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I. PHLPost at a Glance

a. Mandate, Mission and Vision


Pursuant to Republic Act (R.A.) No. 7354, otherwise known as the Postal Services Act of 1992, PHLPost is created as a government-owned and controlled corporation (GOCC) with the following mandates:

- 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 Letter and undelivered Mails, except the sale of prohibited drug, dangerous materials and other banned articles as defined by law.

As mandated in R.A. No. 7354, the mission of PHLPost is the provision of efficient, competitive and on-time delivery of communications, goods and merchandise, and payment services in any Filipino community. Based on the mandate and mission statement, PHLPost envisages to be the Universal Delivery Service Provider of quality-driven communications, goods and merchandise, and payment services in every Filipino community by 2022.

Figure 1. Mandate, Mission and Vision, Philippine Postal Corporation

MANDATE, MISSION AND VISION



A government owned and controlled corporation created through Republic Act 7354, otherwise known as the Postal Service Act of 1992, mandated to pursue the following


- 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.

OUR MISSION
PHLPost provides **EFFICIENT, COMPETITIVE and ON-TIME DELIVERY** of communications, goods and merchandise, and payment services in **ANY FILIPINO COMMUNITY**



OUR VISION
BY 2022, PHLPost is the UNIVERSAL DELIVERY SERVICE PROVIDER of QUALITY-DRIVEN communications, goods and merchandise, and payment services in EVERY FILIPINO COMMUNITY

Source: Corporate Planning Department

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The corporate goals and objectives of PHLPost are as follows:

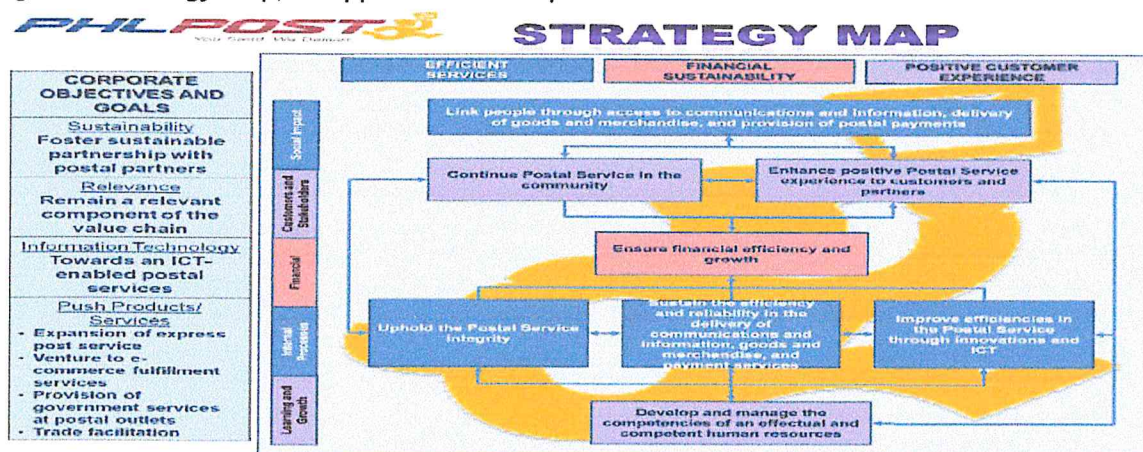
- Sustainability of the Organization – to foster sustainable partnership with postal partners;
- Relevance of the Postal Service – to remain a relevant component of the value chain;
- Adoption of Information Technology – towards an ICT-enabled postal services; and,
- Market Push Products and Services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

b. Strategies and Thrusts

In realizing the vision as well as achievement of goals and objectives, the following strategies are adopted by PHLPost:

- Develop and manage the competencies of effectual and competent human resources;
- Improve efficiencies in the Postal Service through innovations and ICT;
- Sustain efficiency and reliability in the delivery of communications and information, goods and merchandise, and payment services;
- Uphold Postal Service integrity;
- Ensure financial efficiency and growth;
- Enhance positive Postal Service experience to customers and partners;
- Continue Postal Service in the community; and,
- Link people through access to communications and information, delivery of goods and merchandise, and provision of postal payments.

Figure 2. Strategy Map, Philippine Postal Corporation



Source: Corporate Planning Department

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The policy imperatives of the foregoing PHLPost outcomes and strategies above are as follows:

- Organizational competency;
- Efficient and reliable services;
- Financial sustainability;
- Postal Service integrity; and,
- Positive customer service experience.

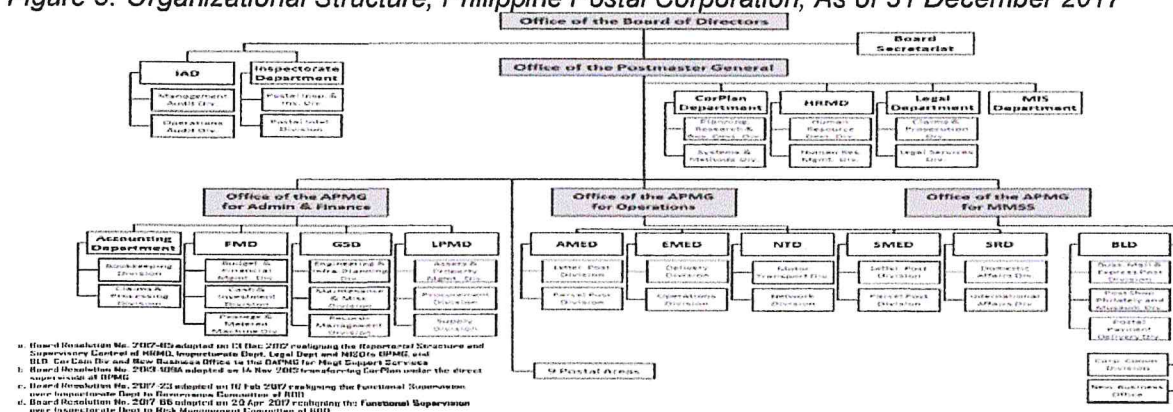
The corporate thrust of PHLPost for CY 2019 is for a better market position for Express delivery, government delivery requirements, and Logistics and Payment services through the following:

- Uphold of the core market by taking advantage of the exponential market expansion in e-Commerce and cross-border distribution;
- Become the leading provider in the government delivery services;
- Increase share in the Express delivery market; and,
- Breakthrough in the remittance, payment, logistics and warehousing services market.

c. Organizational Structure

The organizational structure of PHLPost evolved since the implementation of its Rationalization Plan in January 2013 pursuant to Board Resolution No. 2012-65 adopted on 30 October 2012. Pursuant to Board Resolution No. 2017-66 adopted on 20 April 2017, the functional supervision over Inspectorate Department is realigned to the Risk Management Committee of the Board of Directors (BOD) of PHLPost from the Office of the Postmaster General (OPMG).

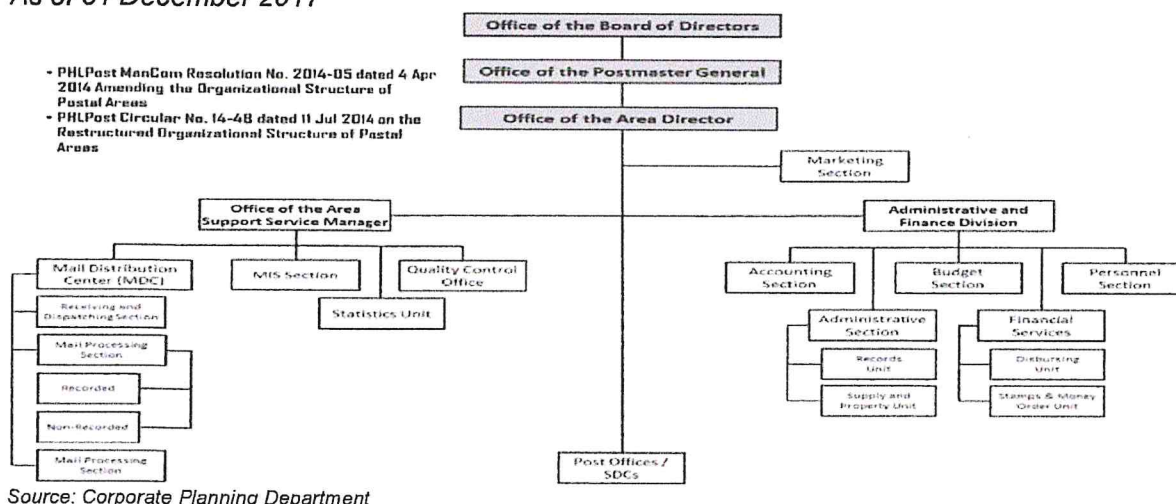
Figure 3. Organizational Structure, Philippine Postal Corporation, As of 31 December 2017



Source: Corporate Planning Department

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Figure 4. Organizational Structure, Postal Areas, Philippine Postal Corporation, As of 31 December 2017



d. Personnel Complement

The authorized plantilla positions based on the PHLPost Rationalization Plan is 7,043 positions. As of 31 December 2017, the total Personnel Complement of PHLPost is 7,631 personnel wherein 4,754 personnel or 63.56% are plantilla positions and 2,876 personnel or 36.17% are hired under Contract of Service (COS). The total filled-up plantilla positions is 5,054 positions or 71.76% of the authorized plantilla.

Of the total personal complement, 2,118 personnel or 27.76% are assigned at Mega Manila Area, 955 or 12.52% at Northwest Luzon Area and 838 or 10.98% at Central Office. Noted that of the personnel under Contract of Service, 601 or 20.90% are at Mega Manila Area, 485 or 16.86% at Central Office and 324 or 11.27% at Central & Eastern Visayas Area.

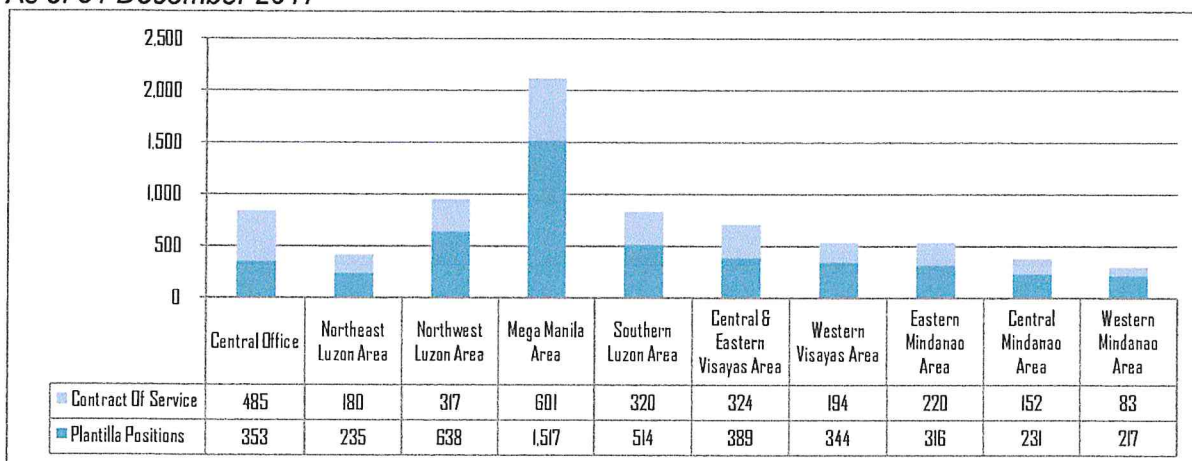
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Table 1. Personnel Complement By Operating Units, Philippine Postal Corporation, As of 31 December 2017

Operating Units	Authorized Plantilla Positions	Personnel Complement As of December 2017		
		Total Personnel Complement	Plantilla Positions	Contract of Service
Central Office	802	838	353	485
Northeast Luzon Area	329	415	235	180
Northwest Luzon Area	880	955	638	317
Mega Manila Area	2,009	2,118	1,517	601
Southern Luzon Area	760	834	514	320
Central & Eastern Visayas Area	716	713	389	324
Western Visayas Area	473	538	344	194
Eastern Mindanao Area	430	536	316	220
Central Mindanao Area	336	383	231	152
Western Mindanao Area	307	300	217	83
Total	7,043	7,631	4,754	2,876

Source: Human Resources Management Department

Figure 5. Personnel Complement By Operating Units, Philippine Postal Corporation, As of 31 December 2017



Source: Human Resources Management Department

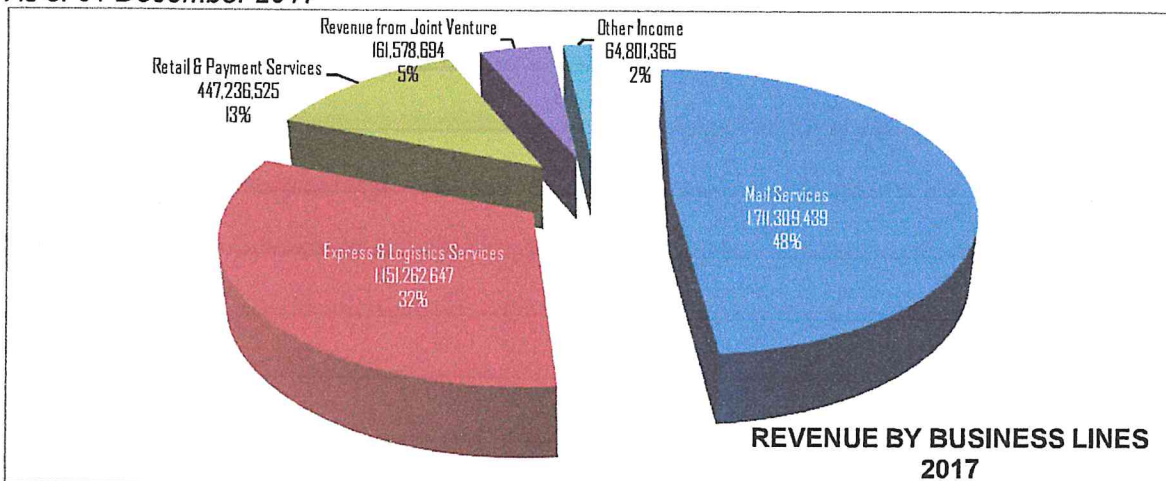
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II. BUSINESS LINES

The business lines of PHLPost are Mail Services, Express & Logistics Services and Payment & Retail Services. The products and services of Mail Services are Letter post and Parcel post services, that of Express & Logistics Services are Express post and Logistics and Warehousing services, while for Retail & Retail Services includes Postal Payment, Payout and Collection services, Postal Identification card, and sale of Philatelic Stamps and similar items, and PHLPost merchandise.

In 2017, the total revenue generated by PHLPost amounts to PhP3,536 million. Of the amount, PHP1,711 million or 48% is generated from Mail Services, PhP1,151 million or 33% from Express & Logistics Services, revenue from Retail & Payment is PhP162 million or 13%, while Other Income generated PhP65 million or 2%. Revenue from Joint Venture is the gross collection from Joint Venture projects and is presented separate for taxation purposes.

Figure 6. Revenue Net of VAT and Discount, Philippine Postal Corporation, As of 31 December 2017



Source: Accounting Department

Revenue attainment for 2017 is 77% only, a shortfall of 23% from the annual revenue target. Revenue from Express & Logistics Services is 95% from its annual target, Mail Services revenue attainment is 75% while Retail & Payment Services attainment is 50% only. Other Income revenue exceed its target by 2%.

Further, revenue attainment for 2017 decreased by PhP9 million or 0.26% against the actual revenue in 2016. Notable that the revenue Retail & Payment Services increased by PhP72 million or 19% against 2016 while Express & Logistics Services revenue increased by PhP49 million or 4% against previous year. However, the increases in these business lines is not able to offset the decrease in revenue from Mail Services of PhP149 million or 8% from 2016.

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Table 2. Net Revenue After Discount and VAT by Business Lines, Philippine Postal Corporation, CY 2017

Business Lines	2017			Actual Revenue 2016	% Change
	Actual Revenue	Revenue Target	% Attainment		
Mail Services	1,711,309,439	2,296,779,423	75%	1,860,909,516	-8%
Express & Logistics Services	1,151,262,647	1,206,602,215	95%	1,102,176,634	4%
Retail & Payment Services	447,236,525	897,283,498	50%	374,285,612	19%
Revenue from Joint Venture	161,578,694	118,662,720	136%	124,476,723	30%
Other Income	64,801,365	63,259,720	102%	83,518,693	-22%
Total	3,536,188,670	4,582,587,576	77%	3,545,367,178	-0.26%

Source: Accounting Department

With the inclusion of the subsidy for the reimbursement of the Franking Privilege, attainment of the revenue target for 2017 is 80%. Franking Privilege subsidy for 2017 received is PhP536,537,000 while for 2016 is PhP301,000,000 and is included in the Mail Services revenue.

Table 3. Net Revenue After Discount and VAT by Business Lines, Including Franking Privilege Subsidy, Philippine Postal Corporation, CY 2017

Business Lines	2017			Actual Revenue 2016	% Change
	Actual Revenue	Revenue Target	% Attainment		
Mail Services	2,247,846,439	2,833,316,423	79%	2,161,909,516	4%
Express & Logistics Services	1,151,262,647	1,206,602,215	95%	1,102,176,634	4%
Retail & Payment Services	447,236,525	897,283,498	50%	374,285,612	19%
Revenue from Joint Venture	161,578,694	118,662,720	136%	124,476,723	30%
Other Income	64,801,365	63,259,720	102%	83,518,693	-22%
Total	4,072,725,670	5,119,124,576	80%	3,545,367,178	5.88%

Source: Accounting Department

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a. Mail Services

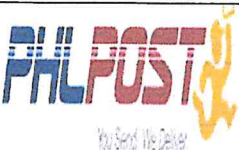
With the inclusion of the Franking Privilege subsidy, Mail Services revenue in 2017 increased by PhP85.94 million or 4% against 2016 due to increase patronage of Domestic Letter post services. Increase in Domestic Letter post revenue is attributed to the increases in the revenue from Ordinary and Registered mails of PhP160.48 million and PhP8.60 million while Handling & Storage Fees by PhP4.96 million and Direct Access/Entry income by PhP13.21 million. Note that PhP1,288 million or 57% of the Mail Services is from Domestic Ordinary Mails, PhP475 million or 21% from Domestic Registered Mail and PhP155 million or 7% from International Inbound Registered Mail Terminal Dues Income. Compared to target, Mail Services realized PhP2,247 million or 79% of the target.

b. Express & Logistics Services

Revenue from Express & Logistics Services in 2017 increased by PhP49 million or 4% against 2016 due to the increase in patronage of International Express Post Merchandise and Presentation to Customs Fee for International Inbound EMS. International Express Post Merchandise generated PhP670.47 million or 85% of the total while International Inbound EMS Delivery Income is PhP154.18 million or 13% and Presentation to Customs Fee for International Inbound EMS is PhP113.22 million or 10%. Express & Logistics Services revenue attainment is 95% or PhP1,151 million against target for 2017.

c. Retail & Payment Services

Retail & Payment Services revenue for 2017 increased by PhP72.95 million or 19% against 2016 due to the recording of the revenue from Postal Identification card. Of the PhP447 million revenue, PhP351.71 million or 79% from Postal Identification card, PhP29.47 million or 7% from Collection Services, and PhP3.09 million or 0.7% from the sale of PHLPost Merchandise.

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III. CORPORATE MATTERS

The performance rating of PHLPost for 2017 is 85.16%. There are eleven (11) targets measured for five (5) performance perspectives and eight (8) strategic objectives. The rating is subject to the validation of GCG.

Table 4. Performance Scorecard, Philippine Postal Corporation, CY 2017

<i>Performance Objectives per Measure</i>	<i>Target</i>	<i>Actual</i>
A. Social Impact Objective 1. Linked people with access to communication and information, delivery of goods and merchandise, and provision of postal payments Measure 1. Annual Mail Volume 1.1. Volume of Mail Posted 1.2. Volume of Mail Delivered	16%	14.16%
B. Customers & Stakeholders Objective 2. Continued postal presence in every Filipino community Objective 3. Enhanced positive postal experience to customers and partners Measure 2. Number of maintained NGAs/NGOs partners for payout services Measure 3. Customers' Satisfaction 3.1. Corporate 3.2. Individual	17%	5.0%
C. Financial Objective 4. Ensured financial efficiency and growth Measure 4. Revenues Measure 5. Earnings before Interest, Taxes, Depreciation and Amortization	12%	11.7%
D. Internal Process Objective 5. Upheld Postal Service integrity Objective 6. Sustained efficiency and reliability in the delivery of communications and information, goods and merchandise, and payment services Objective 7. Improved efficiency in the Postal Service through innovation and ICT Measure 7. ISO Certification Measure 8. Letter Post Delivery Performance 8.1. Domestic Letter Post Delivery Performance 8.2. International Letter Post Delivery Performance Measure 9. Parcel Post Delivery Performance 9.1. Domestic Parcel Post Delivery Performance 9.2. International Parcel Post Delivery Performance Measure 10. Express Post Delivery Performance 10.1. Domestic Express Post Delivery Performance (Committed Areas within Metro Manila) 10.2. Domestic Express Post Delivery Performance (Committed Areas outside Metro Manila)	50%	50.0%

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<i>Performance Objectives per Measure</i>	<i>Target</i>	<i>Actual</i>
10.3. International Express Post Delivery Performance (Committed Areas within Metro Manila)		
10.4. International Express Post Delivery Performance (Committed Areas outside Metro Manila)		
Measure 11. % of Revenue-Generating Postal Outlets with Internet Connectivity		
E. Learning & Growth Objective 8. Developed and managed competencies of effectual and competent human resources Measure 112. % of Employees with required competencies met	5%	5.0%
Total	100%	85.16%

Source: Corporate Planning Department

IV. DELIVERY PERFORMANCE

a. Express Mail Service

The delivery performance of Domestic Express Post for 2017 is 92% items delivered within 3 days upon posting, which is below the delivery standard of 95% delivery within 3 days upon posting. Three (3) Postal Areas exceed the delivery standard, Northwest Luzon Area and Mega Manila Area with 100% delivery within 3 days while Southern Luzon Area is 99% delivery performance.

Table 5. Domestic Express Post Delivery Performance, Philippine Postal Corporation, CY 2017

<i>Destination Postal Area</i>	<i>Nationwide</i>
Standard	95% delivered within 3 days upon posting
Nationwide	92%
Northwest Luzon Area	100%
Mega Manila Area	100%
Southern Luzon Area	99%
Central Mindanao Area	94%
Northeast Luzon Area	90%
Eastern Mindanao Area	86%
Western Mindanao Area	83%
Central & Eastern Visayas Area	80%
Western Visayas Area	75%

Source: Service Regulations Department

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b. Parcel Post Service

The national delivery performance for Domestic Parcel post in 2017 is 98% delivery within 7 days upon posting, which is above the delivery standard of 85% delivery within 7 days upon posting. All Postal Areas exceeded the delivery standard for Domestic Parcel post.

Table 6. Domestic Parcel Post Delivery Performance, Philippine Postal Corporation, CY 2017

<i>Destination Postal Area</i>	<i>Nationwide</i>
Standard	85% delivery within 7 days upon posting
Nationwide	98%
Northeast Luzon Area	100%
Northwest Luzon Area	100%
Mega Manila Area	100%
Central & Eastern Visayas Area	100%
Western Visayas Area	100%
Eastern Mindanao Area	100%
Western Mindanao Area	96%
Southern Luzon Area	92%
Central Mindanao Area	89%

Source: Service Regulations Department

c. Letter Post Service

In 2017, national delivery performance of Domestic Ordinary Mail of 80% items delivered within 7 days upon posting is below the delivery standard of 85% delivered within 7 days upon posting. Only Mega Manila Area achieved and even exceeded the delivery standard. Moreover, within locality, intra-area and inter-area national delivery performance are also below standard. Delivery within locality means that items is delivered within the service area of the Post Office where said item is posted. Inter-Area delivery is item posted and delivered within the Postal Area. While Inter-Area delivery is item posted in Postal Area A but delivered in Postal Area B.

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Table 7. Domestic Ordinary Mail Delivery Performance, Philippine Postal Corporation, CY 2017

Destination Postal Area	Domestic Ordinary Mail			
	Nationwide	Within Locality	Intra-Area	Inter-Area
Delivery Standard	85% delivered within 7 days upon posting	85% delivered within 2 days upon posting	85% delivered within 4 days upon posting	85% delivered within 7 days upon posting
Nationwide	80%	82%	81%	78%
Mega Manila Area	87%	87%	86%	89%
Southern Luzon Area	82%	90%	78%	83%
Northwest Luzon Area	72%	69%	65%	75%
Central & Eastern Visayas Area	71%	72%	63%	78%
Eastern Mindanao Area	69%	83%	71%	66%
Northeast Luzon Area	68%	58%	60%	78%
Western Visayas Area	68%	73%	64%	68%
Western Mindanao Area	68%	82%	68%	64%
Central Mindanao Area	48%	47%	40%	62%

Source: Service Regulations Department

Domestic Registered Mail delivery performance in 2017 is below the standard, 83% delivery within 7 days upon posting. Standard is 85% delivery within 7 days upon posting. Only Mega Manila Area exceeded the delivery standard. Delivery of within locality, intra-area and inter-area are also below standard.

Table 8. Domestic Registered Mail Delivery Performance, Philippine Postal Corporation, CY 2017

Destination Postal Area	Domestic Registered Mail			
	Nationwide	Within Locality	Intra-Area	Inter-Area
Standard	85% delivered within 7 days upon posting	85% delivered within 2 days upon posting	85% delivered within 5 days upon posting	85% delivered within 7 days upon posting
Nationwide	83%	73%	79%	77%
Mega Manila Area	88%	71%	91%	80%
Northwest Luzon Area	87%	83%	66%	77%
Southern Luzon Area	83%	84%	79%	81%
Western Visayas Area	81%	70%	67%	70%
Eastern Mindanao Area	81%	75%	70%	74%
Western Mindanao Area	79%	79%	59%	70%
Northeast Luzon Area	78%	89%	67%	78%
Central & Eastern Visayas Area	73%	77%	74%	75%
Central Mindanao Area	52%	59%	45%	52%

Source: Service Regulations Department

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Delivery performance of Inbound International Ordinary Mail in 2017 is 98% delivery within 7 days after Customs examination, which exceeded the standard of 85% delivery. All Postal Areas' delivery performance exceeded standard. Inbound International items are items posted in other countries for delivery within the Philippines.

Table 9. Inbound International Ordinary Mail Delivery Performance, Philippine Postal Corporation, CY 2017

<i>Destination Postal Area</i>	<i>Nationwide</i>
Standard	85% delivered within 7 days after Customs examination
Philippines	98%
Eastern Mindanao Area	100%
Western Mindanao Area	100%
Northeast Luzon Area	99%
Northwest Luzon Area	99%
Mega Manila Area	99%
Central & Eastern Visayas Area	99%
Southern Luzon Area	93%
Western Visayas Area	93%
Central Mindanao Area	90%

Source: Service Regulations Department

V. POSTAL TRAFFIC

a. Mail Services

In 2017, total volume of items handled for Mail Services is 75.14 million. Of the volume, 66.65 million or 89% are postal items posted while 8.49 million or 11% are inbound international items delivered.

Domestic Letter post items posted is 58.51 million or 78%, inbound International Letter post delivered is 8.12 million or 11%, and Franked Mails posted is 6.55 million or 9% of total. However, note that Franked Mails are posted free of charge and reimbursement, if granted, is obtained by 2019 as subsidy from the National Government.

Mega Manila Area handled 49.79 million or 66%, Southern Luzon Area of 5.82 million or 8.61% and 4.54 million or 7% handled by Northwest Luzon Area.

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Table 10. Volume of Mail Services Items Handled for Mail Services, Philippine Postal Corporation, CY 2017

Particulars	Total Volume Handled	Northeast Luzon Area	Northwest Luzon Area	Mega Manila Area	Southern Luzon Area	Central & Eastern Visayas Area	Western Visayas Area	Eastern Mindanao Area	Central Mindanao Area	Western Mindanao Area
A. POSTED										
a. Domestic Letter Post	58,505,221	1,052,668	3,351,962	42,036,484	4,651,374	2,540,932	1,586,171	1,720,255	1,031,883	533,492
Domestic Ordinary Mail	45,223,829	807,155	2,815,564	32,543,617	3,497,023	1,840,290	1,129,129	1,395,686	808,918	386,447
Domestic Registered Mail	13,281,392	245,513	536,398	9,492,867	1,154,351	700,642	457,042	324,569	222,965	147,045
b. Domestic Parcel Post	6,380	286	513	635	3,366	215	43	1,147	127	48
Domestic Parcel	5,372	283	513	635	3,366	215	43	240	32	45
Domestic COD	1,008	3	0	0	0	0	0	907	95	3
c. International Letter Post	1,528,199	53,156	215,630	758,462	115,911	137,642	109,288	81,793	33,888	22,429
International Ordinary Mail	1,088,785	36,663	121,883	581,596	73,969	105,720	86,360	47,960	17,645	16,989
International Registered Mail	342,987	15,694	88,151	135,358	33,272	25,443	19,933	14,937	5,044	5,155
International Small Packet	56,372	792	4,736	37,222	2,173	5,346	2,478	3,419	521	285
International Printed Matter	39,455	7	860	4,286	6,497	1,133	517	15,477	10,678	0
d. International Parcel Post	59,732	898	10,469	17,880	8,198	3,272	874	17,243	416	482
e. Franked Mails	6,553,722	379,645	957,256	2,281,803	1,037,553	643,717	421,520	294,393	322,658	215,177
B. DELIVERED										
f. International Letter Post	8,123,568	183,316	700,779	4,496,458	635,712	764,732	745,704	320,523	168,231	108,113
International Ordinary Mail	5,819,718	141,519	566,362	3,424,767	439,265	480,900	492,511	101,390	85,000	88,004
International Printed Matter	1,044,575	9,422	35,983	616,398	44,635	139,219	115,300	39,719	42,622	1,077
International Registered Mail	635,813	28,463	53,556	215,102	128,042	75,582	58,173	39,370	21,264	16,261
International Small Packet	623,462	3,912	44,878	240,191	23,770	69,031	79,720	140,044	19,145	2,771
g. International Parcel Post	368,468	1,473	22,107	203,263	14,239	25,209	32,555	59,130	8,958	1,534
Total Volume Handled	75,145,290	1,671,442	5,258,716	49,794,985	6,466,353	4,115,719	2,896,155	2,494,484	1,566,161	881,275

Source: Corporate Planning Department

b. Express Post Services

Total volume of Express Post items handled in 2017 is 1.21 million. Of the volume, Inbound International Express delivered is 0.49 million or 41%, Domestic Express items posted is 0.36 million or 30%, and International Express posted is 0.35 million or 29%.

Mega Manila Area handled 0.39 million or 33%, Northwest Luzon Area volume is 0.30 million or 25% while Southern Luzon Area handled 0.14 million or 12%.

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Table 11. Volume of Express Post Items Handled, Philippine Postal Corporation, CY 2017

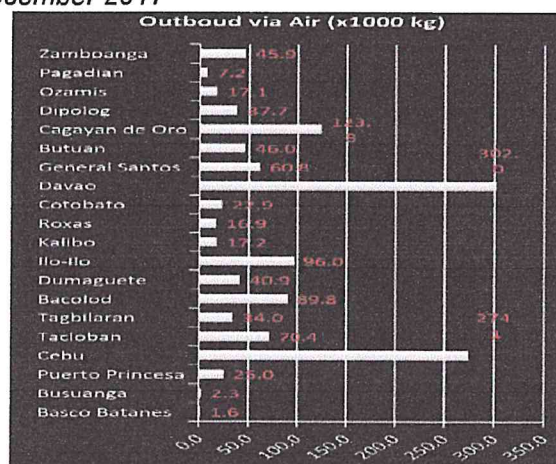
Particulars	Total Volume Handled	Northeast Luzon Area	Northwest Luzon Area	Mega Manila Area	Southern Luzon Area	Central & Eastern Visayas Area	Western Visayas Area	Eastern Mindanao Area	Central Mindanao Area	Western Mindanao Area
A. POSTED										
a. Domestic Express Post	364,375	7,040	21,464	203,672	55,206	21,528	31,621	16,125	5,574	2,145
DEMS	338,553	7,039	17,683	202,870	47,554	17,191	25,227	13,593	5,283	2,113
EXPRESS POUCH	25,822	1	3,781	802	7,652	4,337	6,394	2,532	291	32
b. International Express Post	350,717	20,837	63,739	143,972	49,228	22,906	13,573	26,547	6,798	3,017
IEMS Letter	92,020	4,961	20,746	35,058	9,521	5,899	4,693	8,008	1,806	1,328
IEMS Merchandise	258,697	15,876	42,993	108,914	39,707	17,007	8,880	18,539	4,992	1,689
B. DELIVERED										
c. International Express Post	492,274	12,149	212,282	46,605	40,578	39,184	56,525	53,458	24,872	6,621
IEMS Letter	165,096	7,517	113,116	29,385	22,618	14,709	35,498	25,567	13,444	3,119
IEMS Merchandise	61,824	4,632	99,166	17,220	17,960	24,475	21,027	27,891	11,428	3,502
Total Volume Handled	67,145,528	1,498,802	4,748,112	45,141,869	5,856,980	3,364,962	2,174,421	2,168,289	1,413,844	778,249

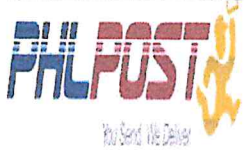
Source: Corporate Planning Department

c. Postal Dispatches

In 2017, the major destination of postal items transported by air are Davao, Cebu and Cagayan de Oro cities.

Figure 7. Volume of Postal Items Transported by Air within the Philippines, Philippine Postal Corporation, As of 31 December 2017



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VI. FINANCIALS

Table 12. Financial Statement, Philippine Postal Corporation, CY 2017

	2017	2016
REVENUE		
Mail services	2,762,774,041	2,799,134,113
Postal payment services	582,404,382	469,278,808
Logistics Services	64,336,153	141,210,121
Retail Services	62,593,362	55,185,439
Other Income	52,742,202	50,751,548
	3,524,850,141	3,515,560,030
OPERATING EXPENSES		
Cost of Goods Sold	9,437,483	8,621,433
Personal services	1,833,121,836	1,908,962,192
Maintenance and other operating services	1,001,790,353	839,483,391
International mail exchange expenses	326,637,613	494,211,896
	3,170,987,286	3,251,278,913
INCOME FROM OPERATIONS	353,862,856	264,281,117
OTHER INCOME/(EXPENSES)		
Gain/Loss On Foreign Exchange (Forex)	(479,468)	20,980,922
Gain/Loss On Sale Or Disposal Of Assets	(43,888)	345,807
Interest Income	6,625,759	5,843,835
Miscellaneous income	5,236,126	2,635,584
Depreciation	(99,869,306)	(98,670,986)
Valuation allowances	(1,934,250)	(21,032,819)
Other expenses	(165,424,982)	(123,928,159)
	(255,890,010)	(213,825,815)
FINANCE COST		
Interest expense	(19,966,403)	(30,711,604)
Bank Charges	(215,276)	(79,592)
	(20,181,679)	(30,791,195)
PROFIT BEFORE INCOME TAX	77,791,166	19,664,106
Provision for income tax	(40,035,123)	(5,899,232)
PROFIT BEFORE SUBSIDY	37,756,043	13,764,874
Subsidy Income from National Govt	536,537,000	301,000,000
Subsidy Income From Non-Shareholders ¹	2,000	159,166
	536,539,000	301,159,166
NET INCOME / (LOSS)	574,295,043	314,924,041

Source: Accounting Department

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a. Financial Review and Outlook

The PHLPost's net income, including subsidies from the government, stands at Php574m in which bulk of it came from mail services contributing a staggering 78 percent. There was a slight improvement from its postal payment and retail services although insignificant are still a sign of progress in terms of the market potential of services outside of the traditional range of postal products. On the other hand, the logistics service suffered a decrease in net income to the tune of Php76m, a 54 percent drop compared to the previous year.

While there is continuing efforts to improve the delivery services, especially mail services as its core product, the changes in the business environment and emergence of new technologies that result to the constant decline of mail volume would remain as formidable threats to postal service providers globally in the coming years. Thus, the Corporation is actively looking for opportunities to create substantial revenue stream from its non-core services such as logistics and eCommerce to compensate the anticipated losses.

Accordingly, the Corporation is planning to beef up its capitalization in its logistics business by procuring vehicles, machineries, and investing in employee trainings to be fairly competent in a lucrative but highly competitive and asset-intensive industry. Furthermore, the Corporation would continue to maximize the use of its network as its core competence and acquire new technologies to adapt to changes in customer demand, improve operational efficiency, pursue new market opportunities for revenue growth, and to stay socially relevant.

VII. HR MATTERS

a. Training and Development

PHLPost officials and employees were provided with various trainings, seminars, workshops and other related activities. *(see attached list of trainings conducted in CY2017)*

b. Employee Welfare

To enhance the welfare of the employees, the following activities were conducted:

PAP Smear Examination	March 5, 2017 May 23, 2017
Blood Sugar Monitoring	March 22, 2017 April 28, 2017 May 30, 2017 June 27, 2017 August 31, 2017
Pneumonia Vaccination for Senior Citizen Employees	October 27, 2017
Family Day / Sportsfest	April 27, 2017

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VIII. CORPORATE SOCIAL RESPONSIBILITY REPORT

- a. PHLPost gives high regard to history and heritage thus the Corporation have been involve in various programs and activities that promote commemoration and preservation of such.
 - 1) PHLPost issued postage stamps commemorating the birth centenary of former President Ferdinand E. Marcos (*see Press Release in PHLPost website: Not only Marcos, but other presidents were issued stamps*) <https://www.phlpost.gov.ph/whats-happening.php?id=3945>
 - 2) In observance of Philippine Independence Day, PHLPost released four of the prominent and historic landmarks visited during Independence Day celebration. (*see Press Release in PHLPost website : Independence Day Historic Landmarks featured in stamps*) <https://www.phlpost.gov.ph/whats-happening.php?id=3918>
 - 3) In celebration of National Heritage Month, PHLPost issued postage stamps featuring colorful images of some of the most remarkable sunsets located in scenic Philippines (*see Press Release in PHLPost website : PHLPost features Philippine sunsets to celebrate National Heritage Month*) <https://www.phlpost.gov.ph/whats-happening.php?id=3912>
 - 4) To commemorate the 250th founding anniversary of the postal service, PHLPost in cooperation with the Philippine Red Cross (PRC) conducted a bloodletting activity at the lobby of the historic Manila Central Post Office in Liwasang Bonifacio, Manila. A total of 61,200 cc of blood were donated 136 blood donors from PHLPost. (*see Press Release in PHLPost website : PHLPost donates blood for its 250th postal service anniversary*) <https://www.phlpost.gov.ph/whats-happening.php?id=3959>
- b. PHLPost launches stamps featuring Olympic silver medalists in honor and support of the athletes and to inspire the youth to excel in their chosen sports. (*see Press Release in PHLPost website : Olympic Silver Medalists Villanueva, Velasco and Diaz featured in stamps*) <https://www.phlpost.gov.ph/whats-happening.php?id=3905>



PHLPOST OFFICIALS

THE BOARD OF DIRECTORS

Chairman NORMAN N. FULGENCIO**Date of Birth : June 22, 1970****Current Position/s:****Government:**

- *Chairman*, Board of Directors, Philippine Postal Corporation (2016-PRESENT)

Private/Corporate:

- Director, Sure Great International Logistics Limited (2015-PRESENT)
- President and Chief Executive Officer, IRS Eastern, Inc. (2006-PRESENT)
- President and Chief Executive Officer, NHJ Horizon (2003-PRESENT)
- President and Chief Executive Officer, NDC Container Services, Inc. (2003-PRESENT)
- President and Chief Executive Officer, Oddcubes Inc. (1996-PRESENT)

Previous Position/s:**Private/Corporate:**

- President and Chief Executive Officer, Mstar Ship Agencies, Inc. (2007-2016)
- President and Chief Executive Officer, Celadon Quadrant Services, Inc. (2007-2016)
- President and Chief Executive Officer, Container Bridge Philippines, Inc. (2000-2016)
- President, NDC Terminal Inc. (1995-1999)
- Equipment Control Manager, TMS Ship Agencies (1993-1995)
- Operations Officer, Conhaul Marine Inc. (1991-1993)

Education and Training:**Education:**

- Bachelor of Science in Commerce Major in Management
Colegio de San Juan de Letran (1996)

Training:

- Corporate Governance Orientation Program for GOCC, Institute of Corporate Directors (2017)
- Management Orientation on Integrated Management System Seminar (2010)

Affiliation/s:

- Association of International Shipping Lines, Inc. (AISL)
- Container Depot Alliance of the Philippines (CDAP)
- The Cold Chain Association of the Philippines (CCAP)
- Aircargo Forwarders of the Philippines, Inc. (AFPI)
- International Freight Logistics Network (IFLN)
- Global Projects Logistics Network (GPLN)
- PDP-Laban

Postmaster General JOEL L. OTARRA**Date of Birth : October 22, 1954****Current Position/s:**

Government: <ul style="list-style-type: none">• Postmaster General and CEO (from 2015 to present)• Vice-Chairman, PHLPost Board of Directors (from July 2011 to present)
Private/Corporate: <ul style="list-style-type: none">• Consultant, Florentino and Esmaguell Law Firm (from 2004 to present)
Non-Government/Socio-Civic Organizations: <ul style="list-style-type: none">• Chairman, Center for Integrated Development and Social Marketing (CIDS), Inc. (from 1996 to present)• Consultant, Allah Valley Development Foundation (from 2007 to present)• Consultant, Likas Kayang Kaunlaran Foundation Philippines (from 2004 to present)

Previous Position/s:

Government: <ul style="list-style-type: none">• Consultant, Panglao, Bohol International Airport Development Project - Provincial Government of Bohol (2007 to 2010)• Consultant, Mindanao Sustainable Settlement Area Development Project (MINSSAD) - Department of Agrarian Reform (2005 to 2010)• Team Leader, Detailed Feasibility Study for the Ecological Solid Waste Management (ESWM) Program on Garbage Collection and Disposal, Composting, Recycling and Marketing• Team Leader, Detailed Development, Business and Marketing Plans for the Tourism Activities/Industries in Cagayan Economic Zone Authority (2002 to 2003)• Team Leader, Organizational Evaluation of the City of Digos, Davao del Sur - City of Digos, Davao del Sur (2002)• Consultant, Asian Development Bank Project - Department of Agrarian Reform (2001 to 2002)• Consultant, Sustainability Development Program for Provincial Agri-Industrial Growth Centers and People's Industrial Enterprises (PICs – PIEs) - Department of Trade and Industry (1998 to 2000)• Consultant, TESDA Region VII (1999 to 2001)• Assistant Team Leader, Social Development Program for Regional Agri-Industrial Growth Centers – Department of Trade and Industry (1996 to 1997)• Consultant, Northwestern Luzon Growth Quadrangle Program Management Office (North Quad PMO) – San Fernando City, La Union
Private/Corporate: <ul style="list-style-type: none">• Assistant Team Leader, Social Development Planning for Batangas City Port Development Phase II – Pacific Consultant International, Inc. (1996 to 1997)
Non-Government/Socio-Civic Organizations: <ul style="list-style-type: none">• Allah Valley Development Foundation (2007-2008)• Likas Kayang Kaunlaran Foundation Philippines (2004-2006)• Center for Integrated Development and Social Marketing (1996-2010)• Center for Urban Resources, Exchange and Development, Inc. (1994-1996)• Tondo, Malabon, Navotas People's Organization, Inc. (1993-1994)

Education and Training:

Education: <ul style="list-style-type: none">• MA in Economics (undergraduate) Asian Social Institute, Manila (1984)• MA in Theology Ateneo de Davao University, Davao City (1987)• AB Theology St. Francis Xavier, Davao City (1980)• AB Philosophy Notre Dame of Marbel University, South Cotabato	Training: <ul style="list-style-type: none">• APPU Postal Business Forum (2017)• UPPU World Business Forum (2017)• UPU World CEO Forum (2017)• 12th APPU Congress (2017)• Corporate Governance Orientation Program for GOCCs (2017)• 26th UPU Congress (2016)• Corporate Governance Leadership Training/Workshop (2013)
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Director CRISTINA E. CARINGAL

Date of Birth : January 27, 1960

Current Position/s:

Government:

- Board Member, PHLPPost Board of Directors (from November 17, 2016 to present)

Previous Position/s:

Private/Corporate:

- Vice President, Sultan Kudarat Milling and Trading Inc. (from 2014 to 2016)
- Sales & Operations Senior Manager, Onestop Logistics Solutions Incorporated (from 2010 to 2014)
- LCL Group Manager, Lorenzo Shipping Corporation (from 2007 to 2010)
- Logistics Manager, Lorenzo Shipping Corporation (from 2005 to 2007)
- Credits & Collection Manager, Lorenzo Shipping Corporation (from 1997 to 2005)
- Accountant, El Grande Shipping Agency Corporation (from 1989 to 1997)
- Accounting Supervisor, El Grande Shipping Corporation (from 1984 to 1989)
- Deputy Head – Treasury Division, Premiere Financing Corporation (from 1981 to 1984)

Education and Training:

Education:

- Polytechnic University of the Philippines (College-BSC Accounting/1978 to 1980)
- Polytechnic University of the Philippines (Vocational/Trade Course - Associate in Communication Science/1976 to 1978)
- St. Bridget's College (High School/1972 to 1976)
- Batangas City South Elementary School (Elementary/1966 to 1972)

Training:

- POST EXPO (Geneva, Switzerland 2017)
- ICD Strategy Execution Pathway (2017)
- ICD Strategy Design for Directors Program (2017)
- ICD Corporate Governance Orientation Program for GOCCs (2017)
- Asia Pacific Postal Union (Bangkok, Thailand 2017)
- Strategy Design for Directors Program (2017)
- Introduction to Corporate Governance (2017)
- Greening the Supply Chain (2016)
- Dale Carnegie Leadership Training Course (2013)
- Logistics Immersion Course (2012)
- Account Development (2012)
- Distribution and Transport Safety (2011)
- Initiative for Enhanced Quality Performance (2011)
- Introduction to Shipping (2010)
- Leadership Training Course (2009)
- APEC Intermodal Skills (2006)
- Leadership and Management Development (2006)
- Total Quality Management & Maintenance (2006)
- Credit Evaluation & Scoring (2004)
- Increase in Collection Efficiency (2000)

Director LIBERTY C. AVILA

Date of Birth : February 25, 1986

Director LIBERTY C. AVILA

Current Position/s:

Government: <ul style="list-style-type: none">• Board Member, PHLPast Board of Directors (from June 2017 to present)
Private/Corporate: <ul style="list-style-type: none">• Proprietor, Avila Antiquities (from 2003 to present)

Previous Position/s:

Private/Corporate: <ul style="list-style-type: none">• Proprietor, Malaya Marketing (from 2013 to 2015)
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Education and Training:

Education: <ul style="list-style-type: none">• BSBA Major in Marketing Management, Centro Escolar University (2014)• BS Accountancy, Philippine Christian University (2008)• BSBA Mass Communication, Philippine Christian University (2005)	Training: <ul style="list-style-type: none">• Delegate, 6th Asian Pacific Postal Union Business Forum, Bangkok, Thailand (2017)• ICD- Corporate Governance Orientation Program for GOCCs, Philippines (2017)• Delegate, CCI Exchange Student, USA (2014)• Student, Digital Marketing, International Institute of Marketing Professional (2013)
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Director RAUL B. BENDIGO**Date of Birth : November 27, 1951****Current Position/s:**

Government: <ul style="list-style-type: none">• Board Member, PHLPost Board of Directors (from 2017 to present).
Private/Corporate: <ul style="list-style-type: none">• President/Gen. Manager, Amlo Realty and Development Corporation (2014 to present).
Non-Government/Socio-Civic Organizations: <ul style="list-style-type: none">• Member, Aquila Legis Fraternity (from 1974 to present).• Incorporator, Vice-President at Las Terrazas Homeowners' Associations (since formation to present).

Previous Position/s:

Government: <ul style="list-style-type: none">• Consultant for Legal and Special Concerns, Witness Protection Security and Benefit Programs – Department of Justice Manila (2016 to 2016)• Regional Program Implementor, Witness Protection Security and Benefit Programs – Department of Justice Region XI (2015 to 2016)• Davao City Program Implementor, Witness Protection Security and Benefit Programs –Department of Justice (2007 to 2015)• City Prosecutor - Department of Justice Region XI (2002 to 2014)• 1st Assistant City Prosecutor - Department of Justice Region XI (1999 to 2002)• Prosecutor II - Department of Justice Region XI (1990 to 1997).• 3rd Assistant City Prosecutor – Department of Justice Region XI (1987 to 1990)
Private/Corporate: <ul style="list-style-type: none">• Law Professor – Ateneo de Davao University, College of Law (1985 to 1995)
Non-Government/Socio-Civic Organizations: <ul style="list-style-type: none">• Member, Prosecutors' League (1978 to 2014)• Member, Chief Prosecutors' Association (1987 to 1994)

Education and Training:

Education: <ul style="list-style-type: none">• Bachelor of Laws (LLB), Ateneo de Manila University (1974 to 1979)• AB Political Science, Ateneo de Davao University (1971 to 1975)• Secondary, Ateneo de Davao High School (1967 to 1971)• Elementary, Sta. Cruz Elementary School (1964 to 1967)	Training: <ul style="list-style-type: none">• Various Seminars/Workshops in the Witness Protection Program – DOJ and UNDP (2017)• Various Continuing Legal Education Seminars – IBP, DOJ, Chief Prosecutors Association (2014)• Various Seminars o the Prosecutors League - DOJ (2014)• DOJ Representative to the Terrorism Investigation Course – DOJ (2010)
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Director RIDGWAY M. TANJILI

Date of Birth : April 24, 1951

Current Position/s:

Government:

Board Member, PHLPost Board of Directors (from November 2016 to present)

Previous Position/s:

Government:

- Regional Trial Court Presiding Judge at RTC Br. 15, Davao City (2008 to 2015)
- Regional Public Attorney at Public Attorneys Office (1999 to 2008)
- Public Attorney IV at Public Attorneys Office (1989 to 1999)
- Supervising Citizens Attorney (1987 to 1989)
- District Citizens Attorney (1985 to 1987)
- Citizens Attorney (1982 to 1985)
- Customs Legal Officer at Bureau of Customs (1976 to 1977)

Private/Corporate:

- Private Law Practice (1977 to 1981)
- Law Instructor at Harvardian College of Law School (1978 to 1982)

Non-Government/Socio-Civic Organizations:

- Member, Guardian Brotherhood Inc. (GBI) Region XI, Davao City
- Member, Davao United Muslims Professionals Association (DUMPA) Davao City
- Member, Sigma Legis Fraternity, Ateneo De Davao Law School

Education and Training:

Educational:

- Master in Public Administration
Ateneo de Davao University, Davao City (1994)
- Bachelor of Laws
Ateneo de Davao University, Davao City (1975)
- A.B. Political Science
Ateneo de Davao University, Davao City (1971)

Training:

- Corporate Governance Orientation Program for GOCCs, Institute of Corporate Directors (2017)
- Seminar/Workshop on Various Laws and Rules Relating to Money Laundering, Supreme Court of the Philippines and Philippine Judiciary Academy (2014)
- Judicial Career Enhancement Program for Regional Court Judges, Supreme Court of the Philippines and Philippine Judiciary Academy (2012)
- Seminar/Workshop on Land Valuation and Just Compensation, Supreme Court of the Philippines and Philippine Judiciary Academy (2011)
- Seminar/Workshop on Special Rules of Court on Alternative Dispute Resolution, Supreme Court of the Philippines and Philippine Judiciary Academy (2011)

Director RENATO R. SANTICO

Date of Birth : November 7, 1947

Current Position/s:

Government:

Board Member, PHLPost Board of Directors (from ____ to 2017)

Previous Position/s:

Government:

- Senior Vice-President for Housing, Business and Acquired Assets Group, GSIS
- Senior Vice-President for Corporate Services, GSIS
- Vice-President for Public Affairs and concurrent GSIS Spokesperson
- Vice-President for Branches Operations, GSIS
- Vice-President for Strategic Planning, GSIS
- Corporate Planner for Social Insurance Program, GSIS
- Division Chief, Claims Adjudication Division, Medicare Department, GSIS

Education and Training:

Educational:

- Master in Business Administration (Non-Thesis, Sr. Executive Program)
Ateneo de Manila University
- College: University of the Philippines (1972)
- High School: San Beda College (1965)

Training:

- COLOMBO PLAN Scholar thru the National Economic Development Authority (NEDA) to Study the National Health/Medicare Program of the United Kingdom (1976)

Director RONALDO S. TUAZON**Date of Birth : October 31, 1955****Current Position/s:****Government:**

- Board Member, PHLPost Board of Directors (from October 2011 to 2017)
- Chairman, Board of Directors, PHLPost Provident Fund Office (2016-2017)

Previous Position/s:**Government:**

- Board Member, PHLPost Board of Directors (from February 1993 – July 1998)
- Board Member, Philippine Postal Institute Foundation Inc. (1994-1998)
- Letter Carrier, Postal Services Office (1976-1993)

Private/Corporate:

- General Manager, DMS Courier Service (1998-1999)

Non-Government/Socio-Civic Organizations:

- President & National Chairman, Postal Employees Union of the Philippines
- Treasurer, Lakas Manggagawa Labor Center

Education and Training:**Training:**

- Corporate Governance Scorecard, Governance Commission on GOCCs (2015, 2016)
- Training on Corporate Governance Leadership, Development Academy of the Philippines (2013)
- Conference on Privatization of Postal Services, PTTI-Asia Pacific Region Office, Taiwan (1995)
- National Conference on Collective Negotiations Agenda in the Public Sector, CIU-Friedrich Ebert Stiftung (FES) (1992)
- Conference on Labor Economics, Friedrich Ebert Stiftung (FES) (1992)
- Planning Workshop on Program Development, PSCRPI (1992)
- Conference on Electoral Politics, CIU-Friedrich Ebert Stiftung (FES) (1991)
- Workshop Conference re: Project Kidlat Sulat, Postal Services Office (1991)
- Understanding the Philippine Economy, CIU-Friedrich Ebert Stiftung (FES) (1991)
- Seminar on Basic Agreement through Collective Negotiations in Public Sector, Stavanger, Norway (1990)
- Exploratory and Consultative Meeting with Officials of Public Service Int'l, Ferney, Volaire, France (1990)
- Consultative Meeting with Philippine Resident Representatives and other officials of International Labor Organization, ILO-Geneva, Switzerland (1990)
- Consultative Conference on MOU for Improved Public Sector Service, PSCRPI-Civil Service Commission (1990)
- Workshop on Philippine Postal Corporation (1990)
- National Postal Convention (1988)

ATTY. RACHELLE SY, CPA

+639178810822

rachelle.sy@gmail.com

EMPLOYMENT HISTORY

Department of Finance, Privatization and Management Office, Makati City, Philippines
Deputy Privatization Officer, Asset Management Department, October 2014 – Present

Provides tax advice to the Chief Privatization Officer on the tax consequences of sale or disposition of government assets under the custodianship of the PMO. In charge of the in-house property appraisal division which provides appraisal/valuation support and services on relevant asset privatization plans as well as for use in litigation matters and negotiated settlements relating to government assets.

Administrative supervision over the agency's custodianship division on the securing of assets under the custodianship of PMO. Developed and implemented an updated inventory and asset master list of more than 23,000 assets of the National Government for privatization.

Drafted implementing Department of Finance's rules, regulations, and guidelines for the proper disposition of retail assets.

Head, ISO Certification and Audit Team, January 2015 – May 2016

Project head of the agency's ISO QMS 9001:2008 certification and continuing compliance team.

Member, Freedom of Information Manual Team, August 2016 – Present

Member of the agency's team drafting the FOI manual in compliance with Executive Order No. 2 (2016).

SGV & Co., Makati City, Philippines

Senior Associate, January 2014 to October 2014

Provided advice and services on matters relating to tax and corporate legal implications of both domestic and international business transactions as well as corporate restructuring issues.

Davao Dynamic Industries, Davao City, Philippines

Legal and Finance Manager, September 2012 to December 2013

Monitored and handled tax compliance of corporate matters and provided tax accounting and tax law recommendation to the President of the corporation.

In-house legal counsel and manager of financial matters with regard daily business transactions and special projects on the appraisal of corporate real property.

Estelito P. Mendoza & Associates, Makati City, Philippines

Attorney At Law, May 2011 to September 2012

Provided legal advice and services relating to litigation, criminal, property, corporate, contracts, banking, and taxation law.

Ortega, del Castillo, Bacorro, Odulio, Calma & Carbonell Law Offices, Makati City, Philippines

Attorney At Law, June 2010 to September 2010

Assigned as in-house legal manager to Samsung Electronics Manufacturing Philippines while also providing legal advice and services to other firm clients relating to litigation, labor, corporate, contracts, and taxation law.

REMS Synthetic Polymer Manufacturing, Meycauayan, Bulacan, Philippines

Assistant Account Manager and Office Administrator, October 2004 to December 2008

Served as overall assistant manager to the General Manager and the Finance Manager on matters involving real estate appraisal/valuation, labor relations, customer relations, and other fiscal matters.

Assisted in handling tax compliance matters such as proper filling of BIR forms, updating, and timely filing of said forms through coordination with external auditors.

BAR ADMISSIONS

Admitted to the New York Bar, 2010

Admitted to the Philippine Bar, 2010

BOARD ADMISSIONS

Admitted as a Certified Public Accountant, 2005

Admitted as a PRC Licensed Real Estate Appraiser, 2013 – 8th Place

Admitted as a PRC Licensed Real Estate Broker, 2013 – 5th Place

EDUCATION

De La Salle University, Manila, Philippines

Masters of Science in Financial Engineering, In Progress

Ateneo de Manila University School of Law, Makati City, Philippines

J.D., April 2009

Awards: Dean's Lister

Thesis: *An Analysis for Excise Tax Imposition on Primary Carbon Credits Trading Transactions Generated Under the Clean Development Mechanism*

Activities: Chairperson, Taxation, Ateneo de Manila University Central Bar Operations 2008

- Successfully organized and led a team in the research and drafting of Taxation law materials that benefited bar examinees in their review for the Philippine bar examination.

De La Salle University, Manila, Philippines

B.S. in Accountancy and A.B. Major in Psychology, October 2004

De La Salle University, Manila, Philippines

A.B. Major in Psychology, October 2004

RELATED TRAININGS AND CONFERENCES

Local Government & Real Property Taxation, Atty. Nicasio Cabaneiro, Center for Global Best Practices, Metro Manila, 2016

Public- Private Partnership, Atty. Alberto Agra, Center for Global Best Practices, Metro Manila, 2016

Private Equity Structuring, New York City Bar, Manhattan, New York, 2015

Property Management Seminar, Business Coach Philippines, Metro Manila, 2014

Basic Leadership Training, Business Coach Philippines, Metro Manila, 2014

Human Resource Management Training, Business Coach Philippines, Metro Manila, 2014

Building and Property Management, Business Coach Philippines, Metro Manila, 2014

Comprehensive Real Estate and Appraisal Training, PARA Davao, Davao City, 2013

Comprehensive Real Estate Seminar, PAREB Davao, Davao City, 2013

Essential Mediation Skills for the New Mediator, American Arbitration Association, Los Angeles, California, 2013

Dispute Resolution Commercial Arbitration Training, Benjamin Cardozo School of Law, Yeshiva University, New York City, July 2012

Mandatory Continuing Legal Education, June 2012, UP Law Center, Dilima, Quezon City

Commercial Arbitration Training, Fordham University School of Law, New York City, Facilitated by Simeon Baum, Esq. and Stephen Hochman, Esq., March 2011

Removing the Bars Conference: A Skills-based Conference on Criminal Justice, Columbia University School of Social Work, New York City, January, 2011

Negotiation Strategies for Transactional Attorneys, New York City, Facilitated by Martin Latz, Esq., December 2010

Evolving Legal & Ethical Implications of Using Facebook, Twitter, and Other Social Media, New York City, Facilitated by Steven Bennett, Esq., November 2010

MEMBERSHIPS

New York State Bar Association
Integrated Bar of the Philippines
Philippine Institute of Certified Public Accountants

LANGUAGE SKILLS

English, Mandarin Chinese, Fukien Chinese, Filipino



PHLPOST OFFICIALS

THE MANAGEMENT TEAM

a. Executive Committee

The Executive Committee is headed by its Postmaster General & Chief Executive Officer, Mr. Joel L. Otarra. The PMG is assisted by three (3) Assistant Postmasters General (APMGs) for Marketing & Management Support Services, Operations, and Administration & Finance.

Table 13. Executive Committee, Philippine Postal Corporation, As of December 2017

	<i>Name</i>	<i>Position</i>	<i>Educational Background</i>	<i>Years of Actual and Related Experience</i>
1	Otarra, Joel Libarios	Postmaster General	AB Philosophy; AB Theology; MA Theology; MA Economics (undergrad)	2
2	Baghari-Regis, Maura Macuse	Assistant Postmaster General for Administration and Finance	BSC Acctg/ MBA/ MA Fiscal Studies	35
3	Carlos, Luis Dalmacio	Assistant Postmaster General for Management Support Services	BSBA Marketing & Management	13
4	Mondoñedo, Robert Salera	Assistant Postmaster General for Operations	BSC Acctg/ MA Fiscal Studies (undergrad)	29
5	Zamudio, Joel Listanco	Chief Area Operations Offices	BSCE/ MS Mgt Engg. 36 units	30
6	Javier, Gilbert Bonifacio	Head Executive Assistant	BS Tourism; LLB Graduate	13

Table 14. Area Directors, Philippine Postal Corporation, As of December 2017

	<i>Name</i>	<i>Position</i>	<i>Educational Background</i>	<i>Years of Experience</i>
7	Argana, Carlo Reynaldo Sadili	Area Director Eastern Mindanao Area	BSBA Mgt; MBA 21 units	24
8	Atal, Lori Ann Decapia	Area Director Northeast Luzon Area	LLB; MBA	28
9	Espos, Cirio Oscar Cantalejo	Area Director Central & Eastern Visayas Area	BSC Acctg; MM	35
10	Ferraris, Fabiolita Paredes	Area Director Western Visayas Area	AB; MM; Doctor of Management units	41

	<i>Name</i>	<i>Position</i>	<i>Educational Background</i>	<i>Years of Experience</i>
11	Gonzales, Archie Villagonzalo	Area Director Central Mindanao Area	AB Political Science; MPA units	40
12	Gonzales, Bernardito Villagonzalo	Area Director Northwest Luzon Area	AB PolSci; BSC Acctg; MPA-30; LLB-2nd year	42
13	Lazo, Oscar Villanueva	Area Director Mega Manila Area	AB Graduate	24
14	Malacapo, Reynaldo Marciano Jr.	Area Director Southern Luzon Area	BSC Management; BS Elect Eng -142	32
15	Viceral, Lee Palma	Area Director Western Mindanao Area	AB Eco; LLB	23

Table 15. Management Committee, Philippine Postal Corporation, As of December 2017

	<i>Name</i>	<i>Position</i>	<i>Educational Background</i>	<i>Years of Experience</i>
16	Asuncion Donabel Agregado	Department Manager III	BS Accountancy/ LLB/ MPA/ PHD Business Mgt.	31
17	Bartolome, Peter Santiago	Department Manager III	BS Computer Engg; MBA	18
18	Bertillo Marietta Bilo	Department Manager III	BSBAAcctg; MBA-18 units	22
19	Cereno, Francis Trinidad	Department Manager III	BSC; MBA-18 units	20
20	Gonzales, Joselito Bernandino	Department Manager III	BS Psych; LLB	14
21	Guevarra, Lorna Mane	Department Manager III	MBA; BSC Acctg.	34

<i>Name</i>		<i>Position</i>	<i>Educational Background</i>	<i>Years of Experience</i>
22	Lecciones, Augusto Almario	Engineer V (ME)	BSME Grad/MBA 33 units	26
23	Olavidez, Melody Paglinawan	Department Manager III	BSC - Acctg& BS - Industrial Educ/ MPA/ DPA/ Dr of Phil. (Bus. Mgmt)	24
24	Rifareal, Ma. Lourdes Laganson	Department Manager III	BSIE; MBA	29
25	Rosales, Eliezer Vargas	Department Manager III	BSCE; MPA	33
26	Sta. Maria, Maximo Dela Cruz	Department Manager III	BSBA major in Computer Applications Master's in Marketing Comm; LLB	10 months
27	Valderama, Olivia Martinez	Department Manager III	Bachelor in Bus Mgmt-Marketing; MPA	32
28	Villamor, Irene Gales	Department Manager III	BS Chem Engg; Print Area Mgt	32