings VP and Group Head for Sales & Marketing; Gary Flores, CitySavings Area Manager for Central Luzon; and Chellow Alivio, CBE Project Specialist.

CitySavings President and Chief Operating Officer, discussed 'CAP', an acronym that represents three action words related to any new undertaking or learning. "Comprehend – We equip you with new knowledge; Adapt – You adopt what you learned from the classroom, this

was proven by the several projects completed by the teachers; and Propagate – Now we can share this to the other teachers; we started with 25 and who knows in the next few months we will be able to conquer the 700,000 teachers in the Philippines," he said.

CitySavings, Aboitiz Foundation provide DepEd Region 8 records building

By James Kemuel Ibañez



BUILDING DONATED. CitySavings team members with DepEd Region 8 representatives led by Dr. Luisa Bautista–Yu, Regional Director (center).

City Savings Bank, together with the Aboitiz Foundation, provided a new records building for the Department of Education (DepEd) Region 8 office last September 23 at Candahug, Palo, Leyte.

The turnover ceremony was attended by Luisa Bautista–Yu, DepEd Regional Director, as well as Paula Ruelan,

CitySavings Reputation Management Head; Adrian Ruiz, CitySavings Area Manager for Eastern Visayas; Carlos Molo, Branch Head for CitySavings Tacloban; and Jeunesse Cabada, CitySavings Reputation Management Specialist.

"After November 2013's unimaginable and unthinkable episode, CitySavings has proven to be a dependable partner giving all possible help and support to schools in terms of classroom repair and school supplies. We are happy for this spacious room to work in," Yu said.

Corporate Social Responsibility

CitySavings sponsors DepEd CARAGA Region staff teambuilding in Cebu

By James Kemuel Ibañez

- Initiative is testament to strong partnership of CitySavings and RAFL in transforming beneficiaries into proactive partners
- Participant activities included focus group discussions, low-element activities, and a ropes course



CAMARADERIE CAMP. First batch of Project Synergy participants from DepEd CARAGA with the RAFL Kool Adventure Camp Team. (R) Non teaching staff from DepEd CARAGA huddle as a symbolism of their camaraderie.

Thirty six non-teaching staff from Department of Education (DepEd) CARAGA Region 13 attended a three-day teambuilding conducted by the Ramon Aboitiz Foundation, Inc. (RAFL) Kool Adventure Camp (KAC) for City Savings Bank's Project Synergy last September 27 to 29, at the KAC Adventure Education Center in Balamban, Cebu.

The participants underwent focus group discussions, low-element activities and a ropes course, which further tested their values and

camaraderie as a team. This initiative aims to establish a strong foundation of collaboration and to foster good working relations between CitySavings and DepEd CARAGA Region personnel. A second batch of participants from the same region will be attending Project Synergy scheduled sometime in the 1st quarter of 2015.

Project Synergy is one of the signature Corporate Social Responsibility (CSR) initiatives

of CitySavings. RAFL Kool Adventure Camp, meanwhile, offers both youth and adult development programs such as leadership enhancement through experiential learning.

This initiative shows the strong partnership of CitySavings and RAFL and their joint commitment to transforming beneficiaries into proactive partners in creating a dynamic and sustainable community in the areas where their businesses are located.

Casa Gorordo Museum closes for 8-month renovation

The Casa Gorordo Museum has been closed to give way to an eight-month-long upgrade intended to bring its facilities at par with world-class museology standards that include the use of technology to create an interactive experience.

Dr. Jocelyn Gerra, executive director of the Ramon Aboitiz Foundation, Inc. – Culture & Heritage Unit (RAFL-CHU), which manages Casa Gorordo, assured that a better and improved museum will welcome visitors when it re-opens in May next year. More galleries and facilities

for video presentations will be added to show facets of Cebuano culture, short films, and documentaries as well as experiences that will recreate tradition and heritage.

The existing museum shop with books and souvenir items is also closed for improvement.

For now, all museum activities, including the Kids at the Museum and Kabataan, Kultura ug Kabilin will be set-up in RAFL-CHU's partner venues and other off-site exhibits. The foundation also intends to expedite the museum's renovation as many visitors,

especially students on educational tours, regularly come to Casa Gorordo and even include it in study tours.

"They are in for a more enjoyable experience when they come to the museum," she said.

Aside from foreign guests, the number of local visitors to Casa Gorordo is also increasing, which, according to Dr. Gerra, is an encouraging sign of the growing consciousness of Cebuanos and Filipinos on the importance of culture and heritage, thus, their decision to make the museum more appealing to guests.

Corporate Social Responsibility

RAFI forum puts spotlight on risk, impact of climate change

- **WWF's Lory Tan discussed Cebu City's vulnerability to climate change, its socio-economic sensitivity, and adaptive capacity**
- **RAFI's Eduardo Aboitiz Development Studies Center Promotion advocates disaster risk reduction and climate change adaptation**

With super typhoons and extreme weather phenomenon becoming the new normal of today, the need for the public to assess the risks and impacts of climate change should be emphasized.

Jose Ma. Lorenzo "Lory" Tan, CEO of World Wildlife Fund (WWF) – Philippines, presented the results of a study called "Business Risk Assessment and the Management of Climate Change Impacts" in a forum held last October 28 at the Ramon Aboitiz Foundation, Inc. – Eduardo Aboitiz Plenary Hall of the Eduardo Aboitiz Development Studies Center (RAFI-EADSC). The research looked at the vulnerability level of Cebu City in terms of environmental/climate exposure, socio-economic sensitivity, and adaptive capacity. Cebu is one of 12 key Philippine cities most likely to be adversely

affected by climate change.

Mr. Tan highlighted the necessity to build on existing climate studies, distilling city-specific socio-economic information, as well as drawing from experiences of local stakeholders, to have a more comprehensive grasp of likely future trends in addressing climate change.

"Given the increasing trend of our climate being highly variable and unpredictable, various stakeholders, most especially government leaders and the business sector, need to understand the risks and impacts of climate change to better arrive at strategies to counter said impacts," added Evelyn Nacario-Castro, RAFI-EADSC executive director.

A multi-sectoral group composed of the academe, business leaders, local government units, non-government organizations, and

members of civil society attended the forum. It continued RAFI-EADSC's advocacy of promoting disaster risk reduction and management as well as adapting to climate change, and was an addition the previously concluded four-part Understanding Choices forum that tackled the "new normal". This series was in response to the aftermath of the Bohol earthquake and super typhoon Yolanda, which hit Cebu and the rest of Central Philippines in the last quarter of 2013.



CEBU AND THE IMPACT OF CLIMATE CHANGE. Jose Ma Lorenzo Tan of the World Wildlife Fund (WWF)–Philippines urged Cebuanos to be proactive and to adopt new engineering techniques to address massive flooding.

Moonwalk draws over 3,000 participants



More than 3,000 joined this year's "Moonwalk: A Walk for Breast Cancer Awareness" held last October 11 in Cebu City. The parade stretched from Fuente Osmeña Circle to Plaza Independencia and included Cebu Vice Governor Agnes Magpale who pledged her support for those battling with the deadly disease.

Moonwalk 2014 was organized by the Ramon Aboitiz Foundation, Inc. – Eduardo J. Aboitiz Cancer Center (RAFI-EJACC). It identified breast cancer as the leading cause of death in Cebu's population between 2003 and 2007. Its cancer registry recorded 657 deaths out of 1,349 cases within that period. Many of these cases were only discovered when the disease, which also afflicts men, was already in its advanced stage with slim chances of patient survival. This became one the main drivers of Moonwalk, which is held at night during the full moon in October in line with Breast Cancer Awareness Month.

Ronald delos Reyes, RAFI-EJACC program coordinator, said that breast cancer screening and early detection leads to very high survival.

"Women 20 years old and above should already know how to do breast self-examination and must do so at least once a month," he shared. The symptoms and signs of breast cancer include unusual discharge from and lump in the breast.

First held in 2004, "Moonwalk: A Walk for Breast Cancer Awareness" is a unique collective advocacy campaign focused on early screening and detection of breast cancer through monthly breast self-examination and mammography.

Corporate Social Responsibility

OPARR Sec. Lacson and RAFI turnover rebuilt classrooms in north Cebu

- Total project cost at P219M, to benefit 11,300 students
- Classrooms have more disaster-resilient design with stronger columns and beams, improved roof sloping, and elevated flooring

Last October 21, Presidential Assistant for Rehabilitation and Recovery Secretary Panfilo Lacson led the turnover ceremonies for 209 classrooms and 20 daycare centers in northern Cebu, which were constructed and rebuilt by Ramon Aboitiz Foundation, Inc. (RAFI) and its partners as part of its wide-ranging rehabilitation program.

Joining Sec. Lacson were DepEd Undersecretary for External Linkages Mario Deriquito, Cebu Governor Hilario Davide III, and RAFI President Bobby Aboitiz.

RAFI linked partnerships with local government units and donors to rebuild classrooms in the towns of Daanbantayan, Bantayan, Madridejos, and Santa Fe. The project benefits some 11,300 students, bringing them back to a normal learning environment after Yolanda destroyed nearly everything in its path last year.

The new classrooms have been rebuilt to be more disaster-resilient featuring stronger columns and beams, improved roof sloping, and elevated flooring. Each was also fitted with a lavatory and water closet, roof insulation and natural ventilation, two solid panel doors and jalousie windows, concaved blackboards, and two ceiling fans.

Overall, P219 million was spent for the project, P28 million of which was from RAFI's local and international partners, namely the International Rescue Committee, American Jewish Joint Distribution Committee, Skhe Entrepreneurs Organization, Let's Help Philippines, Christ Leather Foundation, Pesch Family, Calligaro-Mueller Family, Sacred Heart School-Alumni



COMPLETED AND DELIVERED. RAFI President Bobby Aboitiz and Yolanda rehabilitation secretary Panfilo Lacson (fourth and fifth from left) hand over the Certificate of Completion and Acceptance to Sheila Marie Espinosa, School Head of Poooc Elementary School, one of the 52 school beneficiaries of RAFI's school building rehabilitation project. They are joined by (from left) Bantayan Mayor Ian Christopher Escario, Cebu Provincial Boardmember Celestino Martinez III, Sta. Fe Mayor Jose Esgana, Cebu Governor Hilario Davide III, and DepEd Undersecretary Mario Deriquito.

85, Portraits Artists Society of the Philippines, Art Association of the Philippines, St. Clare's Foundation, and St. Clare's Hospital.

The P4.5-million construction and repair of Sta. Fe's classrooms was also funded in

partnership with the League of Municipalities of the Philippines-Cebu Chapter, which also provided skilled workers and equipment while the International Labor Organization funded the cash-for-work program for non-skilled workers.

Corporate Social Responsibility

Aboitiz Christmas Outreach 2014



Aboitiz showcases young Cebu designers' ingenuity at 3rd Green Fashion Revolution

- UP Cebu was the overall winner for creating fashionable pieces out of recyclable materials
- “As one of our major platforms for the environment, Green Fashion Revolution gives us the opportunity to celebrate talent and creativity that is innate to our young Cebuanos.”-- Aboitiz Foundation’s Sonny Carpio

The Aboitiz Foundation once again set out to discover couture ingenuity among Cebu's talented youth as it staged Green Fashion Revolution last Saturday, October 18, at the SM City Cebu Trade Hall.

The activity highlights the importance of the 3Rs – reduce, reuse, and recycle – as it challenged competing students from colleges and universities across Metro Cebu to create clothing, footwear, and accessories that make use of recycled materials.

For its third year, the fashion design competition expanded its award categories to illustrate the broader idea behind the theme, ‘ECOUTURE: Green Design for a Better World’. Prizes are at stake for Best Clothing Design, Best Accessories Design, Best Bag Design, Best Footwear Design, Best Male Model, and Best Female Model.

The University of the Philippines Cebu was named the overall winning team in creating fashion out of recyclable materials. Other participants include Cebu Institute of

Technology–University, Cebu Normal University, and University of San Carlos.

Along with designs for clothes and accessories, each school has a proposed environmental intervention program for their respective adopted barangay. Last year's winning team provided their beneficiary barangay with livelihood training in creating bags from used tarpaulin.

“As one of our major platforms for the environment, Green Fashion Revolution gives us the opportunity to celebrate talent and creativity that is innate to our young Cebuanos. This is part of how the Aboitiz Group lives out our sustainability mindset that we can do well by doing good, always making the right long-term decisions that balance the interests of people, planet, and profit,” explained Aboitiz Foundation’s Chief Operating Officer Sonny Carpio.



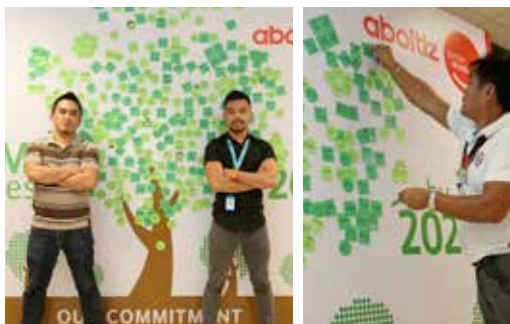
Sustainability

Aboitiz team members join pledge for 6M more trees

Phase two of the Aboitiz Group's A-Park program was officially launched last October 3 through simultaneous pledge activities held at the Taguig and Cebu corporate centers. The activity highlighted the new target of planting six more million trees by 2020.

Team members took part in the launch by posting the names of their loved ones on a commitment wall, signifying to whom the trees to be planted in the next six years are being dedicated.

The A-Park program is the group's contribution to reforestation and a healthy ecosystem in our country under the Aboitiz BetterWorld initiative. In addition to providing a home for indigenous animals, trees contribute to lowering carbon footprint for the group especially its host communities.



APRI plants lanzones for MakBan host community

By MJ Cendaña

- Around 440 seedlings were planted on a 1.7-hectare area in Calauan, Laguna
- Newly planted lanzones seedlings replace those uprooted by Typhoon Glenda

Sixty team members from AP Renewables Inc. (APRI), Therma Luzon, Inc., and AboitizPower's Gen Team participated in a tree-planting event on November 22 at Brgy. Limao in Calauan, Laguna, host community of the MakBan Geothermal Plant.

About 440 lanzones seedlings (*Lansium parasiticum*) were planted on an area that covered about 1.7 hectares.

"Deforestation and loss of biodiversity are serious problems around the world, with Indonesia and Philippines having the highest rates of deforestation in Asia. Additional pressure comes from forest destruction due

to typhoons. As A-People, we won't let this happen – that is why we will plant more trees in our community," said APRI Senior Vice President for Operations Kevin Beavers.

The newly planted seedlings will replace many lanzones trees that were uprooted by Typhoon Glenda last July. These will also provide future livelihood opportunities for local residents, lanzones being a popular specialty fruit of Laguna.

"Nagpapasalamat po kami sa APRI sa kanilang kagandahang loob na tumulong sa amin. Ang nagdaang bagyong Glenda ay nakasira sa hanap-buhay ng mga tagarito. Sa inyong pagbigay ng

mga binhi ng lansones, ito po ay malaking tulong para maibalik ang sigla at kinabubuhay ng aming barangay," said Brgy. Limao Chairman Eddie P. Sanchez, Sr.

Mr. Sanchez added that the lanzones trees are expected to bear fruit in 2026 and invited all the participants to visit and try the fruits.

The annual tree planting activity is being done across AboitizPower's Generation Business Units as part of its watershed management for operational and environmental sustainability. This also supports the Aboitiz Group's campaign to plant 6 million more trees by 2020.



PLANTING LANZONES IN LAGUNA. 60 APRI team members joined forces last November to plant about 440 lanzones seedlings as part of AboitizPower's watershed management for operational and environmental sustainability.

Over 1,000 pawikan eggs discovered in Aboitiz Cleanergy Park in 2014

- Discovery of seventh and eighth nests brings eggs tally to 1,412
- This follows the discovery and release of 81 pawikans at the park last January



PAWIKAN PARADISE. The presence of several pawikans at the Aboitiz Cleanergy Park in Punta Dumlagu highlights the park's status as an environmental "hotspot" that must be preserved and maintained.

The Aboitiz Cleanergy Park in Punta Dumlagu, Davao City recently welcomed a new pawikan nest in its premises, strengthening the park's status as an outdoor biodiversity park that protects and preserves the environment in a sustainable manner.

Last October 26, a new nest—the 7th in the

area—was found exactly two weeks after the discovery of Nest #6. An 8th nest, discovered last November 15, brings the total number of pawikan eggs discovered at the Aboitiz Cleanergy Park to 1,412.

Augusto "Sonny" Carpio III, Aboitiz Foundation Executive Vice President and

Chief Operating Officer, and Jowelle Cruz, Aboitiz Foundation Luzon Operations Manager, were present during the transfer of eggs from Nest #6.

Just last January 81 pawikans were released in the park following their hatching.

Turtle conservation and management training held at Aboitiz Cleanergy Park

To further improve the conservation efforts of the critically endangered Hawksbill Turtle, the Aboitiz Equity Ventures, Inc. Sustainability team and Davao Light conducted a two-day Training on Turtle Conservation and Management last August 14 to 15 at the Aboitiz Cleanergy Park turtle sanctuary in Punta Dumlagu, Davao City.

The objective of the training was to equip the Aboitiz Cleanergy Park core response team—composed of various Davao Light officers and public and private sector partners—with the technical expertise to manage its turtle conservation program.

The training, attended by 15 participants,

imparted key knowledge to the response team on:

- Proper Handling and Transferring of Marine Turtle Eggs
- Nest Evaluation
- How to avoid "Movement-Induced Mortality"
- Hatchery Site Selection and Hatchery Construction Design
- Nesting Incidence Monitoring, Documentation, and Reporting
- Guidelines on the establishment of turtle habitat
- Wildlife Resources, Conservation and Protection Act (R.A. 9147)

Angelita Vilorio, a biologist and marine turtle expert from DENR-PAWB Central Office, conducted the training.

"While our response team is capable of basic nest handling and egg transfer techniques, we recognize the need to elevate our technical knowledge, awareness, and skills on the several aspects of nest and hatchery management," said Fermin Edillon, Davao Light Community Relations Manager.

Overall, the training-workshop did not only address the knowledge gap of the core response team but more importantly, helped establish an effective turtle conservation management system.

Sustainability stewards trained on greenhouse gases and resource efficiency

- Participants were briefed on four relevant and high-impact environmental topics
- “To become a truly sustainable enterprise, organizations must be mindful of the way they manage critical resources such as water and energy.”--Arpit Shrivastava



ENSURING SUSTAINABLE PRACTICES. Arpit Shrivastava, trainer and consultant for AEV Sustainability, discusses greenhouse gases and resource efficiency as part of Aboitiz's commitment to bring its sustainability programs across the organization to a higher level.

In its bid to add value to the business, the Aboitiz Equity Ventures, Inc. (AEV) Sustainability team offered a 4-Course Technical Training for sustainability stewards, pollution control officers (PCOs) and facility officers groupwide last October 14 to 15 at the Active Fun Building in Bonifacio Global City, Taguig City.

This training is a manifestation of Aboitiz's commitment to bring its sustainability programs across the organization to a higher level, coupled with the aim to do business with lesser impact to the environment while delivering service and

benefits to people.

Attended by 35 participants, the training revolved around four important topics whose impact and relevance are being closely monitored globally:

- GHG (greenhouse gases) Inventory and Management
- Energy Management Systems
- Water Management
- Waste Management

“To become a truly sustainable enterprise, organizations must be mindful of the way

they manage critical resources such as water and energy. Water and energy will become the most critical resources regardless of the industry and business you operate. Waste and GHG Emissions are also being closely monitored across the globe,” said Arpit Shrivastava, trainer and consultant for AEV Sustainability.

The two-day training successfully equipped the participants the necessary tools to compute GHG emissions and formulate management plans for water, energy and waste.

UnionBankers engage in 3 mangrove-planting activities in Visayas

- Mangrove awareness and planting activities all took place in Bohol and Cebu
- These activities are part of UnionBank's GBC, an advocacy that allows UnionBankers to be involved in causes that they advocate and strongly believe in

UnionBank team members, through the GoBeyond Community (GBC) project, initiated three mangrove awareness and planting activities within a month-- all in the Visayas region. GBC is an advocacy that allows UnionBankers to be involved in causes that they advocate and strongly believe in, and truly live the Bank's purpose of elevating lives.

These activities were held last August 3, 16, and 20 in Bool, Bohol; Molocaboc Island, Cebu; and Cordova, Cebu, respectively.

In Bohol, 20 UnionBank volunteers were given an orientation by a DENR representative on mangroves-- its importance, its species, and

the proper manner of planting. 1,400 seedlings were then planted over a 1,200 square-meter area. UnionBank Tagbilaran Branch Manager Arlene Juab and Business Manager Marius Borja led the other UnionBankers in this simple giving back to Mother Nature.

In Molocaboc Island, UnionBank volunteers were given a short briefing then they gathered 1,300 mangrove seedlings and planted these--another opportunity to serve; another expression of Ubuntu.

Meanwhile, UnionBankers based in Cebu held their own mangrove planting activity in Cordova, Cebu. There were 70 volunteers who

gathered to plant 5,000 seedlings.

More than planting mangroves, the activity aimed to raise environmental awareness among UnionBankers and other volunteers. With sharp rocks under their feet and being submerged in muddy waters, planting "climate change shields" did not come easy but teamwork and camaraderie pushed these volunteers through.

Imparting to each participant the importance of the activity to Mother Nature and gaining a different sense of satisfaction are reasons enough to say these events were a success. **With Joey Samson**

Cotabato Light supports Linis Bayan project

By Donjie Vertuoso and Arlene Hepiga

Cleanliness and orderliness are some of the characteristics of a good and developing city, and Cotabato City is keeping pace to be one. In support of the local government's cleanliness efforts and in fulfillment of its corporate social responsibility, Cotabato Light joined the city's recent "Linis Bayan para sa Turismo" activity.

About 40 Cotabato Light team members (TMs) headed by Resident Manager Jude Sanchez joined forces with Barangay PC Hill officers and constituents to clean the area along Sinsuat Avenue from Cotabato Light to Tantawan Park last October 20 during the citywide clean-up activity.

"We at Cotabato Light and the Aboitiz Group are happy to take part of this noble and sustainable activity for our city and environment. Our TMs are glad to be of help. This is our place -- we should take care of it. Good deeds bear good fruits," Cotabato Light Sustainability and Special



CLEAN AND GREEN. Cotabato Light TMs working hand in hand to achieve a clean environmental campaign during the city's recent Linis Bayan project.

Project Officer Donjie Vertuoso said.

This "Linis Bayan para sa Turismo" was an initiative of the Cotabato City government through

the City Tourism Office and participated by the city's different barangays, military and police forces, and business establishments in the city.

WPF conference promotes resiliency through a #WeatherWiser nation

- Weather conference promotes sustainable business models, government programs, and technological innovations towards disaster preparedness
- Synergies between business, technology, and government have a positive impact on local and national economic development



BUSINESS & LIFE CONTINUITY PANEL. (From left) GMCI Risk and Crisis Strategist Amor Maclang; SM Vice President for Operations and EnviCom head Liza Silerio; Regus Philippines Area Director for Sales Ana Rocero; Aboitiz Equity Ventures Chief Risk Management and Reputation Officer Susan Valdez; Oxfam Philippines Mindanao Programme Coordinator Dante Dalabajan; MovePH Director Zak Yuson; WeatherPhilippines General Manager Celso Caballero III.

WeatherPhilippines Foundation (WPF) gathered industry leaders, weather experts, and media for its first conference entitled *From Calamity to Resiliency: A #WeatherWiser Nation*. The day-long event tapped community influencers in advocating proactive disaster-preparedness aimed at creating sustainable business models, government programs, and technological innovations.

The morning focused on Weather 101 and Tropical Cyclone 101, two weather knowledge trainings geared for proper contextualization of weather information for news reports and media output.

For the afternoon session, guests and speakers were industry leaders in business, technology, and government, who discussed the effects of weather on business planning and community engagement, technology for

disaster risk reduction, and policy-making for nation-building.

Its first panel speakers were Amor Maclang of GeiserMaclang Communications, Inc., Zak Yuson of Rappler MovePH, Liza Silerio of SM Supermalls, and Dante Dalabajan of Oxfam Philippines. Their focus was on the dynamics of weather on community empowerment and its relationship with business and life continuity.

Meanwhile, the second panel illustrated how the international community responds to disasters through technology. The speakers were Felix Ayque of MeteoGroup Philippines, Blair Spendelow of DHI, Anne Orquiza of Australian Aid (AUSAID), and Jim Anderson of Earth Networks.

The government panel included Dr. Val Barcinal of the Marikina Disaster Risk Reduction Management (DRRM), Dr. Glen Doloritos of the



#WeatherWiser
NATION

League of Provinces, and Atty. Karen Jimeno of the Office of the Presidential Assistant for Rehabilitation and Recovery (OPARR). Their discussion highlighted how government programs incorporating a proactive disaster-preparedness approach can positively shape the local and national economy and livelihood.

Despite their diversity, all panel discussions integrated the complementing strengths of the public and private sector in societal progress, the importance of civic engagement on a micro and macro level, and the harmonious interplay of the top-down and bottom-up approaches for development.

In his closing remarks, WPF General Manager Celso Caballero III encouraged passion and purpose in helping to build a #WeatherWiser Nation.

The #WeatherWiser Nation Conference was held at The Blue Leaf Events Pavilion to launch WPF's #weatherwiser campaign of, which calls on Filipinos to break the cycle of apathy towards weather, and to be conscientious of its effects on our lives.

Better preparedness through weather and tropical cyclone literacy

- **Weather 101 & Tropical Cyclone 101 trainings simplify terms and basic weather elements to help improve disaster risk reduction (DRR)**
- **Trainings are currently given to private organizations and LGUs, coinciding with AWS rollouts conducted nationwide**

Empowering its stakeholders, partners, and communities is a core objective behind WeatherPhilippines's Weather 101 & Tropical Cyclone 101 talks. By simplifying terms and basic weather elements, the training equips Filipinos with the right knowledge towards disaster risk reduction (DRR) under severe weather conditions.

Actual trainings on Weather 101 started this year with news website Rappler and marketing communications firm GeiserMaclang to help them understand weather information for reporting and information dissemination.

“Our goals do not stop with deploying roughly 1,000 Automated Weather Stations (AWS) nationwide. We plan to strengthen the impact and sustainability of our proactive disaster preparedness advocacy by educating people on weather, and its relevance in disaster risk reduction, business and life continuity, and climate change adaptation,” said General Manager Celso Caballero III.

The training also coincides with AWS turnover

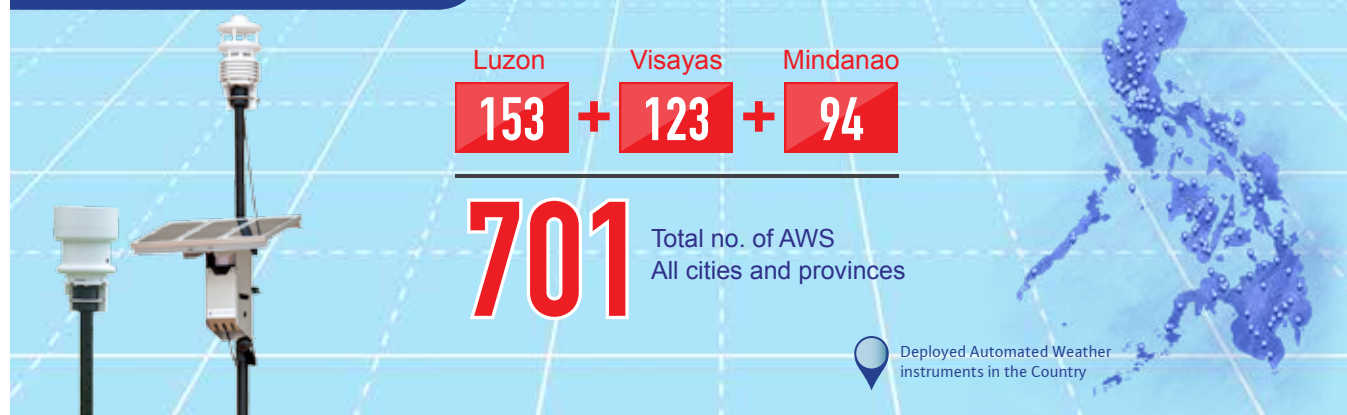


WEATHER AND RISK. WPF specialist Mike Padua conducts a Weather 101 training for AEV's Risk Steercomm. Paki-bold yung naka-ALL CAPS

activities that WPF conducts nationwide. Meanwhile, private companies and organizations, which have also undergone weather education training through WPF are Rappler, SN Aboitiz Power, Center for Disaster and Emergency Management of the University of Makati, AEV's Risk SteerComm, Therma Luzon, Inc., and Center for Outdoor Recreation and Expedition, the advocacy arm of Primer Group of Companies.

The Weather 101 & Tropical Cyclone 101 training is open to all those who wish to better understand weather and its implications on their business operations and disaster-response programs. Plans are underway to train LGUs after AWS deployment has completed and this will form part of the second phase of WeatherPhilippines's disaster risk reduction management intervention.

Weather Instruments Deployment as of December 2014



#WOTD makes a splash online

- Team members checked weather online and followed WeatherPhilippines on Twitter
- Website traffic for weather.com.ph increased 250% on day of event



WeatherPhilippines and Pilmico's #WOTD event, held last November 26 at the Taguig corporate center canteen, achieved great success as an avenue to strengthen online presence and harness team member awareness.

According to social tracking site keyhole.co, Pilmico achieved an audience reach of 6,977 on social media over a two-day period, November 26 to 27. Meanwhile, WeatherPhilippines raised

awareness among Taguig team members on its free, accurate, real-time, and localized weather information. This was measured by a 250% increase in website traffic, rising from 2,000 average hits per day to 7,000 on the day of the #WOTD game.

Both organizations added sweetness to checking out the weather in different areas of the country. Participants enjoyed

navigating WPF's website as a helpful weather information tool, which involved searching for a specified location and posting the right weather sticker on a giant Philippine map. They received specially designed #WeatherWiser cupcakes made by Pilmico as prize by sharing their photos online with the hashtag "#WOTD" and following @WeatherPH on Twitter.



CARAGA REGION RECEIVES WEATHER STATIONS.

WeatherPhilippines recently deployed AWS units to 14 priority meteorological sites in the Caraga Administrative Region in northeastern Mindanao. In addition, the team conducted training for LGUs of the region's municipalities on how to install the AWS and access localized weather information via weather.com.ph. WPF has installed total of 621 AWS nationwide to date.

Too much technology: let's get over our online addiction

During a recent trip to Europe, I couldn't help but point out to my three cronies how, at a crowded Sevilla restaurant, not a single mobile phone (a.k.a. "cell phone") could be spotted either in a diner's hand or on the table. It seemed that all the patrons (save for ourselves, of course) were in that establishment to enjoy each other's company.

That used to be life in the Philippines. We used to actually care for the people who surrounded, be they close friends, acquaintances, or strangers. There was a time when, during dead moments waiting for a meeting to start or a seminar to kick off, we would actually verbally (not virtually) chat with people around and expand our circle of influence somehow. Now the only thing that expands as a result of those encounters is our not-unlimited data bill as we busily hack away at email and the other apps on our gadgets.

Will casual socialization die a natural death in our lifetimes? If we are not careful, yes. Can't our replies to emails and SMS messages and Vibers and WhatsApps wait until after we eat, or sleep, or chat with friends, or be with family? Thankfully, with our iPhones, that irresistible red blinking light of the BlackBerry is a thing of the past. Put the thing on silent, throw it into your bag, and start paying attention to the live human beings before you. They have incredibly interesting stories to tell.

While in the past the cool thing to do might

have been to post every single important event of one's life on Facebook, I'm starting to think the new thing to do is to drop Facebook completely and tell your story only to those who want to bother to go and see you in person and not just those "friends" who visit our page in the wee hours of the morning due to insomnia. Why lift the veil of mystery about our day-to-day lives so easily to every single online buddy of ours? Isn't that giving away too much for too little? To deserve the real scoop, let's revive cocktails, lunches and coffees as the price to pay for us spilling the beans on ourselves.

This is where Twitter and Instagram (IG), in my view, trump Facebook as a social media tool. The first two are a ventilation of our thoughts and things we come across, snippets that can give a preview of what we are all about. In a way, it still lends an air of mystery so absent these days.

Let's get our mystique back. Let's keep our Facebook exposure to a minimum. If we must, let's tweet and IG instead.

Sorry, I gotta go, someone just WhatsApped me. Ciao.



Wandering Eye

By Basti Lacson



I'm starting to think the new thing to do is to drop Facebook completely and tell your story only to those who want to bother to go and see you in person and not just those 'friends' who visit our page in the wee hours of the morning due to insomnia.



People

Additional Role



Luis Miguel Aboitiz
FVP-Energy Trading & Sales
AboitizPower

LMA will hold concurrent roles as SVP and FVP for Energy Trading & Sales until a replacement is found for FVP.

Promotions



Pagan Arches
Senior Associate General Counsel
AEV LEX

Pagan has been promoted to Senior Associate General Counsel. She was previously Associate General Counsel since 2012.



Mailene de la Torre
Senior Associate General Counsel
AEV LEX

Mailene has been promoted to Senior Associate General Counsel. She was previously Junior Associate General Counsel since 2010.



Golda May Gabriel
Associate General Counsel
AEV LEX

Golda has been promoted to Associate General Counsel. She was previously Junior Associate General Counsel since 2011.



Erika Gonzales
Special Accounts Supervisor
AboitizPower

Erika has been promoted to AboitizPower Special Accounts Supervisor, reporting directly to Anne Jimenez, AVP-Energy Sales Luzon.



Anne Jimenez
AVP-Energy Sales, Luzon
AboitizPower

Anne has been promoted to AboitizPower AVP-Energy Sales, Luzon. She was previously a Key Accounts Manager since 2010.



Rowena Romero
AVP-Energy Accounts and Support Services
AboitizPower

Row has been promoted to AVP-Energy Accounts and Support Services. She was previously a Contracts Manager since 2011.



Patrick Reyes
COO
AboitizLand

Patrick has been promoted to COO. He was previously EVP since 2014.



Benedick Salvador
AVP-Energy Sales, Visayas and Mindanao
AboitizPower

Bigs has been promoted to AboitizPower AVP-Energy Sales, Visayas and Mindanao. He was previously Area Manager for Mindanao since 2010.



Edward Solayao
AVP-Technical Services Group
AboitizLand

Edward has been promoted to AVP-Technical Services Group. He was previously a Project Director since 2009.

Transfers



Arlene Casas
Accounting Staff
AboitizPower Distribution Group

Arlene has joined AboitizPower Distribution as Accounting Staff reporting directly to Rheshel Joan Ranis, Accounting Supervisor. Arlene was previously AboitizLand Financial Planning and Analysis Associate before this transfer.



Jay Gatmaitan
AVP-Business Development
AEV

Jay has joined AEV as AVP-Business Development reporting directly to Roman Azanza, FVP-Business Development. Jay was previously AboitizPower AVP-Marketing before this transfer.



Sydney Manigos
Service Desk Analyst
AEV iCSD

Sydney has joined AEV as Service Desk Analyst reporting directly to Peachy Ruth Hizon, Service Desk Supervisor. Sydney was previously VECO Helpdesk Support since 2006 before this transfer.

New Hires



Jokin Aboitiz
Management Associate
AEV

Jokin has joined AEV as a Management Associate. He was previously a Consultant at Indra Sistemas.

Jokin graduated with a degree in Business Management from the University of Exeter in England.

People



Francis Ian Bagatsing
AVP External Affairs-
Luzon
AboitizLand

Francis has joined AboitizLand as AVP External Affairs-Luzon reporting directly to Steve Araneta, VP for Land Acquisition. He was previously an Area Sales Director at Avida Land Corporation before joining AboitizLand.

Francis graduated with a degree in Management and Entrepreneurship from San Beda College and a Master's degree in Entrepreneurship from the Asian Institute of Management.



Catherine Belen
Logistics Coordinator
AEV Admin

Catherine has joined AEV as Logistics Coordinator reporting directly to Aileen Capapas, Admin Supervisor. She was previously an Administrative Assistant at the Department of Finance before joining AEV.

Catherine graduated with a degree in Business Administration, Major in Financial Management from the Philippine School of Business Administration Manila.



Martin Alfonso Castillo
Government Relations
Officer
AEV Government &
Community Relations

Martin has joined AEV as Government Relations Officer reporting directly to Ernest Villareal, SVP for Government Relations. He was previously Public Relations Assistant at Manila International Airport Authority before joining AEV.

Martin graduated with a degree in Human Resources Management from De La Salle University-College of St. Benilde.



Billy Jane Cavinta
Research Analyst
AEV Strategy and
Corporate Finance

Billy has joined AEV as Research Analyst reporting directly to Ricky Lacson, VP for Strategy. She was previously a Research and Finance Analyst at HDI Securities before joining AEV.

Billy graduated with a degree in Economics from the University of the Philippines-Baguio, and is a PSE Certified Securities Specialist.



Katarina Gabrielle Cosalan
Associate General
Counsel
AEV LEX

Katarina has joined AEV as Associate General Counsel-Corporate Secretarial and Compliance reporting directly to Catherine Atay, AVP for Corporate Secretarial and Compliance Services. She was previously a Junior Associate at Esguerra and Blanco Law Office before joining AEV.

Katarina graduated with a degree in Communication Research and a law degree from the University of the Philippines-Diliman. She was admitted to the bar in 2011.



Karen Flores
Learning and
Development Associate
AEV HRQ

Karen has joined AEV as Learning and Development Associate reporting directly to Tess Gaddi, AVP for HR. She was previously an Organizational Development Specialist at D.M. Consunji, Inc. before joining AEV.

Karen graduated with a degree in Industrial Engineering from the Polytechnic University of the Philippines.



Vanessa Concepcion Fumar-Gonzales
Associate General
Counsel
AEV LEX

Vanessa has joined AEV as Associate General Counsel-Labor and Litigation reporting directly to Leah Giraldez, AVP for Labor and Litigation. She took her law internship at the University of the Philippines Office of Legal Aid.

Vanessa graduated with a degree in Communication Arts from the Ateneo de Manila University, and a law degree from the University of the Philippines-Diliman. She was admitted to the bar in 2007.



Lew Lopez
Regulatory Lawyer
AboitizPower Regulatory

Lew has joined AboitizPower as Regulatory Lawyer reporting directly to Katrina Platon, AVP for Legal and Regulatory Affairs. He was previously an Associate Director at SyCip, Gorres, and Velayo and Co. before joining AboitizPower.

Lew graduated with a degree in Political Science from the De La Salle University-Manila and a law degree from the Arellano Law Foundation. He was admitted to the bar in 2010.



Tiffany Grace Maderal
Junior Associate Counsel
AEV LEX

Tiffany has joined AEV as Junior Associate Counsel-Corporate Secretarial and Compliance Services reporting directly to Catherine Atay, AVP for Corporate Secretarial and Compliance Services. She was previously an Associate Lawyer at Cuison Daguinod and Mendoza-Martelino Attorneys-at-Law before joining AEV.

Tiffany graduated with a degree in Political Science from the Mindanao State University-Iligan Institute of Technology and a law degree from the University of San Carlos-Cebu. She was admitted to the bar in 2012.

People



Virgie Liza Mellendez
Paralegal
AEV LEX

Virgie has joined AEV as a Paralegal reporting directly to Marilou Plando, AVP for Legal Administration. She was previously a Legal Affairs Specialist at Fundline Finance Corporation before joining AEV.

Virgie graduated with a degree in Political Science from the Rizal Technological University and a law degree from the University of Iloilo.



Jana Charisse Pedro
Investor Relations
Associate
AEV Investor Relations

Jana has joined AEV as Investor Relations Associate reporting directly to Dave Valeriano, AVP for Investor Relations. She was previously a Budget and Planning Analyst at Energy Development Corporation before joining AEV.

Jana graduated with a degree in Legal Management from the Ateneo de Manila University.



Patrick Michael Puno
Corporate Finance
Associate
AEV Strategy and
Corporate Finance

Patrick has joined AEV as Corporate Finance Associate reporting directly to Robin Sarmiento, AVP for Strategy. He graduated with a degree in Management from the Ateneo de Manila University.



Rose Angely Sasan
Junior Accountant
Aboitiz Foundation

Rose has joined the Aboitiz Foundation as Junior Accountant reporting directly to Rowena Astillo, Manager-Administration, Enterprise Development and Primary Health and Child Care. She graduated with a degree in Accountancy from the University of San Jose-Recoletos and is a CPA.

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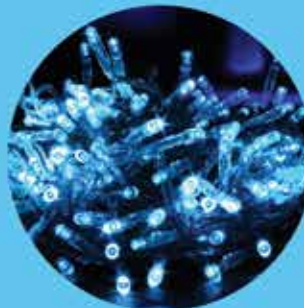
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Bill Chill with Davao Light and Cotabato Light



Did you know that even if Christmas is in the air, households can still do their part in helping conserve energy ahead of the predicted power shortage next year, alongside the private sector's energy conservation efforts such as the ILP (Interruptible Load Program)?

Be kindL.E.D.



L.E.D. (Light Emitting Diode) lights consume around 80 to 90% less power compared to ordinary Christmas lights. They may be expensive as you purchase them, but with proper handling and care, they will be worth it as they last up to 20 years.

Tree lights on, all else out



Let your Christmas tree have all the attention when you switch it on while turning off other light sources. Without any competition, your Christmas tree will definitely look more spectacular than ever and save you power at the same time.

Shiny twins and tricks



Use decorations that have shiny surfaces or mirroring effect and place them near windows or across mirrors. These techniques allow the lights to reflect, intensifying the room as if you've used more lights.

Lighten your load



Be careful not to overload your circuits during the Christmas season. To ensure that extension cords are adequate for the job, check the rating and amperage before you use them. A warm cord or plug may indicate an overload.

Pull the plug



Unplug your Christmas lights before leaving home or going to sleep.

Brought to you by



DAVAO LIGHT

an Aboitiz company



Cotabato Light

an Aboitiz company

