

PDBF Membership Guidelines

Adopted as Board Resolution No. PDBF-0004, Series of 2019.

Pursuant to Board Resolution No. PDBF-0004, Series of 20 19, adopted by the Board of Directors of the Philippine Dragon Boat Federation (PDBF) this 29th day of FEBRUARY 2019 in SAN JUAN CITY, MM., the following membership guidelines are hereby promulgated:

I. Regular Members

- A. **Who are regular members.** – Regular members of the PDBF are club team members recognized as such at the date of adoption of these guidelines. Regular membership is evidenced by a certificate of membership issued by the PDBF board. A list of regular, probationary, special and individual members of the PDBF at the time of the adoption of these guidelines is attached herein as **ANNEX A**.



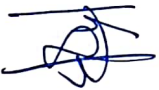
Probationary club team members may become regular members once they comply with the requirements set forth by these guidelines and are recognized as such by the PDBF board.

- B. **Continuing requirements.** – In order to continuously maintain regular membership in the PDBF in good standing, the following requirements must be met:



1. A member, whether club team or individual member, must not have disaffiliated itself from the PDBF by joining other dragon boat federations within and outside the Philippines, or by becoming an independent club team;
2. Continuously having at least twenty-five (25) enlisted members;
3. Team must not have been disbanded or dissolved at any point;
4. Participation in at least one dragon boat race organized by the PDBF for the current year;
5. Membership dues must not be in arrears for more than six (6) months;
6. Must not have committed any violation of the PDBF bylaws, any of its rules and regulations, including these guidelines; and
7. Must not have committed acts detrimental to the general well-being and reputation of the Philippines, the PDBF and its members.

- C. **Rights of regular members.** – Regular club team members have the following rights:

1. Vote in PDBF elections and other matters submitted for decision to the general membership;
2. Be nominated and elected in the PDBF board;

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3. Participate in PDBF races and activities for club team members with all the privileges afforded to PDBF club team members such as, but not limited to lower race fees, inclusion in national rankings, and prioritization in races with limited number of participants or exclusive to PDBF member clubs;
 4. Subject to appropriate team ranking, regulatory policies and further assessment by the PDBF board, be endorsed in international races that require PDBF endorsement;
 5. Subject to regulatory policies and guidelines of the PDBF, individual players of regular club team members may be invited to participate in the national selection of and eventually be admitted to the PDBF elite team that represents the country in world championships, Asian championships and other similar international competitions that require country representation;
 6. Issuance of PDBF ID, whether temporary or permanent;
 7. Subject to screening by and subject to the sole prerogative of the PDBF board, individual members of regular club team members may be allowed to participate in national training programs for helms, coaches, and race officiating;
 8. Subject to screening by and subject to the sole prerogative of the PDBF board, individual members of the PDBF and individual members of the regular club team members may be endorsed for international accreditation as international race official and be endorsed as race official in IDBF races;
 9. Right to use boats and facilities of the PDBF, subject to regulatory policies of the PDBF; and
 10. Other rights and benefits that may be granted by the PDBF to its regular club team members.

D. Obligations of regular members. – In view of their membership, regular club team members must comply with the following obligations:

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1. Abide by the rules of racing of the PDBF, ADBF and IDBF, whichever is applicable to a particular race;
 2. Abide by rules during training including but not limited to boat training schedule, requests for additional boat training, proper decorum during training, safety guidelines in and out of water training, among others;
 3. Abide by rules of membership;
 4. Individuals allowed to participate in the PDBF elite team, the national training for helmsmen, coaches and race volunteers, international accreditation as race officials, IDBF races as international race

officials, and other similar activities of the PDBF and IDBF, may, from time to time, be required to report to the PDBF board, updates and status of the respective activities they are endorsed or allowed to participate in;

5. Participate in at least one (1) PDBF race per year;
6. Not to participate in any capacity, whether as competitor, race official or coach, in any non-PDBF sanctioned dragon boat race in the Philippines;
7. Handle PDBF property (boats, pontoons, docking area) with care;
8. Observe mutual respect among other PDBF club teams, PDBF individual members, PDBF staff and board members; and
9. Pay PDBF dues monthly within the period prescribed.

E. **Individual members.** – Existing individual members of the PDBF at the time of the adoption of these guidelines are afforded their full rights and obligations under the existing PDBF bylaws and the respective resolutions appointing them as individual members. However, the PDBF board hereby declares absolute moratorium on the appointment of additional individual members to avoid disenfranchising the collective power of the club teams in the PDBF. Upon effectivity of these bylaws, no person, regardless of qualification, shall be appointed as individual member of the PDBF.

For the purpose of this provision, the following are recognized remaining active individual members of the PDBF whose rights as such are hereby affirmed by these guidelines and board resolution:

1. Benjamin Ramos;
2. Marcia Cristobal;
3. Rhowie Enriquez; and
4. Ma. Ailene Padrones.

II. Probationary Members

A. **Who are probationary members.** – Probationary members refer to club teams who are admitted as provisional members of the PDBF. Within the prescribed period for regularization, the probationary club team members will be reevaluated by the PDBF board which exercises absolute discretion in deciding whether or not a probationary member will be regularized, subject to qualifications and evaluation standards set forth herein.

B. **Who may apply as probationary member.** – Any group of at least twenty-five (25) members that have at least twenty (20) training paddles may apply as probationary member. Applicants must submit to the PDBF a fully-accomplished application form, notarized waivers, bylaws and corporate registration, if they have one.

C. Qualifications for regularization. – The following qualifications shall be considered by the PDBF board in deciding the regularization of a probationary member:

1. Must have continued, uninterrupted and exclusive active member of the PDBF for at least ten (10) months;
2. Team membership must not be below twenty-five (25) persons at any point during probationary status;
3. Must be current with monthly dues and other fees;
4. Must have participated in at least four (4) races during the period of probationary membership;
5. Must have shown respect and good conduct towards other groups and individuals within the PDBF;
6. Must not have been involved in any serious controversy with other teams within PDBF;
7. Must not have committed detrimental acts set forth in these guidelines;
8. Must have been nominated and voted by at least a majority of all regular members of the PDBF;


D. Rights and obligations of probationary members. – Probationary members shall have the same rights and obligations as that of regular members, except the following which are exclusive to regular PDBF members only:


1. Right to vote in the PDBF elections and other matters submitted to the PDBF general membership;
2. Right to nominate, be nominated and be voted upon in the elections of the PDBF board;
3. Be allowed to participate in national training programs for helms, coaches, and race officiating;
4. Be endorsed for international accreditation as international race official and be endorsed as race official in IDBF races;
5. Participate in at least one (1) PDBF race per year. Probationary members are required to participate in at least four (4) PDBF races per year; and
6. Other rights granted exclusively to regular members.

Probationary members are likewise entitled to express their respective positions and suggestion in the operations and management of the PDBF which may be admitted by the PDBF board for consideration.


III. Special members

- A. Who are special members.** – The PDBF may accept as special members, dragon boat teams outside Metro Manila and its adjacent local government units who wish to affiliate with the PDBF but are not using PDBF facilities such as docksite, training boats and loading pontoons, among others. Teams whose majority of members are Filipino citizens based abroad may also be considered special members, subject to the limitations set under the rules of the International Dragon Boat Federation.

 Except when expressly manifested in writing, special members, by the very nature of their membership, will never qualify for regular membership. Special members who intend to become regular members must expressly request in writing that their affiliation with the PDBF be converted into probationary membership. Thereafter, they must comply with the requirements for regular membership set by these guidelines, subject to the screening process of the PDBF board.

-  **B. Who may be a special member.** – Any group based outside the Philippines and outside Metro Manila and its adjacent localities with at least twenty-five (25) members may become a special member of the PDBF. Applicants must submit to the PDBF, a fully-accomplished application form, notarized waivers, bylaws and corporate registration, if they have one.

- C. Filipino teams based abroad.** – Teams based abroad whose majority of members are Filipino nationals may be admitted as special member of the PDBF: *Provided*, that Filipino members are only temporary residents of the country where the team is based. For purposes of these guidelines and pursuant to IDBF Competition Regulation 4.2., a temporary resident is a person who resides in a country or territory by virtue of holding a visa such as visitor's visa, student visa, work visa and the like.

 As a general rule, permanent residents of a foreign country, even if still possessing Filipino citizenship, shall not be considered Filipino citizens. However, as a matter of exception, members of PDBF member clubs based abroad may be allowed to compete in IDBF races if permission from both their birth and residential IDBF member country federations apply with the IDBF Executive Committee for permission to compete for their country/territory of residence. When permission is given, the competitor concerned shall not be allowed to compete for any other IDBF member country for a minimum period of two (2) years following the year in which the permission is given.

-  **D. Rights and obligations of special members.** – Special members shall have the following rights:

1. Participate in PDBF races and activities for club team members with all the privileges afforded to PDBF club team members such as, but not limited to lower race fees, inclusion in national rankings, and inclusion in races with limited number of participants or exclusive to PDBF member clubs;

2. Subject to appropriate team ranking, regulatory policies and further assessment by the PDBF board, be endorsed in international races that require PDBF endorsement;

3. Subject to regulatory policies and guidelines of the PDBF, be invited to participate in the national selection of and eventually be admitted to the PDBF elite team that represents the country in world championships, Asian championships and other similar international competitions that require country representation: *Provided*, that once admitted to the PDBF elite team, such player must be based in Manila for the entire period of training until the culmination of the specific international race that the individual member is selected for;

4. Issuance of PDBF ID, whether temporary or permanent;

5. Upon prior request and approval by the PDBF, use boats and facilities of the PDBF, subject to regulatory policies of the PDBF;

6. Subject to terms and conditions acceptable to both the PDBF and the special member, enjoy assistance from the PDBF in conducting training and races in their respective locality or foreign territory; and

7. Other rights and benefits that may be granted by the PDBF to its special club team members.

E. **Obligations of special members.** – Special club team members must comply with the following obligations:

1. Abide by the rules of racing of the PDBF, ADBF and IDBF, whichever is applicable to a particular race;

2. When training in the PDBF docksite, abide by the rules during training including but not limited to boat training schedule, requests for additional boat training, proper decorum during training, safety guidelines in and out of water training, among others;


3. Abide by the rules of membership;

4. Participate in regional ranking races and other dragon boat competitions organized or sanctioned by the PDBF in their respective regions. Special members are absolutely prohibited from participating in dragon boat races organized by rival dragon boat federations, locally and internationally. However, participation in dragon boat races organized by independent or non-affiliated dragon boat organizations may be allowed subject to approval of the PDBF. Request for permission to join independently-organized races must be submitted to the PDBF board for approval;


5. Unless otherwise allowed by the PDBF board to not participate on reasonable grounds, join at least one (1) PDBF race per year, preferably the championship leg of the annual Philippine Dragon Boat Regatta. Non-participation in any race of the PDBF for a year

must be requested by the special member and is subject to the full discretion of the PDBF board;

6. Handle PDBF property (boats, pontoons, docking area) with care;
7. Observe mutual respect among other PDBF club teams, PDBF individual members, PDBF staff and board members; and
8. Pay PDBF dues monthly within the period prescribed.




F. Inactive and delinquent members. – Inactive and delinquent members, regardless if they are regular, probationary or special members, shall not be allowed to exercise all rights previously enjoyed as a club team member. Within one year from last participation in any PDBF race or activity, an inactive member may be reinstated to its last membership status if it will comply with the requirements for regularization of probationary members mentioned in Rule 2 (C). Beyond one year, the club team shall be dropped from the roll of PDBF member club teams and will be considered as a new applicant club team subject to the rules on regularization specified in these guidelines.



For purposes of these guidelines, an inactive member is a club team which has previously been admitted as member of the PDBF whether regular, probationary or special, but has continually failed to participate in PDBF races, activities and training within the auspices of the PDBF for a period of one year.



A delinquent member is a club team which is declared as such by the PDBF for failure to pay monthly dues for three consecutive months and failure to pay other fees to the PDBF. A club team that has damaged PDBF property, intentional or otherwise, may likewise be declared a delinquent member.



IV. Fees. – Upon effectivity of these guidelines, the following fees shall be implemented:

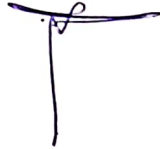
A. Monthly Dues

Monthly dues are fees paid to the PDBF by virtue of a team's membership. Although monthly dues paid determine the number of boats allotted for every training of the team, it is paid not for the sole purpose of using PDBF equipment. The following monthly dues are hereby implemented:

1. For regular and probationary members:
 - a. One thousand pesos (P1,000.00) per month for the first forty-nine (49) members submitted to the PDBF.
 - b. Thereafter, an additional one thousand pesos (P1,000.00) shall be charged for every twenty-five (25) listed members or any fraction thereof.
 - c. For example, Team A has 49 members, Team B has 50 members, Team C has 74 members, Team D has 75 members and Team E has 80 members. Their respective monthly dues shall be: Team A –
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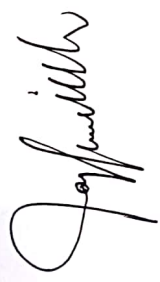
P1,000; Team B – P2,000; Team C – P2,000, Team D – P3,000; and Team E – P3,000.

2. For special members and regular members who, at the time of the adoption of these guidelines were granted special rates in consideration of their special circumstances such as use of another docksite, occasional use of the PDBF docksite and other similar situations, an annual fee of six thousand pesos (P6,000.00) shall be charged at the beginning of the year upon submission of membership renewal forms.



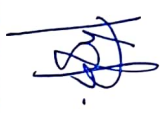
B. PDBF ID fees. – All members of PDBF member clubs, regardless of status must apply for a PDBF ID. PDBF IDs bear a unique ID code which is different from the permanent athlete number assigned to each of the players from all PDBF club teams. Fees for the PDBF ID are as follows:

1. One hundred pesos (P100.00) per permanent ID valid for one (1) year from issuance. The PDBF permanent ID is issued to regular members of PDBF club teams as reflected in the annual membership renewal form.
2. Fifty pesos (P50.00) for temporary ID valid for three (3) months from issuance. The PDBF temporary ID is issued to regular members of PDBF club teams not included in the annual membership form or those who have lost their permanent ID during its validity period, or probationary members or trainees. All persons loading the PDBF boat for the first time must apply for a temporary ID. Application for PDBF ID must be accompanied by a fully accomplished temporary PDBF ID form.



C. Other fees. – Other fees may be imposed by the PDBF on any club, individual member, or individuals from any PDBF club team including but not limited to the following:

1. Training overtime fee – One hundred pesos (P100.00) for every hour or fraction thereof that the club team exceeded its designated training schedule. A grace period of fifteen (15 minutes) from the end of the training schedule may be given to the erring club, but in no case shall the grace period be given on more than one occasion per week;
2. Special training fee – One hundred pesos (P100.00) for every hour of a duly approved special training session starting at 9 o'clock in the morning;
3. Special boat use – Subject to the approval of the PDBF;
4. Damage to PDBF boats and equipment – As may be determined by the PDBF board;
5. Race fees, protest fees and other fees as may be determined by the PDBF board from time to time.



V. Members transferring teams

- A. One transfer per year rule.** – Individual members, regardless of membership status (regular, probationary, trainee and other types of club membership) of PDBF club teams may transfer from one club to another no oftener that once every year. Once a person transfers from one team to another, the member shall not be allowed to return to the originating team or be allowed to transfer to any other team again within one year from removal from the roster of any club team.



As a matter of exception, members of military teams may be allowed to transfer from a civilian club to a military club more than once every year if recalled by their respective units as evidenced by a recall order or any similar document to that effect signed by the commanding officer. However, once the military club member has transferred from a civilian club to a military club, no further transfer to any civilian club will be allowed for a period of one (1) year from the date of the last recall to the military club concerned.



- B. Respecting rules on transfer.** – The PDBF respects the internal rules of its club teams on transferring team members. The PDBF will ensure compliance with the respective internal rules of teams on transfer of membership of individual team members including dry spell provisions or the lack thereof.

Teams are advised to clear first a member intending to leave their team from any liability before a clearance to transfer to another team be issued. In any case, whether or not a team has provisions on dry spell, the PDBF requires that a standard transfer form or clearance be accomplished (See **ANNEX B**) before the PDBF honors the transfer of team of an individual. Any other clearance is subject to the PDBF board's approval.



For the purpose of determining compliance with internal rules on membership, transfer and discipline of team members, club teams must submit to the PDBF board their articles of incorporation, bylaws, board resolution, internal rules on membership or any similar document along with their membership application or renewal forms.

- VI. Dispute Resolution.** – As a rule, the PDBF only handles concerns of PDBF individual members and club teams as represented by the president, secretary general or any other officer authorized to communicate with the PDBF board. However, on special circumstances and subject to the absolute discretion of the PDBF board, individual team members may be entertained for any legitimate concerns they may have.

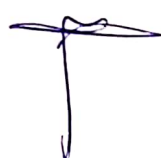


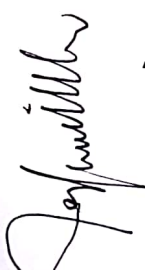
Disputes among PDBF member clubs and PDBF individual members may be handled by the PDBF through its own mode of dispute resolution. Upon the discretion of the PDBF board, a special arbitration committee may be convened, consisting of any or all PDBF board members headed by the PDBF president, or in his absence the PDBF secretary general. Aside from the PDBF board, the special arbitration committee shall be composed of one representative from each disputing party and one person from the PDBF, whether a member of any team or an individual member of the PDBF,




to be appointed mutually by the conflicting parties, subject to approval of the PDBF president or PDBF board representative.

The PDBF president or the authorized PDBF board member shall head the special arbitration committee. The special arbitration committee head shall ensure that the parties have exhausted all possible means of amicable settlement before proceeding with the filing of position papers. If mediation fails, parties may be required to file their respective position papers within ten (10) days from order of the special arbitration committee head. Within ten (10) days from submission of the last position paper, the special arbitration committee will convene to discuss the resolution of the issue at hand. After a maximum of three (3) meetings, which in no case shall exceed one (1) month, the committee shall render a decision based on the plurality of votes with all committee members having one (1) vote each. The committee's decision shall be final and immediately executory. No appeal shall be entertained.



VII. Disciplinary action. – Disciplinary action set forth hereunder may be taken by the PDBF board on club teams and individual members of the PDBF for any of the following acts and omissions:



A. Violence and abusive behavior. – Taking part in any act of abuse and violence, whether physical, verbal or psychological, against another individual or a team within the PDBF within the PDBF docksite premises or any of its meetings or official activities.

B. Libelous remarks. – Through print and online materials, public and malicious imputation of a crime, vice, defect, acts, omission, condition, status, or circumstance that tends to cause dishonor, discredit, or contempt any person or organization within the PDBF shall be sanctioned under these guidelines.


C. Unsportsmanlike behavior. – Scandalous actions and verbal remarks within the PDBF docksite or during training or any activity of the PDBF shall be considered unsportsmanlike behavior.

D. Unjust refusal to comply with PDBF bylaws and other issuances. – Unjustified refusal to comply with the PDBF bylaws, these guidelines, PDBF board resolutions and other issuances of the PDBF shall be sanctioned accordingly.


E. Non-payment of membership dues. – Non-payment of membership dues for three (3) consecutive months, as well as other fees payable to the PDBF shall amount to the delinquency of a club team. Once declared delinquent, all the rights of the club team shall be deemed suspended until full settlement of the obligation. A grace period of thirty (30) days after the declaration of delinquency shall be given for the club team to settle unpaid obligations in full. The PDBF board may relax this rule for justifiable reasons.


F. Damage to PDBF property. – Damage to any property of the PDBF including boats with equipment, pontoons, boat rack and others shall be chargeable against the person or club team responsible. If the damage caused was intentional, an additional fine may be imposed. Failure to settle the amount

charged within fifteen (15) days from demand by the PDBF shall render the team or person concerned a delinquent member until the amount is fully paid.

G. Participating in prohibited races. – Participating in prohibited races shall be subject to disciplinary action. For purposes of these guidelines, these rules shall be observed:

1. For regular and probationary club team members, participation in all non-PDBF sanctioned races, whether organized by rival federations locally and internationally, or independent race organizers shall be prohibited;
2. For special club team members, participation in dragon boat races organized by independent organizations not affiliated with rival federations locally and internationally, may be allowed, subject to approval of the PDBF board upon formal request of the special club team concerned. Participation in dragon boat races organized by rival federations locally and abroad shall absolutely be prohibited.
3. Individual members of the PDBF and club team members including their respective roster of members are not allowed participate in a prohibited race, in whatever capacity.

H. Guilty parties. – These acts and omissions may be committed by club team members, their respective members and the PDBF individual members. When committed by a club team collectively, the applicable penalty shall be imposed on the entire team. When committed by a member of a club team without the knowledge or despite prohibition from team leaders, the club team concerned shall be required to report to the PDBF board the sanction it has taken with regard to the violation committed by its member in accordance with the team's own internal rules of conduct and discipline. Failure to act on any matter referred to the club for appropriate action shall give the PDBF authority to impose its own rules to sanction the guilty individual as well as the club team concerned. Individual members found guilty of violating the PDBF rules shall also be subject to the same penalties set herein.

I. Imposable sanctions. – Depending on the gravity of the offense, the following penalties may be imposed:

1. First offense – Formal warning to suspension not exceeding three months plus fines if applicable;
2. Second offense – Suspension ranging from three months and one day to one year plus fines if applicable; and
3. Third offense – Suspension of more than one year to expulsion plus fines if applicable.

Suspension shall bar a PDBF member or an individual under any club of all the rights and prerogatives afforded to PDBF members until the period of suspension has been fully served or lifted earlier by the PDBF board.

Expulsion shall terminate the PDBF membership of any club team or individual. Unanimous vote of the PDBF board, constituting a quorum shall be required when imposing the penalty of expulsion. A simple majority vote of the PDBF board on the expulsion, constituting a quorum, shall be submitted to the general membership. Ratification by majority vote of PDBF club teams with right to vote and individual members, during a quorum, shall be required to affirm the sanction of expulsion.



CHRISTIAN S. VILLAR
Board Member



MA. CECILIA LOZANO-MORILLO
Board Member



AARON ILKKA B. GARCIA
Board Member



JAY PEE M. VILLANUEVA
Board Member



NYLLRESSAN P. FACTOLARIN
Chairman of the Board

ANNEX A

Regular Club Team Members of the PDBF

1. Adamson Draconis Falconis - Inactive
2. Amateur Paddlers Philippines (AMPPHI) Dragon Boat Crew Inc.
3. Army Dragon Warriors
4. Bruins: Racers of the High Seas
5. Dragons Republic
6. Maharlika Drakon
7. One Piece Drakon Sangres
8. Onslaught Racing Dragons
9. Philippine Air Force Dragon Boat Team
10. Philippine Coast Guard Dragon Boat Team
11. Philippine Navy Dragon Boat Team
12. Pilipinas Wave Warriors
13. Rogue Pilipinas Paddlers Club
14. Rowers Club Philippines Sea Dragons Inc.
15. Triton Dragon Boat Racing Team
16. University of the Philippines Alumni Crew

Probationary Club Team Members of the PDBF

1. Bomba Pilipinas
2. Speed Devilz

Special Members

1. Amateur Paddlers Philippines (AmPPhi) – Davao
2. NTMA Dragon Boat Team
3. PADS Adaptive Paddling Team

Individual Members of the PDBF in Good Standing:

1. Marcia Cristobal
2. Rowena Enriquez
3. Ma. Ailene Padrones
4. Benjamin Ramos

ADDENDUM TO THE 2019 PDBF MEMBERSHIP GUIDELINES

Adopted as Board Resolution No. PDBF-0005, Series of 2019

Pursuant to Board Resolution No. PDBF-0005, Series of 20 19, adopted by the Board of Directors of the Philippine Dragon Boat Federation (PDBF) this 23rd day of FEBRUARY 2019 in SAN JUAN CITY, MM, the following addendum to the 2019 PDBF membership guidelines are hereby promulgated:

I. One-time membership fee

A one-time membership fee of five thousand pesos (P5,000.00) shall be charged to a team who will join PDBF for the first time. The same membership fee shall be charged to teams who were previously removed or have resigned as PDBF member who wish to rejoin PDBF. A reactivation fee of two thousand five hundred pesos (P2,500.00) shall be charged to inactive club team members who wish to activate their membership with the PDBF.


II. ID fee

In view of the 23 October 2017 Congress of the International Dragon Boat Federation (IDBF) held in Kunming, China, increasing the membership dues of member countries from two hundred fifty dollars (USD 250) to two hundred fifty dollars (USD 250) plus one dollar (USD 1) per registered paddler of each national federation, ID fees shall be increased from one hundred pesos (P100.00) to one hundred fifty pesos (P150.00) per paddler. This shall be effective retroactively beginning 1 January 2019. Only paddlers with active status will be asked to pay additional fifty pesos (P50.00).

III. Training and racing with other teams

The PDBF will respect internal rules of its club team members on allowing and disallowing members to train and race with other teams. Absent any clear provision in their bylaws, internal rules, board resolution and other issuances, the PDBF shall not allow individual athletes to join trainings and races of other PDBF member teams and composite teams except when expressly allowed in writing by the president, secretary general or majority of its board of trustees.


CHRISTIAN S. VILLAR
Board Member


MA. CECILIA LOZANO-MORILLO
Board Member


AARON ILKKA B. GARCIA
Board Member


JAY PEE M. VILLANUEVA
Board Member


NYLLRESSAN P. FACTOLARIN
Chairman of the Board