

NATIONAL CONCILIATION AND MEDIATION BOARD
ACCOMPLISHMENT REPORT
2015

In 2015, the National Conciliation and Mediation Board continued its efforts toward maintaining a stable and peaceful industrial relations climate in the country. It was able to maintain the number of work stoppages within manageable level through the provision of timely, efficient, and effective conciliation and mediation services. The Board declared five work stoppages in 2015, including a wildcat strike at Tanduary Distillers in Regional Branch IV-A. The four new strike cases covered by notices comprised 1.76% of the 226 total notices/lockouts handled during the period.

The Board increased its efforts towards the promotion of bipartite plant level cooperation and dispute resolution mechanisms resulting in a higher number of LMCs facilitated and grievance machineries operationalized. Its continued efforts in promoting the Voluntary Arbitration program also reaped positive results, as seen in the increase in the number of cases submitted to Voluntary Arbitration.

I. TECHNICAL ADVISORY SERVICES

In 2015, the Board reached 4,461 companies through its promotional activities on bi-partite plant-level workplace cooperation and partnership mechanisms (LMCs) and labor dispute settlement mechanisms or grievance machineries (GMs).

The LMC provides a channel of communication for management and employees to discuss possible solutions to mutual problems affecting labor-management relations.

It is the outcome of a continuing process of enhancing mutual trust and respect through information sharing, discussion, consultation and negotiations as schemes of workers' participation in decision making processes on matters not covered by collective bargaining agreements. It aims to strengthen tripartism and broaden representation of workers as a tool for attaining employment goals toward productivity gain-sharing and competitiveness.

LMC help reduce the rate of grievances, speed up resolution of issues between labor and management, and evolve better communication processes to improve the benefits and welfare of workers.

NCMB promotes LMC through its corps of conciliator-mediators and LMC facilitators in the regional branches in attending to issues faced by employees.

The NCMB also promotes grievance machineries to pursue the policy of minimal government intervention in labor disputes through bipartite plant-level dispute resolution mechanisms that aim to leave the resolution of workplace conflicts to the parties themselves. Unresolved conflicts are elevated to voluntary arbitration.

In pursuit of this policy, the Board conducts area-wide seminars and skills training on grievance handling, conflict management and joint problem solving processes to help labor and management settle grievances at the workplace.

The program aims to strengthen tripartism and broaden representation of workers as a tool for attaining employment goals toward productivity gain-sharing and competitiveness.

The Grievance Machinery promotes the primacy of collective bargaining and negotiation in the settlement of disputes in organized and unorganized establishments.

The promotion of grievance handling at the workplace has made grievance machineries functional allowing labor disputes to be addressed at the plant level. Oftentimes when these happen, only a few of the grievances manage to reach voluntary arbitration, hence the decline in VA cases.

In 2015, 4,461 companies were beneficiaries of a total of 8,155 technical advisory services provided by the Board during the period. The 8,155 technical advisory services resulted in the following outputs:

- facilitation of 289 LMCs
- strengthening of 1,222 LMCs through the provision of skills training on negotiation, consultation, problem-solving, and corporate social responsibility
- operationalization and institutionalization of 254 GMs, and
- enhancement of 1,195 existing GMs.

As a result of these outputs, Ninety-four percent (94%) of companies with existing LMCs were not involved in labor disputes during the period. Out of the 2,619 companies with existing LMCS, 2,455 were not involved in NS/L, PM and VA cases. On the other hand, 95% or 3,058 companies with active GMs were not involved in labor disputes out of the 3,207 companies with active GMs.

The Board achieved a 97% very satisfactory service rating from its clients in 2015. During the year, 3,220 out of 4,003 respondents said they were very satisfied while 662 others said they were satisfied with the Board's services.

Convergence program with other DOLE offices:

- a) The NCMB has tied up with the NWPC through a convergence program to enhance productivity in companies using the LMC as an entry point. In 2015, the convergence program with the NWPC has resulted in the facilitation of 115 LMCs in companies with existing productivity programs and enhancement of 720 LMCs with RTWPB-initiated productivity programs.

- b) NCMB's tie-up with the Occupational Safety and Health Center and the Employees Compensation Commission resulted in the facilitation of LMC in 120 companies with existing OSH programs and enhancement of 747 LMCs with basic programs on occupational safety and health and on employees compensation;

- c) NCMB's convergence program with the Bureau of Workers with Special Concerns through the DOLE regional offices likewise led to the facilitation of 112 LMCs in companies with existing family welfare programs and enhancement of 632 LMCs with family welfare programs.

II. LABOR CONCILIATION, MEDIATION, AND ARBITRATION SERVICES

In cases of actual strikes, notices of strike/lockout and preventive mediation cases, the NCMB promotes conciliation-mediation as the preferred mode of resolution of unfair labor practice and bargaining

deadlock issues raised to prevent the same from maturing into actual work stoppages.

In the occasion that a work stoppage has already occurred, the NCMB, continues its conciliation and mediation services in an effort to settle the dispute at the earliest possible time to minimize or prevent its adverse effects to the workers, to the company, and to the economy.

Conciliation-Mediation is one of the strategies to achieve the objectives of Philippine Labor and Employment Plan 2011-2016.

Voluntary Arbitration (VA), another program of the Board, is the terminal step in the parties' grievance machinery. It is a third party settlement of a labor dispute involving the mutual consent by the representative of the company and the labor union involved in a labor dispute to submit their case to a neutral third party who decides the case based on merits.

In 2015, five work stoppages were declared, including a wildcat strike at Tanduay Distillers in Region IV-A. The four new strike cases covered by notices comprise 1.8% of the 226 total notices of strike/lockouts handled during the period.

During the reporting period, the Board was able to achieve the following:

- a) Settle/resolve 77% or 5,304 out of 6,875 cases handled; **overall target is 85%**
 - i. Settle 4,477 of 5,718 RFAs (78%)
 - ii. Settle 432 of 491 PM cases (88%)
 - iii. Settle 179 of 226 NS cases (79%)
 - iv. Settle 5 of 5 AS/L cases (100%)

v. Resolve 211 of 435 VA cases (49%)

b) Of the 211 decided VA cases, 9% or 20 case decisions was appealed to the CA during the period); **target is not to exceed 20%**

c) Facilitate monetary benefits resulting from case settlement as follows:

AS/L	-	P 1.5 M benefitting 92 workers
NS/L	-	P 436 M benefitting 4,976 workers
PM	-	P 86 M benefitting 1,712 workers
SENA	-	P 180 M benefitting 4,409 workers
VA	-	P 408 M benefitting 6,008 workers

OTHER ACCOMPLISHMENTS:

Project SpeED 6 (Project Current Dockets)

The Board achieved the following accomplishments on SpeED 6 during the period:

- AS/L: disposed 5 of 5 cases (100%)
- NS/L: disposed 187 of 216 cases (87%)
- PM: disposed 453 of 475 cases (95%)
- VA: disposed 211 of 344 cases (61%)

CAPABILITY BUILDING PROGRAMS

- ✓ Spearheaded the conduct of the SENA Awards in recognition of the 2014 Best SENA Implementer in January 2015 during the SENA Congress.

- ✓ Conducted Continuing Skills Upgrading Program for NCMB LIOs on March 24-27, 2015 at BSA Towers, Ortigas Center, Mandaluyong City.
- ✓ Conducted Labor Dispute Management Course XIX held in Phinma Training Center, Tagaytay City on April 20-24, 2014.
- ✓ Conducted Conciliation-Mediation Training including SEADOs in Central Mindanao on May 3-4, 2015 at Golden Valley, Cebu City
- ✓ Conducted Joint NCMB Team Enhancement Exercises with Lakbay Aral on May 13-15, 2015 at Villa Antonina Resort, Panipuan, San Fernando, Pampanga.
- ✓ Conducted Trainers' Training for NCMB Program Implementers at Los Banos, Laguna on May 19 – 23, 2015.
- ✓ Conducted CDMS re-orientation seminar to NCMB staff at Burnham Suites in Baguio City on July 7-10, 2015.
- ✓ Linked with ILO for the conduct of Enhanced Conciliation-Mediation Training for the SEADOs held at Boy Scouts of the Philippines BP International Makiling, Los Banos, Laguna on July 29 - 31, 2015.
- ✓ Conducted continuing education seminar for AVAS-Visayas and Mindanao on July 30-31, 2015.
- ✓ Linked with ILO for the conduct of Enhanced Conciliation-Mediation Training for the SEADOs" held at Philippine Gateway Hotel, Surigao on August 5-7, 2015.

- ✓ Conciliation-Mediation Training conducted in Cebu last August 25, 2015 at St. Mark Hotel which included SEADOs of DOLE-RO VII
- ✓ Conducted Electronic New Government Accounting System (eNGAS) at ICON Hotel on September 22 – 25, 2015.
- ✓ Conducted Seminar-Workshop on NCMB Recruitment and Selection Process and Leave Administration at ICON Hotel on October 13-15, 2015.
- ✓ Conducted Continuing Education Seminar for Accredited Voluntary Arbitrators at Labor Governance Learning Center, Dole Bldg., Intramuros, Manila on October 22-23, 2015.
- ✓ Conducted the 10th National Labor Management Cooperation (LMC) Convention held at Crowne Plaza, Ortigas Avenue, Quezon City on November 11-12, 2015.
- ✓ Conducted MLC Training for Conciliator-Mediators and SEADOs in the Implementation of the Maritime Labor Convention 2006 on November 23-25, 2015 at Amara Hotel, Manila.

REGIONAL HIGHLIGHTS

RCMB CAR

- ✓ Hedcor, Inc. and the Manor at Camp John Hay from the region earned recognition at the 2015 Search for outstanding LMC for Industrial Peace.
- ✓ SN Aboitiz Power, Benguet Inc. (SNAPBI) and Benguet Electric Cooperation (BENECO) were recommended by the Branch to the

DOLE for the issuance of the Certificates of Compliance (COC) on Labor Relations while seven other organized establishments were issued with COCs for their compliance to their CBAs.

- ✓ RCMB-CAR inked a memorandum of agreement with the Employees Compensation Commission (ECC), to strengthen and promote social dialogues as a forum to disseminate the programs and services of the two agencies.
- ✓ The Branch was invited by the DILG-Abra to conduct a seminar on conciliation-mediation techniques and skills before 200 lupon ng Tagapamayapa from Abra LGU on October 2, 2015 at Hotel Supreme Baguio City.
- ✓ RCMB-CAR also conducted a Farm Workers Dialogue at the JV Ongpin Foundation, Inc. to discuss grievance mechanisms as applied to farmers and farm workers on October 7, 2015 at Palipyas, Villaviciosa, Abra. Dir. Caragayan and LEO III Cesar D. Cacayuran served as resource speakers during the learning session.

RCMB I

- ✓ The regional branch launched the 2015 Search for Best Practice on Workplace Cooperation and Partnership cum learning session on innovation and managing change in the workplace on March 30, 2015.
- ✓ Conducted an area-wide seminar in coordination with the I-CARE on May 22, 2015.
- ✓ The RCMB I conducted sixteen plant level orientation seminars on organized and unorganized companies within the region.

RCMB II

- ✓ With a strong partnership with the DOLE LMC Convergence Team (LCT), the branch was able to enhance through plant LMC re-orientation seminar and advocacy awareness on the LCT programs six (6) LMCs from unorganized establishments and three (3) LMCs from two organized establishments.
- ✓ The branch participated in the LMC pre-facilitation activity through an area-wide seminar conducted by the RTWPB in Cauayan City on March 19, 2015.
- ✓ Out of the 17 LMCs facilitated in unorganized establishments, 10 were with Productivity-Initiated Programs, 5 with Family Welfare programs and 3 with Safety & Health Program.
- ✓ The branch initiated other convergence activities by convening 2 RCC meetings with regard the joint conduct of enhancement activities either at plant or area-wide, and one LCT meeting for the purpose of monitoring and reporting of activities under the LMC sub-committees on Productivity, OSH and Family Welfare.
- ✓ CAGELCO II won the Best Enterprise-Based Dispute Resolution Practices during the 10th LMC National Convention held in Manila on November 12, 2015.

RCMB III

- ✓ The branch conducted an Area Wide Seminar in coordination with the DOLE Aurora Provincial Office on Labor Management Cooperation and Gender Sensitivity at Sabang, Baler, Aurora on March 10, 2015.
- ✓ The branch conducted an Area Wide Seminar entitled “Managing Conflict: The ADR way” on March 26, 2015 at the Golden Dragon Restaurant, Subic Bay Freeport Zone. It was attended by 69 participants from 60 establishments. It was conducted in cooperation with the Labor Department of the Subic Bay Metropolitan Authority and Subic Bay Workforce Development Foundation, Inc.

- ✓ The Branch conducted an Area Wide Seminar on Gender Sensitivity and Equality and conflict management, in coordination with the Freeport Area of Bataan, towards productivity held at AVR-FAB, Mariveles, Bataan on April 16, 2015. It was attended by participants from 15 unorganized companies.
- ✓ ON Semiconductor SSMP from the region won its third award on the 2015 Outstanding LMC for Industrial Peace and became the first company in Central Luzon to be recognized in the Hall of Fame.
- ✓ International Wiring Systems Philippines Corporation won for the first time the 2015 Best Enterprise Based-Dispute Resolution Practices Award.
- ✓ RCMB III attended a capacity building seminar and demonstration on Organic Farming at Prime Basket Bio Integrated Farming in Tagaytay City on March 19, 2015.
- ✓ Learning Session on 10 Kumainments on July 13, 2015 as part of the celebration of Nutrition Month.
- ✓ Celebration of the 115th Anniversary of the Civil Service Commission at the National Museum of the Philippines and Manila Ocean Park on September 15, 2015.

RCMB IV-A

- ✓ Conducted a two day seminar for Cavite stakeholders with the three programs of the Board in convergence with other DOLE offices on February 17-18, 2015.
- ✓ Area wide seminar of the three programs of the Board in convergence with other DOLE programs for Batangas stakeholders on March 11, 2015.

- ✓ Conducted an Area wide seminar on three programs of the Board in convergence with other DOLE offices on April 17, 2015.
- ✓ Conducted area wide seminars on the three programs of the Board in convergence with other DOLE offices among LTA locators in LTI, Binan, Laguna on May 26, 2015 and June 18, 2016.
- ✓ Regional Seminar in convergence with STAR-LMCAI and other DOLE offices and awarding of plaque of recognition among the five regional winners of outstanding LMC.
- ✓ Area wide seminar on the three programs of the board including topics on interpersonal relationships at LISP I, Cabuyao, Laguna.
- ✓ Area wide seminar in convergence with other DOLE offices among Toyota Suppliers emphasizing on LMC, PIP and Family welfare on April 29, 2015.

RCMB IV-B

- ✓ Conducted conciliation-mediation training workshop to tobacco farm workers and selected barangay captains per invitation of Jaime V. Ongpin Foundation (JVOFI) in partnership with Philip Morris held on October 15-16, 2015 in San Jose Occidental Mindoro
- ✓ Facilitated the attendance of nineteen (19) participants from two regional partners (ORMIPA & PIPA) to the 10th National LMC Convention held in Crown Plaza, Quezon City
- ✓ Settled the lone notice of strike (NS) case filed by Berong Nickel Corporation on the issue of refusal to bargain
- ✓ Handled/Settled/Disposed three (3) RFAs.

- ✓ Provided technical assistance to the employees of Lubang Electric Cooperative which facilitated the payment of overtime pay, holiday pay, night shift and differential amounting to P200K.
- ✓ Participated/attended the Regular RCC Meetings
- ✓ RCMB NCR thru handling/facilitation of POEA-SENA

RCMB V

- ✓ Conducted a seminar on the Board's core programs was attended by 79 participants on March 17-18 in Villa Caceres Hotel in Naga City, Camarines Sur.
- ✓ The branch facilitated the settlement of the CBA negotiations between the Philippine Geothermal Production Corporation located in Albay and its exempt employees union. The union numbering to about 27 employees belong the exempt employees of Philippine Geothermal Plant.

RCMB VI

- ✓ The LMC Convergence team of Region VI composed of focal persons of the different participating convergence agency initiated their first LCT meeting last February 18, 2015 held at the NCMB Multi-Purpose Function Room, Bacolod City.
- ✓ The branch in response to the Green Our DOLE Program maintained a vegetable garden located at side of the office. Branch personnel planted a variety of vegetables and green plants which added colors and vibrancy to our office. Also, the branch practice proper segregation of waste.
- ✓ The Branch was one with the other government agencies such as the Civil Service Commission during their anniversary and Disaster Risk

Reduction and Management Council-Negros Occidental during the Disaster and Preparedness Month. The branch also actively participates in the celebration of Labor Month and Independence Day.

- ✓ The PTSU has been active in the promotion and facilitation of Labor-Management Cooperation and Grievance Machinery.

RCMB VII

- ✓ The board had assisted and facilitated the conclusion of the nine CBAs namely: Atlas Fertilizer Corporation, Bohol Light Company, Carmen Copper Corporation, Cebu Country Club, General Milling Corporation, San Miguel Brewery, San Miguel Yamamura, Philippine Mining Service Corporation-Bohol, Philippine Mining Service Corporation-Alcoy.
- ✓ The branch received recognition from the Commission on Audit for having a zero Notice of Suspension, Notice of Disallowance and Notice of Charge for CY 2014. The branch got an unqualified opinion for the financial statements of 2014. Likewise, the branch was also recognized for having zero disallowance and charges for the year 2015.
- ✓ A special citation from DOLE was awarded to the branch for maintaining industrial peace and achieving a zero strike incidence for the first semester of 2015.
- ✓ The Mandaue ADR Center was formally launched last May 1, 2015, as one of the highlights of the Labor Day Celebration. The people manning the center from the Mandaue City local government had been equipped with the necessary skills and capabilities through the trainings and capacity building conducted by NCMB.

The branch continues to promote the alternative dispute resolution mechanisms as the best option for labor dispute settlement through seminars on conciliation-mediation to different tripartite councils,

among them were the Bohol TIPC, Negros Oriental TIPC and the Cebu City TIPC. The Philippine Management Association of the Philippines-Cebu also tapped the branch to speak on the ADR seeing the importance of having plant-level mechanisms.

- ✓ For 2015, the branch boosted its efforts to promote the programs to small-medium enterprises particularly to the hospitality industry and small entrepreneurs. Seminars were conducted in Anda, Bohol and Siquijor.

The branch had conducted several convergence activities like meetings and seminars. One remarkable activity is the Area-Wide Seminar on the Role of DOLE RCC Convergence of Programs and Launching of Productivity Toolkit last October 2 wherein two-hundred eighty seven participants attended composed of labor and management representing ninety eight various industries in the region. No less than the DOLE Secretary Rosalinda Dimapilis-Baldoz graced the occasion who emphasized tripartism and social dialogue as the key to government programs.

- ✓ The branch also being an advocate of the greener environment and rehabilitation, it has supported CSR campaigns from social partners, one of which is the mangrove planting at Barangay Luyang, Carmen, Cebu initiated by the Mandaue City TIPC.
- ✓ Through the HRRT-ITC, the branch also joined the feeding program at Barangay Tejero, Cebu City last April 11, 2015.

RCMB VIII

- ✓ The Branch conducted its first ever regional convention on Labor-Management Cooperation, in coordination with the Region Eight Labor-Management Cooperation Practitioner's League (RELAMACOP), the branch's social arm in the promotion of LMC in Eastern Visayas.

RCMB IX

- ✓ RCMB IX, in coordination with the Zamboanga del Sur-Pagadian City Association of Industrial Peace Advocates (ZASURPA-AIPA), conducted a two day area wide seminar on ADR, OSH, Family welfare programs, ECC, and Productivity tool box last May 6-7, 2015 at Buug Palace Inland Resort and Restaurant in Buug, Zamboanga Sibugay and was attended by 69 participants composed of 29 management and 40 labor representatives.
- ✓ On July 16-17, 2015, another two day area wide seminar was conducted by the branch in coordination with the same association entitled “The Importance of LMC in the convergence program of DOLE”. On the second day of the area wide seminar, the Zamboanga Federation of Industrial Peace Advocates (ZAMFEDIPA) was created.
- ✓ DOLE Secretary Rosalinda Dimapilis Baldoz launched DOLE's newest initiative dubbed as hashtag engage, motivate, achieve during the area wide seminar by the RCMB IX last September 24-25, 2015 at the Dakak Beach Resort, Dapitan City.
- ✓ The Branch led the learning sessions on Labor and Management Cooperation and Grievance Handling during the “Learning Session and Labor Laws Compliance System Group Joint Assessment” for the different locator-establishments inside the Zamboanga Special Economic Zone and Freeport (Zambo Ecozone).
- ✓ Upon the request Pilar College of Zamboanga, Director Foncardas acted as resource speaker and discussed the rights

and obligations of the employees, management prerogative, and limitations during the Human Resources Management Seminar last March 13, 2015 at Pilar College campus, R.T. Lim Boulevard, Zamboanga City.

RCMB XI

- ✓ Early intervention and assistance through conciliation-mediation services that lead to the peaceful resolution and settlement of labor disputes at the following establishments:
 - Nader Ebrahim s/o Hassan Philippines (NEH), Inc.
 - SUMIFRU Philippines Corporation
 - Nakayama Technology Corporation
 - Successful Collective Bargaining Agreement conclusions without third party intervention on companies with operationalized LMCs and GMs in the following establishments: San Pedro College
 - Tortuga Valley Plantation, Inc.
 - Del Monte Fresh Produce (Phils.), Inc.
 - Davao Integrated Port and Stevedoring Services Corporation
 - Lapanday Agricultural Development Corporation, San Pedro Hospital of Davao City, Inc.
 - Tagum Agricultural Development Company, Inc.
- ✓ Full utilization of the Regional Inter-Agency Coordinating and Monitoring Committee of RB XI (RICMC) and active collaboration of all RCCs.

- ✓ Strengthened promotion of the convergence of programs to all establishments in the region through the conduct of simultaneous plant level orientation and enhancement seminars.

RCMB XII

- ✓ Convergence of services resulting to Facilitation of Two (2) LMCs in companies with existing RTWPB-initiated Productivity Improvement Programs, Eight (8) LMCs in companies with existing OSH Programs and Six (6) LMCs in companies with existing Family Welfare Programs. It also resulted to the Enhancement of Fifty-nine (59) companies in convergence with RTWPB, Fifty-four (54) companies in convergence with OSHC and ECC's regional counterparts and Fifty-two (52) companies in convergence with DOLE FO on its Family Welfare Programs.
- ✓ Women's Month Celebration with the Association of Industrial Peace Advocates of Soccsksargen at the Ma. Goretti Home for Girls dubbed still as a "Celebration with a Cause".
- ✓ Election of AIPA-S Cotabato Cluster Officers on June 11 and facilitation series of cluster meeting afterwards in its succeeding quarters thereby reactivating and expanding the membership and involvement of social partners in the Cotabato Province.
- ✓ Facilitated the conduct of AIPA-S regular monthly meetings which includes hosting of meetings by AIPA-S Officers such as by Alsons on March 4, Dole Stanfilco Surallah on May 15 & Dole Phils.,Inc. Calumpang Plant on July 10 attended by the majority of AIPA-S Officers.
- ✓ Conducted Three (3) Area-wide Convergence Seminars in partnership with AIPA-S and RTWPB to all Three (3) clusters of Region 12 – Cotabato Cluster, SarGen Cluster and Upper Valley Cluster on April 15 & 16, Sept.

9 & 10 and Oct. 1 & 2, respectively. A Two-day 'One-stop-shop' seminar covering orientation of programs and services of DOLE's attached agencies under the convergence of programs such as ECC, OSHC, RTWPB, FWP, LLCS and of NCMB. This is an event co-facilitated by AIPA-S wherein AIPA-S Officers shared also their company's best LMC practices.

- ✓ Conducted Two (2) Area-wide seminars on Women's Month: Interest-based & Principled Negotiation Seminar-Workshop in coordination with AIPA-S on March 6 and Trainor's Training for Women Leaders: Magna Carta of Women, Anti-sexual Harassment Law, Kasambahay Law and Night Worker's Law with awarding of Ten (10) Outstanding Women LR practitioners in partnership with AIPA-S and graced by the DOLE 12 RD & OWWA Director on March 11 & 12.

RCMB XIII

- ✓ The RCMB-XIII, in coordination with the resource speakers from DOLE, RTWPB, ECC and OSHC commenced the plant-level convergence program implementation for this year in the following establishments:
 - THERMA MARINE INCORPORATED
 - TOYOTA – Butuan Branch
 - SOUTHWAY COLLEGE and TECHNOLOGY (SOCOTECH)
 - NORTHERN MINDANAO COLLEGES INC.
 - SAINT MICHAEL COLLEGE OF CARAGA
 - BAUG CARP BENEFICIARIES MULTI-PURPOSE COOPERATIVE
 - UHLAND LOANS CORPORATION
- ✓ Unorganized companies reached by the RCMB XIII through its regular programs:
 - UNICITY GENERAL MERCHANDISE INC.
 - UNITOP GENERAL MERCHANDISING INC.
 - ROSE BAKESHOPPE

- ROSARIOS' DIMSUM
- UNICITY SURIGAO BRANCH

SHIRLEY M. PASCUAL
OIC-Executive Director IV

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