



2019 HIGHLIGHTS OF ACCOMPLISHMENTS



 PHLPOST <small>Kapagserbisang Pilipino</small>	Republic of the Philippines PHILIPPINE POSTAL CORPORATION	Page No.:	Page 1 of 15
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I. CORPORATE DIRECTIONS

By virtue of Republic Act No. 7354, otherwise known as the Postal Service Act of 1992, the Philippine Postal Corporation (PHLPost) was created as a government-owned and controlled corporation (GOCC).

Presently, PHLPost is directly under the Office of the President under Executive Order No. 47 s.2011.

A. Mandate, Vision and Mission

Mandate

As a Government Owned and Controlled Corporation, Philippine Postal Corporation is mandated to:

- Plan, develop, promote and operate a nationwide postal system with a network that extends or makes available at least ordinary mail service to any settlements in the country.
- Provide for the collection, handling, transportation, delivery, forwarding, returning and holding of mails, parcels and like materials throughout the Philippines and pursuant to agreements entered into, to and from foreign countries; and,
- Determine and dispose of, in a manner it deems most advantageous, with law and settled jurisprudence, confiscated or non-mailable mail matters, prohibited articles, dead letters and undelivered mails, except the sale of prohibited drugs, dangerous materials and other banned articles as defined by law; and,


Vision and Mission

VISION	By 2020, PHLPost is the preferred universal delivery service provider of communications, goods and payment in services in every Filipino community.
MISSION	PHLPost provides efficient, competitive and on-time delivery of communications, goods and payment services in any Filipino community.

Values

PHLPost's work ethics is founded by Public Service and Corporate Values, operationally defined as follows:



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PIES Public Service Values		CITE Corporate Values	
Patriotism	Taking pride in being a Filipino	Commitment	The state or quality of being dedicated to a goal, job, cause, activity, thereby contributing to attain organizational effectiveness.
Integrity	Quality of being honest and having strong moral principles; moral uprightness and ethical decision making in day to day work life	Innovation	Creating /developing a new method, idea, product, etc. resulting to work improvement, cost efficiency and seamless processes.
Excellence	Being outstanding or extremely good in the performance of duties applying exemplary behavior or attitude	Teamwork	Collaborative effort of a group to achieve a common goal or to complete a task in the most effective and efficient way.
Spirituality	Putting God in the center of life by being concerned with the human spirit or soul as opposed to material or physical things.	Entrepreneurial Spirit	Creating value by way of knowing and understanding PHLPost products and services and effective resources management

In a Board Resolution No. 2019-28 dated March 21, 2019, the Board of Directors approved the New Corporate Values with Behavioural Descriptors (CITE+PIES) of the Philippine Postal Corporation as recommended in PHLPost Execom Resolution No. 2019-11 dated 12 March 2019.

B. Corporate Goals and Objectives


To attain its vision and effectively fulfill its mission, PHLPost shall pursue the following goals and objectives:

Sustainability of the organization	To foster sustainable partnership with postal partners
Relevance of the Postal Service	To remain a relevant component of the value chain
Adoption of Information Technology	Towards an ICT-enabled postal services
Market Push Products and Services	By expanding Express post service, providing government services at postal outlets, venturing to e-Commerce fulfillment services, and trade facilitation using the postal network

C. Strategies and Thrusts

In realizing the vision as well as achievement of goals and objectives, strategies are adopted by PHLPost focusing on efficient services, positive customer experience and financial sustainability.



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Strategic Outcomes	Strategies
Efficient Services	<ol style="list-style-type: none"> 1. Sustain efficiency and reliability in the delivery of communications and information, goods and merchandise, and payment services; 2. Uphold Postal Service integrity; 3. Improve efficiencies in the Postal Service through innovations and ICT; 4. Develop and manage the competencies of effectual and competent human resources;
Positive Customer Satisfaction	<ol style="list-style-type: none"> 5. Linked people with access to communication services, delivery of goods and merchandise and provision of postal payments 6. Continued postal services in the community 7. Enhance positive postal service experience to customers and partners
Financial Sustainability	<ol style="list-style-type: none"> 8. Ensure financial growth and efficiency by market sustainability and cost management




Figure 1: Strategy Map, Philippine Postal Corporation

II. CORPORATE PROFILE

A. Organizational Structure

The organizational structure of PHLPost evolved since the implementation of Rationalization Plan in January 2013 pursuant to Board Resolution No. 2012-65 adopted on 20 October 2012.

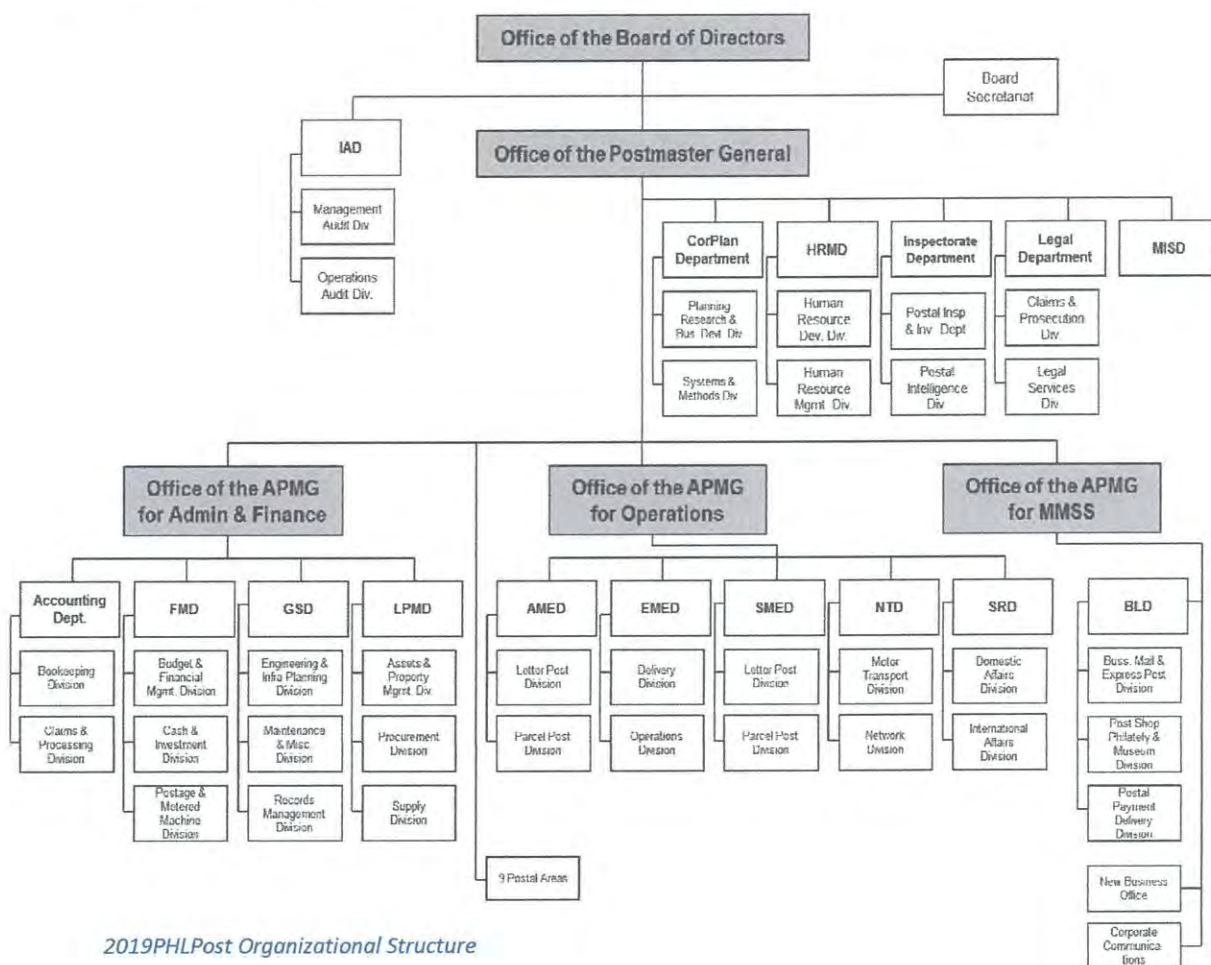


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Pursuant to Board Resolution No. 2019-121 promulgated on 12 September 2019, the functional supervision of the Inspectorate Department from the Risk Management Committee of the Board of Directors was reverted to the Office of the Postmaster General. This was approved in order to align the proper supervision over the Inspectorate Department in accordance with the GCG Approved Manual on Corporate Governance.

The nine (9) Postal Areas are strategically located nationwide and maintain standard organizational structure in the exercise of their functions in Operations, Marketing and Administration and Finance.

Figure 2. Existing Organizational Structure, Philippine Postal Corporation



2019PHLPost Organizational Structure

B. Personnel Complement

The authorized plantilla positions based on the PHLPost Rationalization Plan of 2012 is 7,043. As of 31 December 2019, the total filled up positions are 4,605 or 65.38% of authorized plantilla, leaving 2,438 or 34.62% unfilled positions.





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The total workforce of Philpost ending 31 December 2019 is 7,459 wherein 4,605 personnel or 61.74% are holding plantilla positions and 2,854 personnel or 38.26% are hired under Contract of Service, Contractual and Consultant. Out of the 2,854 hired personnel, 2,816 are Contract of Service Workers, 37 Contractual and 1 Consultant.

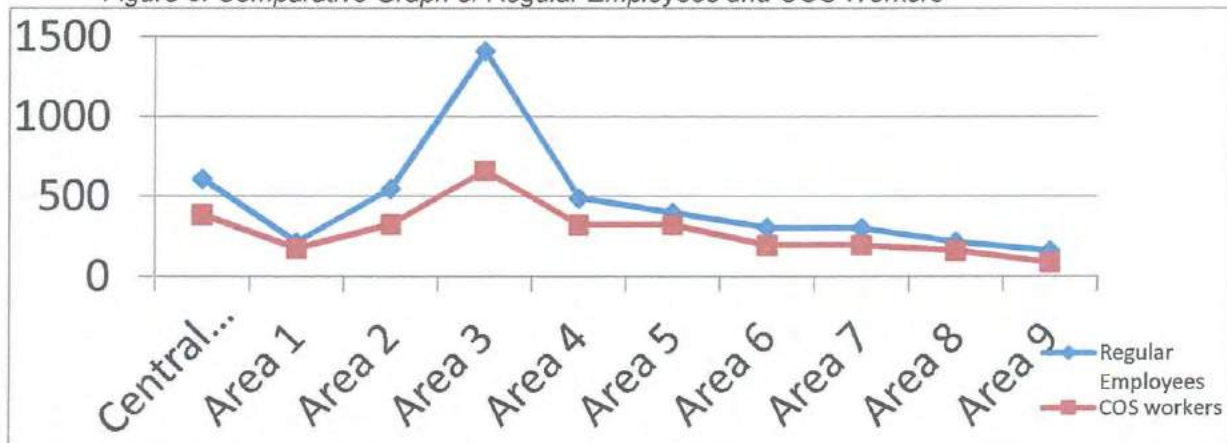
Of the total personnel complement, 2,046 personnel or 27.43% are assigned in Mega Manila Area, 968 or 12.98% in the Central Office and 884 or 11.85% in Northwest Luzon Area. Moreover, in personnel under Contract of Service, 659 or 23.40% are at Mega Manila Area, 387 or 13.74% in Central Office, and 336 or 11.93% in Northwest Luzon Area.

Table 1. 2019 Personnel Complement by Operating Units

AREA/OFFICE	AUTHORIZED	UNFILLED	FILLED	Consultant/ Contractual	COS	TOTAL/ AREA
CENTRAL OFFICE	802	238	564	17	387	968
MMDC	42	9	33			33
AREA 1	332	119	213	2	179	394
AREA 2	878	333	545	3	336	884
MEGA MANILA	1967	583	1384	3	659	2046
AREA 4	760	273	487	2	300	789
AREA 5	716	318	398	3	322	723
AREA 6	473	168	305	3	193	501
AREA 7	430	128	302	2	192	496
AREA 8	336	120	216	2	160	378
AREA 9	307	149	158	1	88	247
TOTAL	7043	2438	4605	38	2816	7459

Source: Human Resource Management Department

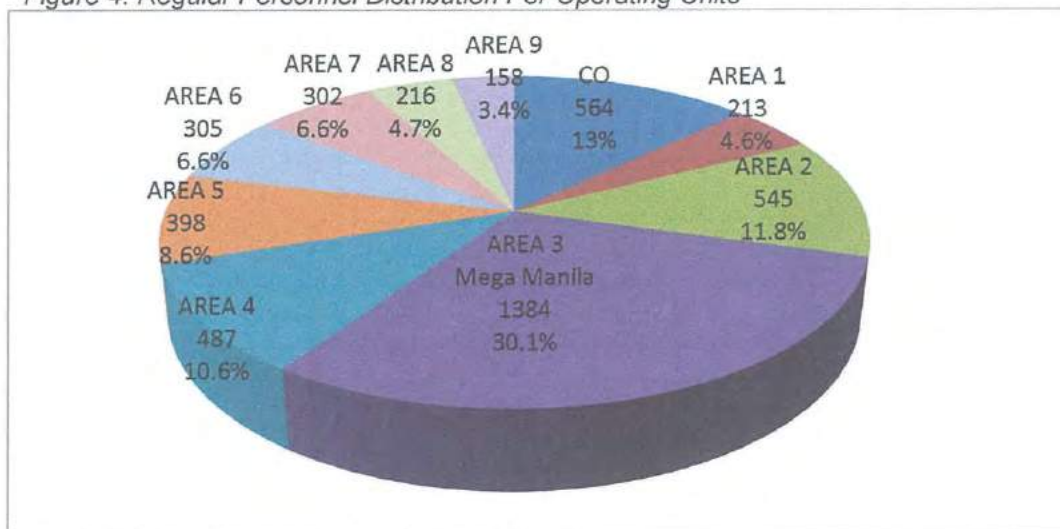
Figure 3. Comparative Graph of Regular Employees and COS Workers



Source: Human Resource Management Department

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Figure 4. Regular Personnel Distribution Per Operating Units



Source: Human Resource Management Department

C. Postal Network

Table 2. Summary of Area Regular Post Offices

Area	Area Coverage	Classification		Total No. of Post Office
		Regular Post Office		
		Delivery	Non- delivery (Acceptance Post Office)	
1	Northeast Luzon	71	19	90
2	Northwest Luzon	149	61	210
3	Mega Manila	75	106	181
4	Southern Luzon	144	24	168
5	Central & Eastern Visayas	113	90	203
6	Western Visayas	90	90	180
7	Eastern Mindanao	65	49	114
8	Central Mindanao	72	22	94
9	Western Mindanao	35	40	75
Total		814	501	1,315

Source: Service Regulations Department

D. Post Office Connectivity

Of the 1,297 regular post offices, 798 are connected nationwide as of December 2019.




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Table 3. Internet-Connected Post Office Per Area

POSTAL AREA OFFICES	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total PO	%
Northeast Luzon Area	23	68	70	70	88	79.54
Northwest Luzon Area	82	134	132	128	210	60.95
Mega Manila Area	44	172	171	169	181	93.37
Southern Luzon Area	55	100	101	100	162	61.73
Central and Eastern Visayas Area	40	79	81	79	203	38.92
Western Visayas Area	28	74	67	67	174	38.50
Eastern Mindanao Area	41	70	72	71	108	65.74
Central Mindanao Area	30	30	64	62	94	65.96
Western Mindanao Area	16	57	53	52	77	67.53
TOTAL	359	784	811	798	1297	61.53

Source: Management Information System Department

III. PERFORMANCE HIGHLIGHTS

A. Marketing Initiatives

PHLPost believes that a company's success heavily depends on how well the products are known to the customers. As a result, various marketing and research initiatives were conducted to gather enough insights to design goods and services that are innovative and adaptive to the ever-changing demands of the customers.

1. Research and Market Intelligence. Conduct of market research to come up with innovative business strategies aim at developing the current and future products and services of PHLPost based on client survey.
2. Salamat Po! Nationwide Letter Writing Advocacy Program Y6 & Y7. The advocacy program was developed to unify the various letter writing activities of the Corporation.
3. Expansion of existing network for bills payment services
4. Acquisition of new and regain lost Humanitarian Aid Organization Partners
5. Continued promotion of Philippine stamps in strategic areas of the country
6. Acquired new proponents for commemorative and personalized stamps
7. Provision of Promo Materials for Postal ID campaign
8. Media exposures/ engagement through online, print, TV and radio at no cost to PHLPost and increased interest of subscribers to social media (FB, twitter, Instagram, You tube)
9. Distribution of marketing collaterals, printing of posters and flyers, and special tarpaulins for government institutions, Private Establishments, Barangays and Organizations.

B. Delivery Performance

As shown in Table 4, PHLPost was able to exceed its target in the delivery performance for International Express Post and International Letter Post while the rest of the delivery services were below of the approved performance targets.




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Table 4. Delivery Performance 2019

<i>Delivery Performance</i>	2019 PHLPost Approved Performance Targets	2019 Actual Accomplishment
Express Post Delivery Performance		
Domestic Express Post (Committed Areas within Metro Manila)	90% of items delivered within 1 day after posting	87% of items delivered within 1 day after posting
Domestic Express Post (Committed Areas outside of Metro Manila)	90% of items delivered within 3 days after posting	85% of items delivered within 3 days after posting
International Express Post (Committed Areas Handled by Express Mail Exchange Department)	95% of items delivered within 1 day after Customs clearance	96% of items delivered within 1 day after Customs clearance
International Express Post (Committed Areas Outside of those Handled by Express Mail Exchange Department)	95% of items delivered within 3 days after Customs clearance	87% of items delivered within 3 days after Customs clearance
International Parcel Post Delivery Performance	85% of items delivered within 7 days after Customs clearance	84% of items delivered within 7 days after Customs clearance
Letter Post Delivery Performance		
Domestic Ordinary Letter Post	85% of items delivered within 7 days after posting	82% of items delivered within 7 days after posting
Domestic Registered Letter Post	85% of items delivered within 7 days after posting	84% of items delivered within 7 days after posting
International Letter Post	85% of items delivered within 7 days after Customs clearance	86% of items delivered within 7 days after Customs clearance

Source: Service Regulations Department

C. Operations Improvement Projects and Activities

One of the priorities of PHLPost for 2019 is the Operations Improvement Program which directly impacts the fulfillment of its mandate of providing efficient delivery of goods and services to every Filipino community.

Towards this end, the following major operational improvement and activities were implemented in CY2019:

- ERP – Mail Management has started its Design Phase. The components of the Mail Management Solutions are:
 - Mail Processing System
 - Delivery Management Systems (Field Delivery Management using mobile devices)
 - Track and Trace Systems
 - Mail Accounting Systems
- Outsourced Mail Conveyance resulting to efficient cost management
- Drafted a 3-year Re-fleeting and acquisition program
- Creation of Makati City Hub and Manila City Hub for the Specialized delivery known as Green Delivery Project
- Implemented the Hybrid Delivery Vehicles: e-trikes and Bikes. 10 e-trikes were delivered to Pasig City Post Office to support environment friendly mail delivery.



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6. Expansion of postal outlets in partnership with Local Government Units (LGUs) through the Department of Interior and Local Government (DILG) on the operations of postal stations by the local government units.
7. Active Involvement in International Relations: Hosting of the APP ePacket SC, attendance to Postal Conventions and participation to workshops

D. Postal Traffic

Mail Volume Posted. The bulk of mail volume posted for CY2019 is from letter post, both for Domestic Ordinary and International Ordinary dominating other services with 80.05% share of the over-all total mail volume posted.

The International letter post places the highest percentage contribution of 46.71% of the total mail volume posted and a significant increase of 910.37% against the volume of previous year. The increase is attributable to the increase of International Mails with Contracts.

Close second is the Domestic letter post having a 44.36% share in the total volume. Despite the minimal increase of .55% in volume compared to last year, the domestic ordinary letter still shared as high as 33.84% of 2019 over-all mail volume.

Far third is the Franked Mails having an 8.35% share in the volume. Other mail services such as International Express Post, Domestic Express Post, International Parcel Post, Domestic Parcel Post showed a minimal share of less than 1% to total mail volume posted for CY2019.

Table 5. Comparative Postal Traffic – Posted CY2018 vs CY2019

TYPE OF MAIL	POSTED (in pieces)			
	2018	2019	Percentage Share	%age Inc/(Dec)
A. DOMESTIC EXPRESS	273,949	288,182	0.27%	5.20
DEMS	258,855	224,561	0.21%	(13.25)
EXPRESS POUCH	15,094	63,621	0.06%	321.50
B. DOMESTIC LETTER POST	47,855,688	48,118,552	44.36%	0.55
DOM. REG. LETTER	13,084,389	11,407,453	10.52%	(12.82)
DOM. ORD. LETTER	34,771,299	36,711,099	33.84%	5.58
C. DOMESTIC PARCEL POST	6,680	3,986	0.00%	(40.33)
PARCEL - DOMESTIC	4,032	3,843	0.00%	(4.69)
COD	2,648	143	0.00%	(94.60)
D. INTERNATIONAL EXPRESS POST	317,695	318,422	0.29%	0.23
IEMS - LETTER	92,119	87,386	0.08%	(5.14)
IEMS - PARCEL	225,576	231,036	0.21%	2.42
E. INTERNATIONAL LETTER POST	5,014,757	50,667,749	46.71%	910.37
INTL. REG. LETTER	324,526	489,683	0.45%	50.89
INTL. ORD. LETTER	4,575,092	50,126,701	46.21%	905.64
INTL. SMALL PACKET	85,616	41,581	0.04%	(51.43)
INTL. PRINTED MATTER	29,523	9,784	0.01%	(66.86)
F. INTERNATIONAL PARCEL POST	33,128	22,906	0.02%	(30.86)
G. FRANKED MAIL	6,798,054	9,060,713	8.35%	33.28
TOTAL	60,299,951	100,460,510	100.00%	79.90

Source: Corporate Planning Department

There was a noted decrease in Domestic Parcel Post volume of 40.33% compared to 2018 volume. The International Parcel Post also posted a decrease in volume of 30.86% as against the volume of year 2018, attributed to the strict airline regulations on dangerous goods.





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Mail Volume Posted Per Area. Bulk of Domestic Letter Post is posted in Mega Manila Area with 73.75% of this service and 32.71% share to total volume posted of CY2019. It is followed by Northwest Luzon Area with 6.10% share for Domestic Letter Post, and 2.70% share of the total volume posted.

Most significant is the increase of International Letter posted in Airmail Exchange Department with 97.30% share of this service and contributing the highest percentage share of 45.44% to the total annual mail volume for 2019. This volume posted was derived from the e-commerce cross border or international Mailings with Contracts.

Table 6. Postal Traffic – Posted Per Area/Office

TYPE OF MAIL	POSTED CY 2019										TOTAL	Percent to Total
	Northeast Luzon	Northwest Luzon	Mega Manila	Southern Luzon	Central & Eastern Visayas	Western Visayas	Eastern Mindanao	Central Mindanao	Western Mindanao	AMED		
A. DOMESTIC EXPRESS	4,089	20,502	166,605	37,925	25,895	13,190	13,090	5,644	1,242		288,182	0.27%
DEMS	4,083	20,502	116,254	32,779	20,301	12,998	11,200	5,617	827		224,561	0.21%
EXPRESS POUCH	6	0	50,351	5,146	5,594	192	1,890	27	415		63,621	0.06%
B. DOMESTIC LETTER POST	679,248	2,934,817	35,489,394	2,918,838	1,633,657	1,373,455	1,537,834	909,243	261,770	380,296	48,118,552	44.36%
DOM. REG. LETTER	230,275	693,566	7,781,282	1,104,072	640,127	278,987	315,444	297,757	65,943		11,407,453	10.52%
DOM. ORD. LETTER	448,973	2,241,251	27,708,112	1,814,766	993,530	1,094,468	1,222,390	611,486	195,827	380,296	36,711,099	33.84%
C. DOMESTIC PARCEL POST	157	158	127	2,075	65	128	241	275	760		3,986	0.00%
PARCEL - DOMESTIC	157	156	127	2,075	65	128	100	275	760		3,843	0.00%
COD	0	2	0	0	0	0	141	0	0		143	0.00%
D. INTERNATIONAL EXPRESS	13,030	73,336	136,357	31,374	19,143	16,920	19,578	6,879	1,805		318,422	0.29%
IEMS - LETTER	3,061	19,809	34,817	8,157	5,011	7,660	7,166	1,265	440		87,386	0.08%
IEMS - PARCEL	9,969	53,527	101,540	23,217	14,132	9,260	12,412	5,614	1,365		231,036	0.21%
E. INTERNATIONAL LETTER POST	33,091	174,120	789,047	98,294	89,218	78,010	61,455	35,156	7,851	49,301,507	50,667,749	46.71%
INT'L REG. LETTER	12,904	86,510	177,183	39,115	20,028	17,662	11,532	12,425	1,465	110,859	489,683	0.45%
INT'L ORD. LETTER	19,842	77,728	589,722	56,427	62,715	58,010	43,232	22,094	6,283	49,190,648	50,126,701	46.21%
INT'L SMALL PACKET	345	6,488	21,620	1,877	5,910	2,280	2,749	243	69		41,581	0.04%
INT'L PRINTED MATTER	0	3,394	522	875	565	58	3,942	394	34		9,784	0.01%
F. INTERNATIONAL PARCEL POST	450	8,644	5,248	4,585	2,739	524	313	313	90		22,906	0.02%
G. FRANKED MAIL	474,364	1,277,789	3,789,941	1,419,681	778,132	502,260	338,000	367,775	112,771		9,060,713	8.35%
TOTAL	1,204,429	4,489,366	40,376,719	4,512,772	2,548,849	1,984,487	1,970,511	1,325,285	386,289	49,681,803	108,480,510	100.00%
PERCENT TO TOTAL	1.11%	4.14%	37.22%	4.16%	2.35%	1.83%	1.82%	1.22%	0.36%	45.80%	100.00%	

Source: Corporate Planning Department

Mail Volume Delivered. The mail volume delivered for CY2019 was dominated by only three (3) services, the Domestic Letter Post, Franked Mail and International Letter Post. Mail volume delivered for Domestic Letter Post shows an 88.16% share of the total mail volume delivered. Total volume indicates a decrease of 1.60% or from 127.93M pieces in CY2018 to 125.88M pieces in 2019.

Far second is the Franked Mail with 5.82% share of the total mail volume delivered for 2019. It indicates an increase of Franked Mail deliveries by 46.53% or from 5.67M in year 2018 to 8.31M in year 2019.

Third in line is the International Letter Post contributing 5.08% of the total mails delivered for CY2019 and demonstrates a decrease of 17.26% against that of previous year.

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Table 7. Comparative Postal Traffic – Delivered Per Mail Type CY2018 and CY2019

TYPE OF MAIL	DELIVERED			
	2018	2019	Percentage Share	%age Inc./ (Dec.)
A. DOMESTIC EXPRESS	444,710	496,471	0.35%	11.64
DEMS	338,664	436,878	0.31%	29.00
EXPRESS POUCH	106,046	59,593	0.04%	(43.80)
B. DOMESTIC LETTER POST	127,932,502	125,888,985	88.16%	(1.60)
DOM. REG. LETTER	25,508,636	25,564,787	17.90%	0.22
DOM. ORD. LETTER	102,423,866	100,324,198	70.26%	(2.05)
C. DOMESTIC PARCEL POST	29,323	33,727	0.02%	15.02
PARCEL - DOMESTIC	28,186	26,195	0.02%	(7.06)
COD	1,137	7,532	0.01%	562.45
D. INTERNATIONAL EXPRESS	536,904	542,668	0.38%	1.07
IEMS - LETTER	340,777	296,847	0.21%	(12.89)
IEMS - PARCEL	196,127	245,821	0.17%	25.34
E. INTERNATIONAL LETTER POST	8,773,567	7,258,534	5.08%	(17.27)
INTL REG. LETTER	856,325	651,739	0.46%	(23.89)
INTL ORD. LETTER	6,375,565	4,890,445	3.42%	(23.29)
INTL SMALL PACKET	601,417	526,309	0.37%	(12.49)
INTL PRINTED MATTER	940,260	1,190,041	0.83%	26.57
F. INTERNATIONAL PARCEL POST	232,767	258,812	0.18%	11.19
G. FRANKED MAIL	5,675,013	8,315,571	5.82%	46.53
TOTAL	143,624,786	142,794,768	100.00%	(0.58)

Source: Corporate Planning Department

E. Corporate Financial Performance

CY2019 results show that PHLPost has increased its revenue of Service and Business Income by 14.2% or Php518.70M compared to the previous year. The revenue reflects the increase in Mail Services and collection from Other Income attributable to the inclusion of Franking Privilege and increase of International Mailings with Contract.

- Mail Services is Php2.94B, showed an increase of 23% or Php543.52M as compared against 2018.
- Express Mail Service is Php1.14B, compared against 2018, it decreased by Php39.75M or 3%.
- Logistics and Warehousing is Php34.37M, compared to 2018, it has decreased by Php17M or 33% due to decrease in patronage.
- Retail & Payment Services is Php341.50M, compared against 2018, it has decreased by Php46.58M or 12%.
- Revenue from Joint Venture is Php158.56M, showed a decrease of 5% or Php9.07M as compared against 2018 due to decrease of Postal ID applicants.
- Compared to targets, revenue for CY2019 attained an 86% or a shortfall of Php771.72M of its target.

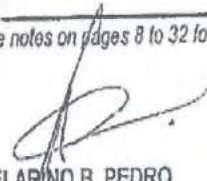


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The Financial Statement of PHLPost for CY 2019 is as follows:

PHILIPPINE POSTAL CORPORATION CONDENSED STATEMENT OF FINANCIAL PERFORMANCE AS AT DECEMBER 31, 2019 (With comparative figures December 31, 2017) (In Philippine Peso)				FEB 14 2020 <i>ahm</i>	
Total Revenue			4,170,255,926	3,651,522,653	
Current Operating Expenses					
Personnel Services	27	(1,796,710,944)	(1,804,876,012)		
Maintenance and Other Operating Expenses	28	(2,301,396,312)	(1,762,234,049)		
Financial Expenses		(1,693,273)	(10,053,220)		
Direct Costs		(5,735,020)	(8,687,232)		
Non-Cash Expenses	29	(78,290,635)	(88,545,954)		
Total Current Operating Expenses		(4,183,826,184)	(3,674,396,467)		
Deficit from Current Operation		(13,570,258)	(22,873,814)		
Other Non-Operating Income	26	10,440,602	9,433,559		
Gains	30	84,316,795	39,395,116		
Losses	31	(79,425,276)	(368,568)		
Surplus before Tax		1,761,863	25,586,293		
Income Tax Expense		(520,051)	(7,675,888)		
Surplus after Tax		1,241,812	17,910,405		
Net Assistance/Subsidy		541,323,000	585,642,000		
Net Income		542,564,812	603,552,405		

The notes on pages 8 to 32 form part of these statements.


GELARINO B. PEDRO
 Acting Manager, Accounting Department


JOEL L. OTARRA
 Postmaster General & CEO

ahm

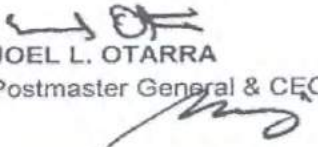
 PHLPOST <small>You Send. We Deliver</small>	Republic of the Philippines PHILIPPINE POSTAL CORPORATION	Page No.:	Page 14 of 15
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2019 HIGHLIGHTS OF ACCOMPLISHMENTS		Date:	15 June 2020

The EBITDA for CY2019 shows the following:

PHILIPPINE POSTAL CORPORATION
STATEMENT OF EARNINGS BEFORE INTEREST, TAXES, DEPRECIATION AND AMORTIZATION
For the year ended December 31, 2019
(In Philippine Peso)

	2019	2018
Net Income After tax	1,213,453	17,910,405
Add:		
Income Tax Expense	520,051	7,675,888
Depreciation	78,081,152	88,074,423
Interest Expense	785,347	7,890,967
Amortization		
EBITDA	80,600,003	121,551,683


GELARINO B. PEDRO
Acting Manager, Accounting Department


JOEL L. OTARRA
Postmaster General & CEO


F. HR Matters

Capacity Building and Enhancement. Philpost is consistently upgrading the skills and capabilities of PHLPost employees (*List of trainings conducted for CY 2019 is attached as Annex A*)

Employee Welfare. To ensure the genuine concern of the corporation to its employees, various activities were carried out.

Random Blood Sugar	January 23, 2019
Free Laboratory Test	February 15, 2019
Pap Smear & Breast Exam	April 4, 25 and June 26, 2019
Bone & Health Scanning	October 23, 2019
Blood Letting Activities	April & November 2019
Araw ng Parangal "Retirees Day"	December 27, 2019
Rewards and Recognition	Covering All Areas at different dates & venue



 PHLPOST <i>You Send. We Deliver.</i>	Republic of the Philippines PHILIPPINE POSTAL CORPORATION	Page No.:	Page 15 of 15
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		Date:	20 May 2020

G.2019 Performance Scorecard

Table 10. Performance Scorecard, Philippine Postal Corporation CY2019

Performance Objectives per Measure 2019	Weight	Rating
A. Social Impact Objective 1. Link people with access to communication services, delivery of goods and merchandise, and provision of postal payment Measure 1. Postal Traffic (in million pieces) 1.1 Volume of Postal Transactions Handled 1.2 Volume of Postal Items Delivered	13%	12.40%
B. Customers and Stakeholders Objective 2. Continue postal services in the community through sustainable partnership with public and private entities Measure 2. Expansion of Postal Outlets Measure 3. Maintain NGAs/NGOs Partners for Payment Services Objective 3. Enhance postal service experience to customers and partners through proactive customer service management Measure 4. Percentage of satisfied customers	20%	17.03%
C. Financial Objective 4. Ensure financial growth and efficiency by market sustainability and cost management Measure 5. Revenue Measure 6. Earnings before interest, taxes, depreciation and amortization (EBITDA)	12.00%	12.00%
D. Internal Process Objective 5. Sustain the efficiency and reliability in the delivery of postal items and provision of payment services by quality processes and procedures Measure 7. Express Post Delivery Performance 7.1 Domestic Express Post Delivery Performance, committed areas within Metro Manila 7.2 Domestic Express Post Delivery Performance, committed areas outside of Metro Manila 7.3 International Express Post Delivery Performance, committed areas handled by Express Mail Exchange Dept 7.4 International Express Post Delivery Performance, committed areas outside of those handled by Express Mail Exchange Dept Measure 8. Parcel Post Delivery Performance 1.1 International Parcel Post Delivery Performance Measure 9. Letter Post Delivery Performance 9.1 Domestic Ordinary Letter Post Delivery Performance 9.2 Domestic Registered Letter Post Delivery Performance 9.3 International Letter Post Delivery Performance Objective 6. Uphold Postal Service Integrity by Strengthening Security in Postal Processes Measure 10. ISO Certification Objective 7. Improve efficiencies in the Postal Service through Innovations and ICT Measure 11. Percentage of Postal Outlets with internet connectivity enabling track and trace	50.00%	43.73%
E. Learning & Growth Objective 8. Manage organizational competencies by developing effectual and competent human resources Measure 12. Percentage of employees meeting required competencies	5.00%	5.00%
TOTAL	100.00%	90.15%

Source: Corporate Planning Department

Prepared by:


DONABEL A. ASUCION, PhD
 Manager, Corporate Planning Department

Approved by:


JOEL L. OTARRA
 Postmaster General & CEO

Annex A - PHLPost Trainings Conducted in CY 2019

No.		Program	Date	Participant/s			Venue	Amount
				Male	Female	Total		Peso
A. IN-HOUSE TRAINING								
CENTRAL OFFICE								
1		Public Service Values Program (PSVP) - Pamunuan ng LingkodBayani	February 5, 2019	16	19	35	BOC	Php181,677.10
2		Public Service Values Program (PSVP) - KulturangLingkodBayani	February 6, 2019	16	14	30	BOC	
3		Human Resource Planning and GAD Planning Workshop	April 11-12, 2019 April 13, 2019	4 5	31 26	35 31	Cherry Blossoms Hotel	Php175,100.00
4		Seminar on Defensive Driving and Orientation on Traffic Rules and Regulations	May 4, 2019	46	-	46	BOC	Php10,000.00
5		BawatKawani, LingkodBayani (PSVP)	June 1, 2019	31	-	31	BOC	Php9,000.00
6		Bayad Center Trainers' Training	June 13-14, 2019			20	MIS - Central Office	
7		QMS-ISO & 5S ORIENTATION	September to November 2019			198	Central Office, OEs	
8		Seminar on Drug Identification and Interdiction	October 9, 2019	16	26	42	CMEC	₱10,884.38
9		Public Service Values Program (PSVP) BawatKawaniLingkodBayani	October 12, 2019	10	22	32	BOC	₱19,700.00
10		Orientation-Seminar on RA10173: Data Privacy Act of 2012	Dec 6, 2019	8	16	24	HRDD/ DPO - BOC	₱11,637.50
AREA - NELA								
1	A1	Orientation and hands-on training on DTS & IPS Web Client System		21	23	44		₱7,623.00
AREA 2 - NWLA								
1	A2	Hands-on training on DTS & IPS Web Client System	May 16,17,20,22,27,28, 29,30, June 3-4, 2019			116		₱9,068.20
2	A2	EMPLOYEES' Training on Philately	Sept 25-26, 2019	7	16	23		₱91,000.00
3	A2	BawatKawani, LingkodBayani	Dec 5, 2019	3	23	36		₱57,000.00
AREA 3 - MEGA MANILA								
1	A3	Training Seminar on RA 9184 and Its 2016 Revised IRR	May 28-29,2019	17	24	41	GPPB - TSO / Conference Room, Mega Manila	Php110,000.00
2	A3	QMS-ISO & 5S ORIENTATION	SEPT - OCT			227	Manila CPO & PMs of Manila Pos	
3	A3	Public Service Values Program (PSVP): BawatKawaniLingkodBayani/Drug	June 1, 2019	7	25	32	Conference Room, Mega Manila	

		Identification and Drug Interdiction						
4	A3	Public Service Values Program (PSVP): Bawat Kawani Lingkod Bayani/Drug Identification and Drug Interdiction	November 8, 2019	11	24	35	BOC	
AREA 4 - SLA								
1	A4	Basic Computer Course (with PHLP System Application)	April 10, 11, 23, 2019	7, 11,6	11,8,10	18,19,1 6	AREA 4- MIS OFFICER - San Pablo City, Naga City San Pablo City Bicol	Php30,800.00
2	A4	Employees' Training on Philately	May 27-28, 2019	12	28	40	HRDD - BLD -San Pablo City	46,660.00
3	A4	Employees' Training on Philately	oct 28-29, 2019	11	29	40	HRDD - BLD -San Pablo City	88,600.00
4	A4	Postmasters' Skills Enhancement Training	July 17-20, 2019	21	20	41	HRMD- A4 San Pablo City	308,500.00
5	A4	Bawat Kawani, Lingkod Bayani	July 21, 2019	21	20	41	HRMD- A4 San Pablo City	
AREA 5 - CEVA								
1	A5	ICT Training	May 28-29,2019 May 29, 2019 June 7, 2019	9 13 23	3 5 25	12 18 48	Bohol Cebu Tacloban	11,302.00
2	A5	Employees' Training on Philately	Sept 2-3, 2019	12	22	34	BLD - Cebu City	67,875.00
3	A5	Drivers Training	July 16, 2019	20	2	22	Area - Cebu City	2,457.00
4	A5	Bawat Kawani, Lingkod Bayani	Sept 25, 2019	17	20	37	HRMD - Cebu City	35,100.00
AREA 6 - WVA								
1	A6	Seminar on Defensive Driving	March 22, 2019	39	1	40	Adm Center, Iloilo City	7,311.00
2	A6	Orientation on offline encoding System	Mar 6, 12, 13, 15,20	58	29	87		-
3	A6	Postmasters and Acting Postmasters training on offline encoding system	May 22,23,24,29,30, 2019	50	21	71	cluster offices - a6	-
4	A6	Employees' Training on Philately	Oct 24-25, 2019	15	26	41	Adm Center, Iloilo City	106,851.18
5	A6	Orientation-Conference for Personnel of NorSiq District	August 24, 2019	18	7	25	Dumaguete City Post Office, Negros Oriental	4,164.76
6	A6	Postmasters' Skills Enhancement Training	Dec 7-11, 2019	30	17	47	Madison Hotel PHL, Delgado Street, Iloilo City	343,624.75
AREA 7 - EMA								

1	A7	Pre-retirement Seminar	Jan 23, 2019	32	26	58	Area Office, Davao City	10,000.00
2	A7	Pagpupulong ng mga Postmaster	March 6, 2019	29	30	59	Area Office, Davao City	36,050.00
3	A7	Kumperensiya ng mga Nagmamanihong Kawani ng Postal Area 7	March 8, 2019	29			Area Office, Davao City	46,960.45
4	A7	Bawat Kawani, Lingkod Bayani	April 4, 26, 29	102	67	169	Area Office, Davao City	10,500.00
5	A7	Employees' Training on Philately	May 21-22, 2019	11	22	33	HRDD - BLD - Davao City	Php125,000.00
6	A7	ICT Training	May 17, 2019	33	12	45	MIS CO, Area Office, Davao City	-
7	A7	Postmasters' Skills Enhancement Training	Nov 25-29, 2019	11	11	22	HRMD - Davao City	252,000.00
8	A7	Bawat Kawani, Lingkod Bayani						
9	A7	Letter Carriers' Skills Enhancement Training	Nov 27-29, 2019	25		25	HRMD - Davao City	150,000.00

AREA 8 - CMA

1	A8	Supervisory Development Course	August 5-9, 2019	1	-	1	CSC Region 10 - Waterfront Grand Caprice Restaurant, Limketkai Center, Cagayan de Oro City	10,000.00
2	A8	Postmasters' Skills Enhancement Training	Dec 16-20, 2019	29	1	30	De Luxe Hotel, Cagayan de Oro City	357,900.00
3	A8	LC Skills Enhancement Training	Dec 16-18, 2019	19	15	34	De Luxe Hotel, Cagayan de Oro City	169,200.00

AREA 9 - WMA

1	A9	Public Service Values Program - Bawat Kawani	March 6, 2019	8	11	19	Area 9, Administrative Office	7,000.00
2	A9	Skills Enhancement/IT Literacy Training for PTs and PMs	June 27-28, 2019	17	15	31	MISD - CO - Zamboanga City	50,000.00
3	A9	Training on the Usage of Mobile Internet (Tablet)	May 28, 30, 2019	44	7	51	Pagadian and Dipolog City	24,324.00
4	A9	Meet and Greet (Orientation Program for	Oct 1, 2019	22	6	28	HRDD/ Adm	10,000.00

		new entrants)					Center, Zamboanga City	
5	A9	Letter Carriers Enhancement Training	October 2-4	39	2	41	HRDD, Zamboanga City	153,000.00
B. SEND OFF TO TRAINING								
CENTRAL OFFICE								
1		Professionalization Program for Public Procurement Practitioners (Basic Level)	Feb. 9 - Apr.	7	3	10	Pamantasan ng Lungsod ng Maynila	Php185,000.00
2		Ethical Leadership Seminar	February 13-15, 2019	-	1	1	CSC - CSI	Php7,500.00
3		The 7 Habits of Highly Effective Government Leaders	February 19-21, 2019	-	1	1	CSC- CSI	Php10,000.00
4		Certificate in Strategic HR Business Partnering	Feb. 26 - Mar. 1, 2019	-	1	1	ATENEO-CORD	₱21,000.00
5		Manager's Role in Capacity Building	February 27-28, 2019	1	-	1	CSC- CSI	Php5,000.00
6		Mandatory Continuing Legal Education	March 14-15, 21-22, 2019	3	-	3	Heritage Hotel Manila	Php48,000.00
7		Benefits of Corporate Governance	April 2, 2019	1	1	2	PICPA	Php4,480.00
8		Mandatory Continuing Legal Education	April 4-5, 11-12, 2019	1	5	6	Heritage Hotel Manila	Php96,000.00
9		Best Practices in Implementing Effective Business Controls	April 12, 2019	1	-	1	Shangri-La Hotel, Mandaluyong City	Php9,980.00
10		E-Learning Course on E-Commerce Best Practices	April 1 - May 3, 2019	4	6	10	UNCTAD- DTI-ECO (ONLINE)	-
11		Facilitating Adult Learning	May 6-10, 2019	-	1	1	ATENEO-CORD	Php24,750.00
12		E-Commerce Best Practices	May 20-23, 2019	-	2	2	UNCTAD - DTI ECO - Dusit Thani Hotel, Makati City	-
13		HR Conversations	May 24, 2019	-	6	6	CSC	Php15,000.00
14		Performance and Rewards Management	June 24-28, 2019	-	1	1	ATENEO-CORD	Php24,750.00
15		Manager's Role in Capacity Building	June 27-28, 2019	1	-	1	CSC	Php5,000.00
16		Professionalization Program for Public Procurement Practitioners (Intermediate level)	June to July 2019	8	3	11	Pamantasan ng Lungsod ng Maynila	₱203,500.00
17		How to really read Financial Statement	July 10-11, 2019		3	3	EDSA Shangila Hotel	₱46,740.00
18		How to conduct Strategic Planning and Prepare Strategic Action Plans	July 12, 2019		2	2		₱19,960.00
19		2019 Public Sector HR Symposium	July 24-26, 2019		4	4	CSC - PICC	₱38,400.00
20		Enhancing Audit Committee Effectiveness	July 25, 2019		2	2		₱27,200.00
21		QMS - ISO Requirements Training	July 29, August 8, 13,	24	56	80	BSI Training	₱358,400.00

			16, 2019				Academy	
22		Manager's Role in Capacity Building	Aug 1-2	1		1	csi	₱5,000.00
23		Best Practices on How to Conduct Strategic Planning & Prepare Strategic Action Plans	Aug 2, 2019		2	2	Marriot Grand Ballroom	₱19,960.00
24		Orientation Seminar on Public Sector Unionism and CNA	August 7, 2019			40	CSC	
25		Mentoring and Coaching for Leaders	Aug 15-16, 2019	2		2	CSI	₱10,000.00
26		5th Forum for Heads of Internal Audit Service in the Public Sector (Theme: Role of Internal Auditors in Risk Management and Governance)	Aug 16, 2019		1	1	Diamond Hotel	₱1,500.00
27		QMS - ISO Implementation Training	August 22-23, 27-28, 29-30, Sept 5-6	23	57	80	BSI Training Academy	₱1,030,400.00
28		Computer Assisted Audit Tools using EXCEL	Sept 5-6, 2019	1		1	PICPA	₱3,360.00
29		Tax Amnesty on Estate	Sept 12, 2019	1		1	PICPA	₱1,680.00
30		Business Tax: VAT and Percentage Tax	Sept 12, 2019	1			PICPA	₱1,680.00
31		Policy Research Training	Sept 16-20, 2019	12	4	16	PHIL SOCIAL SCIENCE COUNCIL - MICROTEL, QC	₱263,500.00
32		CSI Leadership Series "People Centric Leadership" Seminar	Sept 18, 2019	1		1	CSI, Quezon City	₱5,000.00
33		Mentoring and Coaching for Leaders	Sept 19-20, 2019	2	1	3	CSI, Quezon City	₱15,000.00
34		Professionalization Program for Public Procurement Practitioners (Advanced level)	Sept 20- Oct 4, 2019	6	3	9	PLM	₱166,500.00
35		Certificate Course on enabling Employee Psychological Well-Being and Resilience	Oct 1-4, 2019		1	1	ATENEO-CORD	₱21,500.00
36		The 7 Habits of Highly Effective Government Leaders	Oct 15-17, 2019	1		1	CSI, Quezon City	₱10,000.00
37		Training on CCTV configuration, Maintenance and Repair	Oct 21-23, 2019	1	1	2	MFI Polytechnic Institute	₱13,000.00
38		FOI Receiving Officers' Hangout	October 22, 2019	1	-	1	PCOO	-
39		All About VAT	Oct 25, 2019	1	1	2	Powemax Consulting Group	₱9,859.00
40		CSI Leadership Series "Disruptive Leadership" Seminar	Nov 20, 2019	1		1	CSI, Quezon City	₱5,000.00
41		Coaching Skills to Improve Employee Performance	Nov 25, 2019	1		1	Business Coach, Inc.	₱3,500.00
42		Middle Management Training and Development	Nov 26, 2019	1		1	Business Coach, Inc.	₱3,500.00
43		Seminar on Nuances of Government Procurement	November 27, 2019	-	1	1	Institute of Corporate	₱13,600.00

							Directors (ICD) Trident Tower, 312 Sen. Gil Puyat Ave., Makati	
44		All About Payroll and Withholding Tax	November 27, 2019	1	1	2	Powemax Consulting Group	₱8,948.80
45		Seminar on Best Practices in Managing Financial Performance	November 27-28, 2019	1	1	2	Marriot Grand Ballroom	₱33,160.00
46		QMS - ISO Process Approached Documentation training	Dec 2-3, 2019			20	BSI Training Academy	₱201,600.00
Area 3, Mega Manila								
		Training on Scholarly Research Writing and Structural Modeling	May 18-19, 2019	-	1	1	Manila Gran Opera Hotel	Php8,500.00
		41st Annual National Convention of GACPA	May 22-25, 2019	1	-	1	Cagayan de Oro City	Php8,000.00
		HR Conversations	May 24, 2019	-	2	2	CSI	₱5,000.00
		2019 Public Sector HR Symposium	July 24-26, 2019	-	1	1	PICC	₱9,600.00
Area 4, SLA								
	A4	Learning Measurement and Evaluation Seminar	March 19-20, 2019	1	-	1	CSC	Php5,000.00
	A4	HR Conversations	May 24, 2019	-	2	2	CSC	Php5,000.00
	A4	Annual Convention of CPAs	Oct 23-26, 2019	1	2	3	Asso of Govt Accountants of the Phils	₱24,000.00
	A4	67th Phil Society of Mechanical Engineers	Oct 16-19, 2019	1		1	PSME	₱6,500.00
Area 5, CEVA								
	A5	Drivers' Training (Cebu and Bohol)	July 16, 2019	20	2	22	Conference Area	₱2,457.00
Area 6, WVA								
	A6	Seminar on Financial Statement Analysis for Better Decision Making	February 9, 2019	2	3	5	Hotel Del Rio, Iloilo City	Php8,500.00
	A6	Building a Disaster and Climate Change Resilient Western Visayas	March 4-5, 2019	2	0	2	Iloilo Convention Center	Php5,600.00
	A6	IBP Mandatory Continuing Legal Educ	Mar 27-31, 2019	1		1	Iloilo City	₱9,500.00
	A6	Seminar on Withholding Taxes, Tax Updates and other Mandatory Requirements of TAMP Taxpayers	April 4, 2019	3	7	10	Iloilo City	-
Area 7, EMA								
	A7	17th National Convention for Lawyers	March 27-31, 2019	1	-	1	Iloilo City	Php9,500.00
	A7	41st Annual National Convention of GACPA	May 22-25, 2019	1	1	2	Cagayan de Oro City	Php16,000.00
	A7	Basic Supervisory Training Course	March 28-29, 2019	2	2	4	CSC XI, Davao City	₱24,000.00

	A7	Alay sa Bayan (ALAB) Seminar	April 3, 2019	2	2	4	CSC XI, Davao City	₱16,000.00
	A7	2019 Midyear National Convention and Technical Conference of Civil Engineers	June 13-15, 2019	1	-	1	SMX Convention Center, Davao City	Php4,000.00
C. FOREIGN SCHOLARSHIP/ FELLOWSHIP								
Central Office								
		Annual Contribution Share for APPC Governing Board Membership 2019						\$25,000.00
1		Philatelic Strategy Workshop	January 21-25, 2019	-	1	1	APPC, Bangkok Thailand	\$1,564.00/ Php29,006.00
2		Human Resource Management Course	Feb. 18 - Mar. 15, 2019	-	2	2	APPC, Bangkok Thailand	\$1,360.00/ Php6,240.00
3		Service Quality Management Course	Feb. 18 - Mar. 15, 2019	-	1	1	APPC, Bangkok Thailand	\$680.00/ Php3,120.00
4		Operations Management Course	Apr. 29 - May 24, 2019	-	1	1	APPC, Bangkok Thailand	\$662.00/ Php3,120.00
5		QMS - ISO Auditors	Mar 3-16, 2019	1	1	2	BSI Singapore	DSA \$326 & Tuition/ Pre dep, air fare
6		QMS - ISO Requirements & Implementation	May 5- 11, 2019		2	2	BSI Singapore	\$4,855.60/ ₱50,860.00
7		EMS - EAD Workshop – Australia	Mar 4-8, 2019	1	1	2	EMS EAD Workshop for Asia Pacific Region	DSA \$326/d/ Pre dep, air fare
		Postal management Course	Sept 23- Nov 1, 2019	2		2	APPC, Bangkok Thailand	\$1,764.00/ ₱3,000.00
		4th ORE Workshop on International Transport (Leg 2), the New UPU online Platform for Product and Service Information, the Integrated Quality Reporting System	Nov 4 - 8, 2019		2	2	APPC - UPU, Bangkok, Thailand	
		4th ORE Workshop on International Transport (Leg 2), the New UPU online Platform for Product and Service Information, the Integrated Quality Reporting System	Nov 4 - 8, 2019		2	2	APPC - UPU, Bangkok, Thailand	
		E-Business Technology Course	Nov 18- Dec 6, 2019		1	1	APPC, Bangkok Thailand	\$602.00/ P1,500.00
		EMS Course	Nov 18- Dec 6, 2019		1	1	APPC, Bangkok Thailand	\$602.00/ P3,120.00
		EMS Operational E Performance	Nov 25-29, 2019	2		2	APPC, Bangkok	\$1,500.00

		Improvement Workshop					Thailand	
D. OTHER PROGRAMS								
Central Office								
1		2019 Women's Month Celebration	March 8, 2019 March 2019	23	84	107	Quezon City Central Post Office CMEC	Php6,843.54 -
2		2019 Corporate Summer Sportsfest and Family Day	April 24 - May 24, 2019			500		Php153,740.29
3		CY 2019 GCAA Golf Tournament	March 14, 2019	1	-	1		Php7,000.00
4		2019 GCAA Annual Membership						Php25,000.00
5		GAD Planning Workshop	April 13, 2019	5	26	31	HRMD CO, Cherry Blossoms Hotel	
6		Seminar workshop on Gender Analysis/ Gender Mainstreaming Evaluation Framework (Luzon and CO)	July 3-5, 2019	14	23	37	BOC, Manila	₱48,000.00
7		Seminar-Workshop on Gender Analysis, Gender Mainstreaming and Gender Mainstreaming Evaluation Framework (GMEF)	July 10-12, 2019	14	17	31	BOC	₱48,000.00
8		Gender Analysis/ Gender Mainstreaming Evaluation Framework (VisMin Areas)	July 18-20, 2019	16	26	32		₱231,000.00
9		Orientation on Collective Negotiation Agreement	August 7, 2019	10	10	20	BOC	
10		119th CSC-NCR 2019 R.A.C.E. to Serve Fun Run	September 1, 2019			100		₱64,875.00
11		GAD Agenda Development Planning Workshop	Sept 4-7, 2019	10	33	43	HRMD CO, Ma. Paz Royale, SPC, Laguna	₱204,000.00
12		Gender Sensitivity Training for VISMIN areas	Aug 5-6, 2019	18	22	40		₱113,600.00
13		Gender Analysis/ Gender Mainstreaming Evaluation Framework (VisMin Areas)	Aug 7-9, 2019	20	19	39		₱318,000.00
14		TuklalsTalinosaPaggamit ng Wikang Pilipino - Paligsahansapagsusulat ng sanaysay	Aug 23, 2019	1	2	3	BOC	₱6,000.00
15		Gender Sensitivity Training	November 4-5, 2019	6	25	31	BOC	
16		Gender Sensitivity Training for Executives	Nov 12-14, 2019	17	9	26		₱815,400.00
17		GCAAI Annual Strategic Planning Conference and Assessment Workshop	November 13-15, 2019	-	1	1	Baguio City	₱15,000.00
18		252 Anniversary - Sayawitan 2019	Nov 15, 2019			300		₱54,978.92
19		Corporate Christmas Program 2019 and Different Activities	December 12, 2019			700		₱277,048.00

20		Araw ng Parangal "Retirees Day"	December 27, 2019	38	60	98	BOC	₱78,408.03
Area 1, NELA								
1		27th PHLPost Corporate Anniversary	Apr. 1-27, 2019			50		₱33,508.03
Area 2, NWA								
1		27thPHLPost Corporate Anniversary	Apr. 29 - May 2019			150		Php20,000.00
2		Gender Sensitivity Training	Dec 3-4, 2019	13	25	38	Baguio City	₱128,500.00
Area 3, Mega Manila								
1		Gender Sensitivity Training	Oct 22-23, 2019	11	19	30	BOC, Manila	₱136,300.00
2		Gender Sensitivity Training	Nov 6-7, 2019	7	22	29	BOC, Manila	₱136,300.00
Area 4, SPC								
1		2019 National Women's Month	March 1-31, 2019	51	43	94	Adm Center- San Pablo City	₱26,500.00
2		VAWC SEMINAR w/Mandatory Random Drug Testing	May 16-17, 2019	290	125	526	Adm Center- San Pablo City	Php50,000.00
3		VAWC SEMINAR w/Mandatory Random Drug Testing	July 24-25, 2019	166	73	239	Sto. Domingo & Naga City	₱193,550.00
4		VAWC SEMINAR w/Mandatory Random Drug Testing	Nov 27, 2019	32	13	45	Manila Central Post Ofc	₱106,645.92
5		252nd Postal Anniversary Celebrations	Nov 7-25, 2019	51	43	94	Adm Center- San Pablo City	₱40,000.00
6		18th Day campaign to end VAWC	Nov 25-dec 12	51	43	94	Adm Center- San Pablo City	₱27,500.00
Area 5, CEVA								
1		Gender Sensitivity Training	Sept 26-27, 2019	16	18	34	HRMD - Cebu City	₱136,300.00
2		Strategic Planning Workshop 2019	Mar 15-16, 2019	14	27	41	Area Office - Cebu City	₱99,920.00
Area 6, WVA								
1		2019 Women's Month Caravan	March 1, 2019	3	5	8	Jaro, Iloilo	₱1,000.00
2		Seminar on Magna Carta of Women	March 22, 2019	11	11	22	Admin Center, Iloilo City	₱5,113.05
3		BIR compliance in relation to the Bills Payment Machine of Bayad Center	Aug 22, 2019	4	8	12	Training Room, PHLPost 6 Admin Center, Iloilo City	-
4		One Billion Rising Campaign 2019	Feb 14, 2019	4	11	15	Iloilo Dinagyang Grandstand	-
5		Public Forum: National Conservation on Women's LGBT, and Children's Rights and the Feminization of Poverty	Mar 15, 2019	1	4	5	UPV, Iloilo City	-
Area 7, EMA								
1		1st quarter conference with AD	Jan 21, 2019	14	9	23		₱1,980.00
2		Parada Davaoeno - 82nd Araw ng Davao	March 16, 2019	12		12		₱1,700.00

3		Area Operations Meeting 2nd Q 2019	May 16-17, 2019	21	10	31	My Hotel, Davao City	₱235,920.00
3		Operations Meeting	May 31, 2019	53		53	Area Office, Davao City	₱29,962.45
	A7		June 6, 2019	119	6	125		
			June 7, 2019	50	3	53		
	A7							
	A7	Buwan ng Wika, Tuklas Talino	Aug 23, 2019		4	4	Area Office, Davao City	₱3,837.00
	A7	Gender Sensitivity Training	Aug 5-6, 2019	18	22	40	Davao City	₱399,500.00
		GMEF	Aug. 7-9, 2019	20	19	39		
	A7	REVENUE Performance Action Plans for 2nd sem 2019	Sept 10, 2019	15	8	23	Area Office, Davao City	₱10,693.00
	A7	252nd Postal Service Anniversary Celebrations	Nov 25-29, 2019					₱50,000.00
	A7	Gender Sensitivity Training	Oct 9-10, 2019	15	20	35	Davao City	₱399,500.00
	A7	18 - day campaign against VAWC	Nov 25-Dec 11, 2019	67	36	103	Davao City	₱36,050.00
Area 9, CMA								
	A9	Strategic planning /Budgeting Conference	Sep 11-13, 2019	28	11	39	Dipolog City	₱117,955.00
	A9	Postal Consciousness Week	Nov 4-8, 2019				Area Office	₱30,000.00
	A9	GAD Activities						₱111,070.00
	A9	Area Assessment (Competency Assessment)	March 7-8, 2019	11	9	20	Area Office, Area Wide	₱14,000.00
PEAP								
		Area 4	1st & 2nd Sem 2019	2	1	3		34,331.00
		Area 7	1st & 2nd Sem 2019		2	2		16,000.00
					TOTAL	6,921		Php10,147,023.42