

NOW THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED, that the management shall first secure the approval of the Board on matters that may bind the Corporation to any financial obligation; otherwise stated, the management shall not bind the Corporation to any financial obligation without prior Board approval.

No other matter was taken up during the meeting.

10. ADJOURNMENT

The motion to adjourn, duly seconded, and without any objection, was approved. The meeting adjourned at 3:30 p.m.

Prepared by:

MISHELLE ANNE R. RUBIO-AGUINALDO
Assistant Corporate Secretary

Noted by:

VICTOR P. LAZATIN
Corporate Secretary

Approved by the Board of Directors,

ALFREDO L. HENARES
Chairman

DENNIS T. VILLAREAL
Director

ALBERTO P. FENIX, JR.
Director

LEE, DALHUN
Director

JAMES ROY N. VILLAREAL
Director

KIM, KILWON
Director

SERGIO R. ORTIZ-LUIS, JR.
Director

YOUN, SANG YOUNG
Director

ENRIQUE L. BENEDICTO
Director

LEE, KYUNG-EUN
Director

FRANCISCO L. VIRAY
Director

For security reasons, this portion is for internal use only –

ATTACHMENT I

Name	Location	Device
ALFREDO L. HENARES	Makati City	Ipad
DENNIS T. VILLAREAL	Makati City	Ipad
ALBERTO P. FENIX, JR.	Catamba, Laguna	Ipad
LEE, KYUNG-EUN	Makati City	Laptop
YOUN, SANG YOUNG	Absent	Absent
ENRIQUE L. BENEDICTO	Cebu City	Iphone
SERGIO R. ORTIZ-LUIS, JR.	Ortigas, Pasig City	Laptop
FRANCISCO L. VIRAY	Quezon City	Laptop
JAMES ROY N. VILLAREAL	Makati City	Laptop
LEE, DAL HUN	Makati City	
KIM, KILWON	Makati City	
JAIME M. BALISACAN	Cebu City	Laptop
MA. LUZ L. CAMINERO	Quezon City	Desktop
CESAR O. VILLEGAS	Las Pinas City	Laptop
NINO RAY D. AGUIRRE	Laguna	Laptop
CORAZON L. GAMEZ	Pasig City	Laptop
VICTOR P. LAZATIN	Muntinlupa City	Ipad
MISHELLE ANNE R. RUBIO- AGUINALDO	Muntinlupa City	Laptop
GIL, JISEON	Korea	Laptop

Business, Trade & Energy

SPC Power to venture into solar, hydro projects

Myrna M. Velasco

Listed firm SPC Power Corporation is pacing its investment shift into renewables, with targeted solar and hydro projects, as well the deployment of battery energy storage systems.

According to SPC Chairman Alfredo L. Henares, the company "has been looking seriously at projects in the solar and battery areas of the renewable space," with him adding that "we've closely reviewed a couple this year and we will be making investment in that."

He nevertheless qualified that "our efforts in solar still have to yield some good results, but it's an area we're looking deeply into and we hope to have something in there by late this year or early next year."

Henares stipulated that "RE is very much on our radar and in fact, we've evaluated three projects this year – one in solar and two in battery storage. And the one in battery is progressing and hopefully, we will have a favorable conclusion to that investment this year."

Cesar O. Villegas, senior vice president for Business Development and Commercial Operations of SPC, further indicated that "we're looking into a partnership for hydro," emphasizing that the targeted ventures are "small hydro projects that we are looking at possibly entering into a JV (joint venture)."

SPC executives have not given specific details yet on the company that they are targeting for partnership in hydropower investments.

On the planned expansion projects, SPC Treasurer Jaime M. Balisacan noted that they are in the process of securing approval for additional P220 million capital expenditure (capex) to bankroll new projects within the year.

He specified the company already lined up initial P44 million capex, but that will just be to keep their existing capital assets. "There have been delays in the capital expenditures because of the quarantine effects and the lockdown," he said.

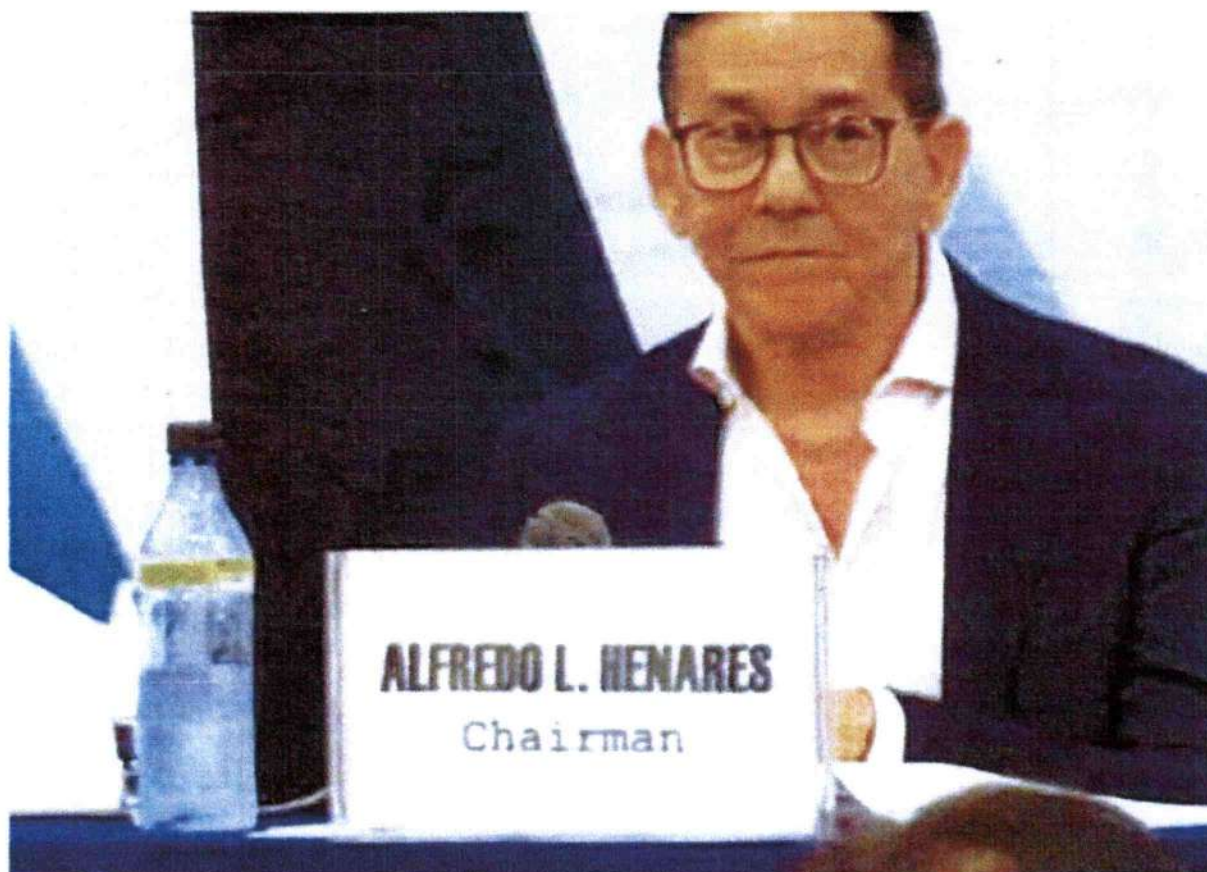
On the financial sphere, Balisacan indicated "we are quite optimistic facing these coming quarters – and our reference is: because of our actual performance for the first quarter."

He expounded that while the company experienced declines across their business segments last year because of the Covid-19 pandemic — especially in the second quarter because of the strict lockdowns enforced then — that has so far been reversed as manifested in the firm's first quarter financial outcome this 2021, which already logged "6.0-percent improvement in performance as compared to the second quarter of last year."

SPC's existing portfolio of power plant assets comprise of thermal facilities in the Visayas grid, primarily in the Cebu area – including the coal plant which is its partnership with Korea Electric Power Corporation.

SPC Power ventures into RE projects

28 May 2021 | 2 min read



LISTED firm SPC Power Corp. is dipping its hands in renewable energy (RE) this year.

SPC Power Corp. chairman Alfredo Henares said Friday, May 28, 2021 that the company is eyeing investments in renewables particularly in solar, battery and hydro.

"Our company has been looking seriously at projects in solar and battery of the RE space. In fact, we have closely reviewed them. We will be making investments in batteries but while our efforts in solar (energy) still have to yield some good results, this is an area we are looking deeply

into," said Henares during the company's annual stockholders' meeting held virtually.

According to Henares, the firm's exploration in battery is progressing.

"Hopefully, we will have favorable conclusion to that investment this year. The one in solar is still behind, but we are evaluating the possibilities of other solar projects probably later this year and early next year," he noted.

The Cebu-based company is also mulling to enter into a joint venture partnership for its planned investments in hydro.

SPC Power Corp. ended 2020 with a consolidated income of P1.6 billion, down 9.6 percent from P1.8 billion in the same stretch in 2019.

"All business segments posted lower income in 2020 mainly due to low power demand and increased competitive pressure of power supply," said Henares.

The Mactan Electric Company (Meco), which is one of SPC Power's associates, suffered a decline in commercial performance due to the Covid-19 pandemic.

Meco's peak demand went down by 2.7 percent to 90.7 megawatts (MW) in 2020 from 93.2 MW in 2019. Its total energy sales also declined by 11 percent to 497 MW hours in 2020 from 559 MW hours in 2019.

"In addition to the Covid-19 pandemic, our industry faces challenges of increasing competition, change in regulatory environment and the tectonic shift from the use of fossil fuel to renewable energy. These will affect all our operations and invested companies, particularly those whose power sale contracts are up for bidding in the next few years," said Henares.

Moreover, SPC Power is optimistic of the prospects in the upcoming quarters due to the gradual reopening of the economy.

SPC's subsidiaries are Bohol Light Company Inc., SPC Island Power Corp., SPC Malaya Power Corp. and SPC Electric Company Inc. The company's associates are Meco and Kepco SPC Power Corp. (KOC)

SPC Power zooms in on renewable energy

Ehda M. Dagooc (The Freeman)
May 29, 2021 - 12:00am

CEBU, Philippines — Publicly-listed SPC Power Corporation has zoomed in its attention to renewable energy expansion this year, particularly in solar, hydro and battery generation.

SPC Power, formerly Salcon Power, is now clenching deals for a probable solar plant installation, a hydro generation plant in Mindanao via a joint venture and battery generated plants, announced SPC Power Corporation chairman Alfredo L. Henares during the company's Annual Stockholders Meeting held virtually yesterday.

While the company incurred a 9.6 percent reduction of its consolidated income in 2020 due to COVID-19 disruption, Henares said the company pursues projects albeit slowly, considering that it has high level of cash and no concurrent bank debt.

In his report, Henares told stakeholders that the company generated a consolidated total comprehensive income of P1.6 billion, a 9.6 percent lower than P1.8 billion it generated in 2019.

Henares blamed the difficult economic condition brought about by the pandemic as the main culprit of the decline, aside from the fact that the business or the industry in general is already battered with increasing competition, pressures of minimizing the use of fossil fuel, among others.

Nevertheless, the company is projecting a P42 million capital expenditure "just to keep the existing capital assets."

An additional P220 million might be added to its capex this year to fund the possible new projects.

"We are deeply into working at renewable energy [venture]," Henares said revealing further that announcement to its formal entry to RE (renewable energy) generation may be announced late this year or early 2022.

While navigating the unimpressive performance in 2020, SPC is picking up positive signal in its 2021 projection, with six percent improvement of overall business performance in the first quarter of 2021.

Company executives expressed optimism of 2021's upward growth trajectory, as the first quarter figure indicated the fast recovery of lost demand last year.

SPC Corporation is the mother company of Kepco SPC Power Corporation.

SPC Power eyes renewable energy projects

May 28, 2021 | 6:19 pm



PHILSTAR

Listed SPC Power Corp. said it is looking at developing solar and battery energy storage facilities, as it plans to keep renewable energy (RE) projects "on its radar" on Friday.

"Renewables are very much on our radar. In fact, we've evaluated three projects – renewable – this year. One in solar and two in battery (energy storage). The one in battery is progressing and hopefully we'll have a favorable conclusion to that investment this year," SPC Chairman Alfredo L. Henares said during the company's annual stockholders' meeting held virtually on Friday.

He said the planned solar project is "still behind," but they are also looking at other solar ventures.

Meanwhile, SPC's Senior Vice President for Business Development and Commercial Operations Cesar O. Villegas said they are also looking into partnering with a hydro power generation company, but declined to provide details.

Although the firm did not disclose the amount allocated for these RE investments, Mr. Henares said that SPC had the funds to embark on these projects.

"We have a very high level of cash which are available for these projects and we have no banked debt on our balance sheet. So we are well-positioned in terms of financial resources to support these projects in the future," Mr. Henares said.

Meanwhile, SPC Treasurer Jaime M. Baliscan said that the listed company is planning to allot P42 million for its capital expenditures (capex) this year.

"We are projecting to have a capex of only P42 million just to keep the existing capital assets to be in top conditions. However, we're also in the process of getting an additional approval of around P220 million more capex for possible new projects within the year," he said.

Based on its annual report, SPC Power owns a 40% share in KEPCO SPC Power Corp., which maintains a 200-megawatt circulation fluidized combustion coal-fired power plant in Naga, Cebu.

SPC earlier reported that its first-quarter attributable net income to equity holders dipped 3% to P462.49 million, as revenues dropped.

Shares of SPC in the local bourse inched up by 0.19% or two centavos to close at P10.52 apiece on Friday. — **Angelica Y. Yang**

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P1,290

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Manila Standard

PHILIPPINE MANILA STANDARD PUBLISHING, INC.

AFFIDAVIT OF PUBLICATION

I, Mario R. Policarpio Jr., Chief Accountant of Manila Standard, with office address at 6th Floor Universal Re Building, 106 Paseo de Roxas, Makati City, hereby depose and state that:

Manila Standard is a newspaper of general circulation and is distributed nationwide;

Manila Standard at the same time, publishes its online version through its website <https://manilastandard.net>;

Manila Standard is qualified to publish all kinds of judicial notices.

Manila Standard published on

May 18 & 19, 2023

a Notice:

SPC POWER CORPORATION

RE: ANNUAL STOCKHOLDERS' MEETING

IN WITNESS WHEREOF, I hereby affix my signature this 23RD day of MAY 2023 in Makati City.

MARIO R. POLICARPIO JR.
Authorized Signatory

SUBSCRIBED AND SWORN to before me this 23RD day of MAY, 2023 in Makati City, affiant exhibiting to me his SSS No. 33-0476897-7.

Doc. No.: 65 ATTY. SHERLUCK JUN C. VILLEGAS
Page No.: 1 Notary Public for Makati City
Book No.: 1 Appt. No. M-274 until Dec 31, 2024
Series of 2023. Unit 3C LTA Building, 178 Perea St.
Legaspi Village, Makati City
Roll No. 76942

IBP No. 180225/ 11-22-2022/ Pasig City
PTR No. 9533991 / 01-17-2023/ Makati City
MCLE Compliance No. VII-0020869/April 14, 2025



SPC POWER CORPORATION

ANNUAL STOCKHOLDERS' MEETING

SPC POWER CORPORATION will be holding its Annual Stockholders' Meeting on **June 15, 2023, Thursday, at 9:30 A.M.**, by remote communication¹ as approved by the Board of Directors on **March 30, 2023**. The agenda of the meeting will be as follows:

1. Call to Order and Roll Call
2. Certification of Due Notice and Presence of a Quorum
3. Approval of the Minutes of the Annual Stockholders Meeting held on May 31, 2022
4. Report of the Chairman/Presentation of Highlights of Audited Financial Statements as of and for the Year Ended December 31, 2022
5. Approval of Directors' Fees/Bonus for CY 2022
6. Ratification of All Previous Actions of the Directors and Officers of the Corporation
7. Election of Directors (2023-2024)
8. Appointment/Reappointment of External Auditors
9. Other Matters
10. Adjournment

STOCKHOLDERS OF RECORD AS OF MAY 25, 2023 are entitled to the notice of, and to vote at, the said meeting. Stockholders intending to vote and participate remotely or in absentia must notify the Corporate Secretary via electronic mail at: SPCSECGroup@spcpower.com or info@Spcpower.com, and must submit the following requirements: copy of valid government-issued ID with full name, signature, and photograph, proxy, and proof of authority (i.e. special power of attorney, secretary's certificate and/or board resolution), not later than **June 10, 2023**. Once validated and verified, access to the meeting, materials, and other relevant information will be sent to the stockholder by electronic mail.

Electronic copies of the Minutes of the 2022 Stockholders' Meeting, Information Statement, Management Report, and SEC Form 17 A and other relevant documents are posted at the Company's website (www.spcpowergroup.com) and at PSE Edge.

The agenda does not include matters that may give rise to stockholder's exercise of appraisal right.

Muntinlupa City, May 4, 2023.

By:

MISHELLE ANNE R. RUBIO-AGUINALDO
Assistant Corporate Secretary

WE ARE NOT ASKING YOU FOR A PROXY AND YOU ARE REQUESTED NOT TO SEND US A PROXY.

¹ Pursuant to SEC Memorandum Circular No. 6, Series of 2020 and SPC Power Corporation's Internal Procedures for Annual Stockholders' Meeting by Teleconference ("Internal Procedures").

People's Independent Media, Inc.

652 Sto. Tomas St., Intramuros, Manila
Tel. Nos. 527-1841 * 527-7242

REPUBLIC OF THE PHILIPPINE)
CITY OF MANILA) S.S.

AFFIDAVIT OF PUBLICATION

I, **Mitchell M. Encarnado**, Filipino of legal age, married and residing at No. 1131 Prudencio St., Sampaloc, Manila after having been duly sworn to in accordance with law, depose and say:

That I am the Business Manager/Advertising Director of Malaya Business Insight, a daily newspaper published, edited and printed in Metro Manila and circulated nationwide, from Monday to Friday with editorial and business offices at 652 Sto. Tomas St., Intramuros, Manila.

That the attached Copy of Annual Stockholders' Meeting from SPC Power Corporation, (PRINT & ONLINE)

was published in Malaya Business Insight in its issue/s

May 18 & 19, 2023

In witness whereof, I signed this affidavit in Manila Philippines, this 19th day of May 2023

MITCHELL M. ENCARNADO
Affiant

Subscribed and Sworn to before me this 19th day of May 2023, in Makati City, Philippines, affiant exhibiting to me his SSS No. 04-0922169-7.

Notary Public

JOSHUA P. LAPUZ

Notary Public for Makati City

Appointment No. M-19/ Until 12-31-23

Roll NO. 45790/IBP Lifetime No. 04897/07-03-03

PTR O.R No. 9563523/01-03-23/ Makati City

MCLE No. VII-0016370/ Issued 04-26-22

G/F Fedman Suites 199 Salcedo St



SPC Power Corporation

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The agenda does not include matters that may give rise to stockholder's exercise of appraisal right.

Muntinlup City, May 4, 2023.

By:

MISHELLE ANNE R. RUBIO-AGUINALDO
Assistant Corporate Secretary

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Malaya - May 18 & 19, 2023

Doc. No. 334
Page No. 66
Book No. 8

NOEL S. YMASA

Power System Consultant

27 April 2021

Mr. DENNIS T. VILLAREAL
President & CEO
SPC Power Corporation

Thru: **Mr. James Roy N. Villareal**
Vice President

Dear Mr. Villareal:

I would like to offer my professional services as Consultant to SPC Power Corporation, specifically on its various power plant development concerns, particularly in the field of solar, including concerns on related electrical power designs.

My services shall cover the following tasks:

1. Support guidance on various project development stages (pre-development, pre-construction, construction, post-construction and operations & maintenance).
2. Assist evaluation/due diligence of solar power plant opportunities, including greenfield, buy-out or partnership projects.
3. Connect SPC to various contracting groups involved in different project development stages who can very well deliver documentary requirements and engineering studies.
4. Provide technical and financial data needed to optimize the configuration of solar power plant design and layout.
5. Assist in the identification and selection of reputable EPC contractors, equipment suppliers (with local/foreign track records), and engineering services.
6. Represent SPC and its interest in any internal and external discussions, as may be necessary.
7. Provide technical advice regarding any power system concerns for conventional and renewable power projects.

The monthly retainer fee for this service is Twenty Five Thousand Pesos (P25,000.00), exclusive of all taxes and related travel costs. Payment shall be provided to the consultant on 15th and 30th day of the month.

If accepted, I am prepared to start my services effective May 01, 2021. Also, this engagement may be terminated anytime at the discretion of SPC or the Consultant.

Sincerely yours,

NOEL S. YMASA, PEE/MBA
Power System Consultant

CONFORME:

DENNIS T. VILLAREAL
President and CEO

Effectivity Date: May 1, 2021



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Muntinlupa City, May 4, 2023.

By:

MISHELLE ANNE R. RUBIO-AGUINALDO
Assistant Corporate Secretary

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Date

I. Policy Title

Health, Safety and Welfare of SPC/SIPC Regular Employees

II. Policy Statement

It is the policy of the Company to ensure the health and safety of its employees by providing each employee with Health Insurance and Life Insurance coverage with accidental death cover, as follows:

Job Level	Life Insurance Coverage	Health Insurance Maximum Benefit Limit
10	P 300,000.00	P 120,000.00
7,8,9	P 200,000.00	P 120,000.00
1,2,3,4,5,6	P 100,000.00	P 95,000.00

III. Objectives

- To provide the necessary medical/hospital assistance to regular employees of SPC & SIPC in order to promote their well-being for the attainment of a productive workplace.
- To ensure financial assistance to the heirs of a regular/employees, in case of death.

IV. Procedure

1. To avail of the Health Insurance benefit, the employees will secure a Letter of Authority (LOA) from the Human Resource Office/Clinic.
2. The LOA will be submitted to the accredited hospital by the Health Insurance Provider.
3. Medical assistance will be provided as needed/required by the employee depending on the benefit limit assigned to the employee.

V. Responsibility Center

It shall be the responsibility of the Human Resource/Administration Office to ensure that all employees are accorded this benefit.

VI. Effectivity

This policy shall be effective upon approval by the SVP-Finance & Administration.


NIÑO RAY D. AGUIRRE
 VP-Finance



Date

I. Policy Title

Attendance of SPC/SIPC Employees to Professional Conventions, Trainings and Seminars.

II. Policy Statement

It is the policy of the Company to allow the participation of Professional Conventions. Trainings/Seminars upon the recommendation of their Superior and subject to the approval of the VP-Finance.

III. Objectives

- To ensure the professional growth & development of SPC/SIPC employees by attending conventions, trainings/seminars.
- To acquire updated insight on the new policy, rules & regulations to the power industry.

IV. Procedure

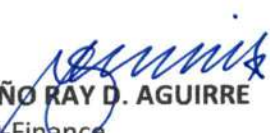
- To submit the memo-request to the supervisor for his approval to attend the seminar or convention.
- The superior approves the memo-request.
- A check is prepared by the Accounting Office for the seminar fee. All other related official ex seminar/convention shall be shouldered by the Company.
- The employee will submit the approved memo-request to the Human Resource Office for record purposes.

V. Responsibility Center

It shall be the responsibility of the Manager/Supervisor, the employee concerned and the Human Resource Office.

VI. Effectivity

This policy shall be effective upon approval by the VP-Finance.


NIÑO RAY D. AGUIRRE
VP-Finance



SPC Power Corporation

SPC/SIPC POWER CORPORATION & ALL ITS SUBDIARIES

UNIFORM CODE OF CONDUCT (UCC)

OBJECTIVES

The Uniform Code of Conduct is hereby adopted in recognition of the role of discipline in the effective promotion of a healthy and harmonious relationship among employees. The rules and regulations embodied are designed for the following purposes:

1. To impress upon the workers their duties and obligations in carrying out the company's objectives and goals.
2. To provide corrective or reformative measures in order to improve the employee's performance, enhance his capabilities and gear his attitudes towards this end in order to attain a higher level of productivity.
3. To establish a definite pattern of conduct in order to ensure a harmonious relationship among workers.



SPC Power Corporation

Administrative Proceedings in Handling Cases on Violation of the Code of Conduct

Sec. 1. Administrative Proceedings may be started by the Human Resource Office/Administration or Manager or upon complaint of any other person or employee.

Sec. 2. Who can file a Complaint?

Any SPC employee can file a complaint against his co-employee who violated the SPC Code of Conduct.

Sec. 3. What to do in filling the complaint?

- a) The COMPLAINANT should submit a written complaint that will contain the needed information:
 - 1. Name of respondent;
 - 2. The Unit where he/she (RESPONDENT) belongs;
 - 3. The position of the respondent and;
 - 4. The nature of offense committed based on SPC Code of Conduct.
 - 5. The document(s) to support the written complaint such as:
Detailed report on how the violation was committed, evidence including photographs if any and statement/s of the witness(es).
- b) Address the complaint/s to the Manager where the RESPONDENT belongs, copy furnished the Human Resource Office/Administration and the Manager of the "COMPLAINANT".
- c) Written complaints must bear the signature of the COMPLAINANT/s. Manager is advice not to entertain any unsigned document or complaint.

- d) Filing of complaint must be done immediately and must be filed at the Manager's Office within 72 hours or three (3) days after an offense violation was committed.

Sec. 4. Complaint not done in writing may not be given due course and the RESPONDENT will not be required to answer.

Sec. 5. No action shall be taken on an anonymous complaint unless there is obvious truth or merit to such complaint, in which case the Manager shall take the initiative in filing the complaint against the officer or an employee. Action thereon shall be in accordance with the procedure prescribed herein.

Sec. 6. Upon receipt of the complaint, the Manager evaluates if the complaint is within his jurisdiction to discipline based on the following guidelines:

- A. All Offenses with the penalty on the first offense of below fifteen (15) days suspension are under the jurisdiction and are to be investigated and decided by the Manager. In this case he is Disciplining Authority for such nature of offenses.
- B. All offenses with penalty on the first offense of fifteen (15) days suspension or more are under the jurisdiction of the HR/Administration Manager. In which case he is the Disciplining Authority for such nature of offenses.

Sec. 7. Order to Answer.

- A. If the complaint is within the jurisdiction of the Manager (For Offenses classified in "A" of Section 6), he shall then be given seven (7) working days, upon receipt of the complaint, to notify the RESPONDENT in a form of "Show Cause Memo" (See Appendix "I") of the complaint to which a copy shall be attached. The RESPONDENT shall be made to answer within 72 hours or three (3) days from receipt thereof.
- B. If the complaint is not within the jurisdiction of the Manager, (For offenses classified in "B" of section 6), he shall then, within seven (7) working days upon receipt of the complaint, formally indorse the complaint to the HR/Administration Manager together with all the pertinent papers and evidences needed. The HR/Administration

Manager will have two (2) months, upon receipt of the endorsement, to evaluate the complaint and may opt to activate the "Fact Finding Board" to assist in gathering of facts and evidences prior to the sending of the "Show Cause Memo" to the accused or respondent which will also be made to answer within seventy two (72) hours or three (3) days from receipt of the Show Cause Memo.

Sec. 8. The RESPONDENT shall file or submit his written answer within the period specified in the memo. Failure to submit his answer will constitute waiver of his right to file one.

Sec. 9. The Respondent's answer shall contain specifics and facts, and shall be accompanied or supported with the documentary evidence, if there be any, in support of the defense.

Sec. 10. Thirty (30) working days after the receipt of the answer from the respondent, the Disciplining Authority may conduct a formal investigation with the respondent, complaint and witnesses present. However, the Disciplining Authority may not conduct the formal investigation if the case can be decided based on the evidences presented.

Sec. 11. If the Disciplining Authority decides to conduct a formal investigation, thirty (30) working days after the formal investigation, the Disciplining Authority shall make a decision and formally notifies the respondent, stating therein the corresponding sanction based on the SPC Code of Conduct. A copy of which shall be given to the complainant, Human Resource Office/Administration for implementation and execution.

Sec. 12. Upon receipt of the notice of decision, the RESPONDENT is given ten (10) working days to file an appeal addressed to the "Higher Disciplining Authority (Senior Vice President). However, such appeal should be coursed through the person rendered the decision (the Disciplining Authority) and the Disciplining Authority then is given seven (7) working days to formally turn over all the pertinent documents to the Higher Disciplining Authority for evaluation. If no formal appeal has been received by the office of the Disciplining Authority on or before the prescribed ten (10) day period, the decision by the Disciplining Authority in Section 11 is already final and executory.

GROUND FOR APPEAL

Sec. 1. Any of the following may be a ground for an appeal:

- a. New evidence has been discovered which will materially affect the decision impose;
- b. Decision is not supported by the evidence on record; or
- c. Errors of law have been committed prejudicial to the interest of the respondents.

Sec. 2. The party adversely affected by the decision of the Disciplining Authority may file an appeal within ten (10) working days from receipt of the decision.

Sec. 3. The notice of appeal shall specially state:

- a. Date of the decision appealed from;
- b. Date respondent received the decision.
- c. Reason for the Appeal

Sec. 4. The notice of Appeal must be addressed to the Higher Disciplining Authority but filed with the one who rendered the decision (the Disciplining Authority) who in return shall formally endorse said notice to the Higher Disciplining Authority.

Sec. 5. If a formal appeal is filled by the respondent, the Higher Disciplining Authority is given sixty (60) working days upon receipt of the appeal, to study the appeal and decide it. The Higher Disciplining Authority also has the right to adduce further evidence(s) as he may deem necessary to aide him in the resolution of the appeal. The Decision of the Higher Disciplining Authority shall be final and executory.

EFFECTIVITY CLAUSE

Sec. 1. This Code of Conduct and Discipline shall take effect on September 20, 2019.

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
I. EFFICIENCY					
A. Attendance					
1. Unexecuted Absence or Absence Without Official Leave (AWOL) within a 12-month period.					
a. All AWOL's must be acknowledged by the employee concerned in the AWOL Acknowledgement Form at his Business Unit Manager, and with a copy of the same furnished the Human Resource Section.					
b. An employee's AWOL of 1 to 4 days, whether consecutive or not, will be reported to the Human Resource Section.					
c. For AWOL of 5 days to 6 days, whether consecutive or not, the penalty is WRITTEN WARNING to be issued by the Business Unit Manager concerned with the copy furnished the Human Resource Section for 201 file.					
d. For AWOL of 7 days or more, whether consecutive or not, within a calendar year (that is from January 1 to December 31) provided that the company with due regard to the process retains the prerogative of determining whether the absence is excuse or unexcused.	DISCHARGE				

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
2. Unexcused Tardiness (counting will start after the fifteen minutes allowance) in a month unless with valid reasons. a. once (1)	Verbal Warning				
b. 3 times consecutive	Written Warning				
c. 5 times consecutive	3 days Suspension	7 days Suspension	15 days Suspension	30 days Suspension	Discharge
d. Intermittent tardiness for 7 times	3 days Suspension	7 days Suspension	15 days Suspension	30 days Suspension	Discharge
3. Failure to Report for Overtime work after being scheduled and far after so agreeing to work overtime (except for just reasons.)	Written Warning	3 days Suspension	7 days Suspension	15 days Suspension	Discharge
4. Failure to notify the Human Resource Section and Business Unit Manager within five (5) days of alleged sickness treated by outside physician except for justifiable reasons.	3 days Suspension	7 days Suspension	15 days Suspension	30 days Suspension	Discharge

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
An employee who is absent without official leave (AWOL) should be required to sign the AWOL acknowledgement form upon his return furnishing copy to HRS, if he refuses, he may, however be allowed to report for work if he can present any of the following conditions: a. Confirmatory Excuse Slip. This may be granted/ approved by the Business Unit Manager concerned or his authorized representative after such absence only in cases of emergency such as death or serious illness of an immediate member of an employee's family or any other emergency, which may be deemed justified in the discretion of the Business Unit Manager or his authorized representative. b. Sick Leave Slip. This should cover the employee's absence duly signed by the Company's Doctor. A sick leave slip shall cover only one particular period of sickness. c. Medical Certificate. This shall cover only one particular period of absence and which must be notarized if issued by an outside physician. In such cases, the medical certificate shall be forwarded to HRS, which shall in turn forward the same to the Human Resource Section shall in turn approve the sick leave slip for that particular period otherwise the employee concerned shall be considered AWOL.					

NATURE OF OFFENSE / VIOLATION		FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
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B. Work Attitudes:						
1. Quitting work before end of prescribed working time without proper permission. If he quits more than 15 minutes before quitting time, should be considered "loafing"		Written Reprimand with stern Warning	3 days Suspension	7 days Suspension	15 days Suspension	Discharge
2. Loafing while on duty (This includes idle conversation not related to work, or apparently overstaying in the comfort room, entertaining visitors during working hours not in connection with assignment, roaming around work areas not his assigned work place). Leaving work, work station or assigned duties without proper permission for any purpose not related to work or assignment. (If any serious breakdown or damage to company property or disruption of normal operation/ activity result, the penalty shall be discharged).		Written Reprimand with stern Warning	3 days Suspension	7 days Suspension	15 days Suspension	Discharge
3. Insubordination or open defiance towards instructions of superiors including refusal to accept job assignments unless refusal is justified.		Discharge				
4. Serious misconduct or willful disobedience by the employee of the orders of his employer or representative in connection with his work.		Discharge				

NATURE OF OFFENSE / VIOLATION		FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
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5. Engaging in horseplay.	Warning	3 days Suspension	7 days Suspension	15 days Suspension	Discharge	
6. Refusal to accept and/or comply Company notices, memos, and policies.	3 days Suspension	7 days Suspension	15 days Suspension	Discharge		
7. Failure to report to the hospital or in clinic for physical examination or designated date unless for valid reasons.	7 days Suspension	15 days Suspension	Discharge			
8. Sabotage	Discharge					
9. Leaving place of work without permission in case of emergency or urgent work without being properly relieved at end of shift. (If damage to Company property and/or normal operation/ activity is hampered, the penalty shall be next higher depending on the severity of damage of disruption).	3 days Suspension	7 days Suspension	15 days Suspension	30 days Suspension	Discharge	
C. Work Performance:						
1. Gross and habitual neglect by the employee of his duties.	Discharge					
2. Fraud or willful breach by the employee of the trust reposed in him by his employer or representatives.	Discharge					

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
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3. Acts of misfeasance involving the commission of fraud or breach of trust or dishonesty.	Discharge				
4. Acts of misfeasance injurious to the business or fraud or breach of trust or dishonesty.	Discharge				
5. Gross negligence resulting in material loss, destruction or serious damage to Company property or to property of other persons within the company premises.	Discharge				
6. Gross Negligence resulting in serious physical injury to other persons within the company premises	Discharge				
7. Causing damage to Company property or physical injuries to other persons inside the work areas due to horseplay or inexcusable negligence (depending on degree or injury).	7 days Suspension	15 days Suspension	Discharge		
8. Mistake due to carelessness causing machinery or equipment to be idle or useless (depending on value of machinery or equipment).	3 days Suspension	7 days Suspension	15 days Suspension	Discharge	
9. Creating or contributing to unsanitary conditions or poor housekeeping.	3 days Suspension	7 days Suspension	15 days Suspension	Discharge	

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
10. Abandoning station without due permission for any purpose not called for by the nature of one's employment. (If resulting in serious disruption of operation, immediate discharge)	3 days Suspension	7 days Suspension	15 days Suspension	Discharge	
11. Dozing while on duty (if resulting in serious damage to company property or disruption of operation, immediate discharge).	3 days suspension	7 days suspension	15 days suspension	Discharge	
12. Sleeping on the job. If damage to Company property or loss of production results, immediate discharge.	15 days suspension	Discharge			
13. Failure to report loss of, or damage done to, company property in his custody within 24 hours without acceptable excuse.	3 days suspension	7 days suspension	15 days suspension	Discharge	
14. Deliberate and intentional destruction of company property.	Discharge				
15. Deliberately operating or continuing to operate any company vehicle knowing it to be defective or not operational per standard operating procedure of the company. (Immediate Discharge, if serious damage results.)	3 days suspension	7 days suspension	15 days suspension	Discharge	

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
16. Removal of company property including records without proper authority.	Warning	3 days suspension	7 days suspension	15 days suspension	Discharge
17. Negligence or carelessness in the course of work performance resulting to damage to company property and/or disruption of normal operation / activity.	7 days suspension	15 days suspension	30 days suspension	Discharge	
18. Wasting material to cover defective or erroneous work.	3 days suspension	7 days suspension	15 days suspension	Discharge	
II. SOCIAL RELATIONSHIP AND BEHAVIOR:					
A. Offenses Against Persons:					
1. Fighting, provoking, instigating or taking part in a fight during working hours within company premises, except in legitimate self defense. (If deadly weapons are used, penalty is Discharge).	7 days suspension	15 days suspension	Discharge		
2. Threatening, intimidating, coercing or interfering with fellow employees insofar as such actions interfere with working relationship.	7 days suspension	15 days suspension	Discharge		
3. Commission of a crime, offense or assault made upon the person of a superior, any member of management or immediate member of their family in connection with the employee's work.	Discharge				

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
4. Intentionally hiding tools, equipment or other properties belonging to his co-employee or co-worker for the purpose of delaying work undertime or prejudice him.	3 days suspension	6 days suspension	15 days suspension	30 days suspension	Discharge
B. Offenses Against Property:					
1. Posting on or removal of any written or printed matter from Company bulletin boards or company property at any time unless specifically authorized by Management; or deliberately defacing or destroying notices put up by the Company.	Written warning	3 days suspension	7 days suspension	15 days suspension	Discharge
2. Stealing from company or from other persons (Theft)**** Pardon by the other person will merely mitigate the penalty.	Discharge but penalty may be reduced to suspension depending upon the circumstances				
3. Using company material, telephone, office supplies & equipment to do unauthorized work.	15 days suspension	30 days suspension	Discharge		
4. Improper or dishonest substitution or attempting to substitute company material or equipment with another of inferior quality or of lesser value.	30 days suspension	Discharge			

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
5. Improper or incorrect use of parts or tools in doing work.	Written Warning	3 days suspension	7 days suspension	15 days suspension	Discharge
C. OFFENSES AGAINST MORALS:					
1. Immoral behavior or conduct within company property or premises.	15 days suspension	Discharge			
2. Acts or lasciviousness (include sexual harassment)	15 days suspension	Discharge			
3. Using obscene insulting or offensive language or words against co-employees within working areas. (If against a superior, Discharge)	3 days suspension	7 days suspension	15 days suspension	Discharge	
4. Making false and malicious statements against co-employees or company official.	15 days suspension	30 days suspension	Discharge		
5. Gambling or engaging in a lottery or bookmaking under any of the following circumstances:					
a. Inside company premises while off duty.	Written Warning	3 days suspension	7 days suspension	15 days suspension	Discharge
b. Inside the company premises while on duty.	15 days suspension	Discharge			
6. Drinking any alcoholic beverage on company time unless specifically authorized.	Warning	3 days suspension	7 days suspension	15 days suspension	Discharge

NATURE OF OFFENSE / VIOLATION		FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
7. Reporting for work while obviously under the influence of liquor (if disturbing peace and order and/or molesting other employees or similarly scandalous behavior, Discharge)		3 days suspension	7 days suspension	15 days suspension	30 days suspension	Discharge
8. Receiving money or gifts in consideration for a job or any change in working conditions or employment status or any other personal favors by virtue of one's position or influence in the company.		Discharge				
9. Vending, soliciting or collecting contributions for any purpose whatsoever at anytime within the premises unless authorized by Management.		Written Warning	3 days suspension	7 days suspension	15 days suspension	Discharge
10. Falsification of company documents/records or submitting false certification/document for personal convenience.		Discharge				
11. Pretending illness to avoid work or assignment. (Certification of Company Doctor is sufficient to prove the offense).		Written Reprimand	3 days suspension	7 days suspension	15 days suspension	Discharge
12. Creating or causing disturbance in any form inside company premises.		7 days suspension	15 days suspension	Discharge		

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
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13. Conviction by final judgment of a crime involving moral turpitude.	Discharge				
14. Taking prohibited drugs inside the company premises whether off duty or on duty.	Discharge				
15. Reporting for work while under the influence of prohibited drugs affecting work and personal behavior.	Discharge				

NOTE:

1. The Company may request any employee to submit to a drug test or any special medical examination if the company has sufficient reasons to do so.
2. Prohibited drugs includes but not limited to; Shabu, Marijuana, Cocaine and those that are punishable by law.

III. SECURITY AND COMPANY INTEREST					
1. Disseminating any written or printed information within company premises inimical to the interests of the company or its employees.	15 days suspension	Discharge			
2. Permitting another to use one's ID Card or using another's ID Card for time in and time out.	15 days suspension	Discharge			
3. Refusal to show ID Card at the request of the immediate superior or member of the Security Department on company	3 days	7 days	15 days		

NATURE OF OFFENSE / VIOLATION		FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
premises.		suspension	suspension	suspension	Discharge	
4. Using unauthorized exits and entrances.		7 days suspension	15 days suspension	Discharge		
5. Entering or assisting other persons to enter any restricted area without specific authority or permission.		7 days suspension	15 days suspension	Discharge		
6. Carrying firearms or deadly weapon inside company premises.		Discharge				
7. Causing disturbance inside company premises.		7 days suspension	15 days suspension	Discharge		
8. Giving false testimony or withholding vital information during company conducted investigation.		Discharge				
9. Deliberately giving wrong information which cause confusion, delay or disruption of normal operation or work activity.		15 days suspension	Discharge			
10. Unauthorized opening of Facebook, Twitter, Instagram, Downloading, Printing, and other social media computer-mediated technology during official hours.		Warning	3 days suspension	7 days suspension	15 days suspension	Discharge

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
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IV. SAFETY					
1. Failure to observe a safety rule or regulation, including traffic safety rules. (Depending on nature of violation or consequence may be outright suspension or discharge).	Written Warning	3 days suspension	7 days suspension	15 days suspension	Discharge
2. Violation of safety (and traffic) rules and regulations resulting in damage to Company property or injury to others (may be immediate discharge depending on extent of damage or seriousness of injury).	15 days suspension	Discharge			
3. Failure to report to the Medical Services for treatment of any industrial accident no matter how minor.	3 days suspension	7 days suspension	15 days suspension	Discharge	
4. Smoking within "NO SMOKING" area. (Immediate discharge if violation results in fire, damaging Company property or operation.)	7 days suspension	15 days suspension	30 days suspension	Discharge	
5. Using or operating company vehicle, machinery or equipment without proper authorization from the Business Unit Manager. (If unauthorized use resulted in damage to equipment or part thereof, the penalty is Discharge)	15 days suspension	Discharge			
6. Disregarding any of the Traffic Signs of the PNP Highway Patrol adopted by the Company as part of its traffic rules and	15 days	30 days			

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
regulations, constituting two (2) or more violations in one single act shall fall under RECKLESS DRIVING.	suspension	suspension			
7. Driving over the specified speed limits for the road per traffic sign posted.	15 days suspension	30 days suspension			
8. Driving while under the influence of liquor. (Penalty is immediate discharge if causing serious damage to company property or injury to other persons).	7 days suspension	15 days suspension	30 days suspension		
9. Driving without proper LTO License for the current year and corresponding company permit (Suspension or discharge if causing accident depending on its extent and seriousness).	Written Warning	3 days suspension	7 days suspension	15 days suspension	30 days suspension

NOTE:

1. In general, acts punishable by dismissal may be reconsidered for only 30 days suspension if mitigating circumstances are attendant such as good service records and length of service of the respondent, etc.
2. All disciplinary actions bordering on attendance will be accumulative only for one (1) calendar year and shall be removed from the records of the employee-respondents after losing their effectivity.

SPC/SIPC EMPLOYEES 2022 WEBINARS/SEMINARS ATTENDED				
NAME OF EMPLOYEES	TITLE OF WEBINAR/SEMINAR	DATE OF WEBINAR/SEMINAR	NUMBER OF HOURS	WITH CERTIFICATE WITHOUT CERTIFICATE
MAKATI				
Jocelyn Capule, Asuncion Abalo, Renz Lyka Bascuguin	Short Orientation on Job Evaluation	April 11, 2022	3	Without Certificate
Renz Lyka Bascuguin	Handle Data Protection/Privacy in the Workplace Like a Boss: Australia, India, New Zealand & Philippines	June 28, 2022	1	Without Certificate
Renz Lyka Bascuguin	Wage Distortion Webinar	August 19, 2022	2.5	Without Certificate
Renz Lyka Bascuguin	PMAP & FUJIFILM Business Innovation Free webinar: Get Onboard the Office of the Future	September 1, 2022	1.5	Without Certificate
Asuncion Abalo, Jocelyn Capule, Renz Lyka Bascuguin	Crash Course on Job Evaluation	September 23, 2022	8	With Certificate
Renz Lyka Bascuguin	Basic Occupational Safety and Health (BOSH) Training	October 20 - 21, 2022	10	With Certificate
Renz Lyka Bascuguin	SSS In Depth Seminar	May 16-17, 2022	16	With Certificate
All Makati Employees	SPC - IT Crash Course - MS365	January 13, 2022	1	Without Certificate
All Makati Employees	SPC - SharePoint Core Group Orientation/Training	January 14, 2022	1	Without Certificate
Richard Arcenal	PEMC - ECO - Awareness Training on the WCO Certification and Registration Manual 1.0 (via Microsoft Teams meeting)	January 27, 2022	2.5	Without Certificate
Richard Arcenal	PEMC - ECO - Awareness Training on Enforcement and Compliance, T&C Framework, and Penalty Mechanism in the WESM	February 17, 2022	4	Without Certificate
Richard Arcenal	DOE - Invitation to the IAEA National Workshop on Electronic Grid Reliability and Interface with NPPs	March 21 - 25, 2022	2	Without Certificate
Richard Arcenal	NGCP - re: Table-Top Simulation Drill for the NGCP 2022 Virtual Table-Top Blackout Drill (Visayas Leg)	March 23, 2022	8	Without Certificate
Richard Arcenal	PEMC - ECO - Awareness on Compliance and Enforcement Proceedings, WCO Certification Implementing Guidelines, and Generators' Compliance Rating in the WESM (via Microsoft Teams meeting)	March 24, 2022	2.5	Without Certificate
Richard Arcenal	DOE - From DOE: Tabletop Exercise on the National Energy Contingency Plan (NECP) for "The Big One", Friday, April 8, 2022, 1:00 PM (Microsoft Teams)	April 8, 2022	1	Without Certificate

Richard Arcenal	DOE - Invitation: DOE Electric Power Database Management System (DEPDMS) Web Portal Roll-Out (Batch 5)	April 11, 2022	2	Without Certificate
Richard Arcenal	IEMOP - Reserve Market MOP Updates (Virtual Meeting via Zoom Meeting)	April 18, 2022	1	Without Certificate
Richard Arcenal	PEMC - ECO - Awareness on WCO Certification Implementing Guidelines	April 21, 2022	3	Without Certificate
Richard Arcenal	PEMC - Market Participants' Townhall on PEMC Reports	May 5, 2022	3	Without Certificate
Richard Arcenal	PEMC - ECO - [ECO Advisory 2022-18]: Discussion on Pending Cases (2014-2021)	May 12, 2022	1.5	Without Certificate
Richard Arcenal	GTB - Greening The Banks Virtual Dialogue: New Renewable Energy (RE) Mechanisms for Philippine Banks and RE Developers	June 13, 2022	1	Without Certificate
Richard Arcenal	PEMC - [INVITATION] EMX 2022: Governance of BESS and Other ESS in the WESM	July 20, 2022	2	Without Certificate
Richard Arcenal	PEMC - Renewable Energy Market (REM) Overview Training	July 27, 2022	2	Without Certificate
Richard Arcenal	IEMOP - [Invitation] Briefing on IEMOP's Implementation of Changes to Test and Commissioning Guidelines	July 29, 2022	1	Without Certificate
Richard Arcenal	GALLUP - [Webinar] Create a Culture of Coaching	August 2, 2022	1	Without Certificate
Richard Arcenal	PEMC - Renewable Energy Market (REM) Process & Transactions Training	August 26, 2022	4	Without Certificate
Richard Arcenal	NGCP - Pre-Registration for the ERC OATS Rules 2022 Roadshow - VIS-District 2 Generator Customers	September 13, 2022	4	Without Certificate
Richard Arcenal	PEMC - DRA Training for REM Dispute Resolution Focal Persons	September 26, 2022	2	Without Certificate
Richard Arcenal	AMCHAM PHILIPPINES - DOE Updates and Issuances	October 4, 2022	2	Without Certificate
Richard Arcenal	PEMC - 4th WESM Compliance Officer (WCO) Summit 2022	October 13-14, 2022	10	Without Certificate
Richard Arcenal	PEMC - REM Governance Training	October 19, 2022	4	Without Certificate
Richard Arcenal	DOE - DOE Electric Power Database Management System (DEPDMS) Web Portal Physical Roll-Out	October 24, 2022	4	Without Certificate
Richard Arcenal	DOE - Virtual Energy Investment Forum	October 28, 2022	2	Without Certificate
Richard Arcenal	NGCP - 2022 NGCP Commercial and Regulatory Conference for Generator Customers	November 16, 2022	4	Without Certificate
Richard Arcenal	IEMOP - Basic WESM Training	November 24 - 25, 2022	16	Without Certificate
Richard Arcenal	AmCham Philippines - Energy In Demand: Wholesale Electricity Spot Market's (WESM) Challenges and Opportunities - AmCham Philippines (Virtual Meeting via Zoom Meeting)	November 24, 2022	1.5	Without Certificate
Richard Arcenal	DOE - 2022 Energy Investment Forum	December 13, 2022	4	Without Certificate

SPC/SIPC EMPLOYEES 2022 WEBINARS/SEMINAR ATTENDED

NAME	TITLE OF WEBINAR/SEMINAR	DATE OF WEBINAR/SEMINAR	NO OF HOURS	WITH CERTIFICATE WITHOUT CERTIFICATE
J. Nemil	Awareness Training on Enforcement and Compliance, T&C	17-Feb-22	4.5	
J. Juaneza, J. Nemil, J. Bolotaolo, Shift Engrs, Control Engrs	Invitation to the IAEA National Workshop on Electronic Grid	21 Mar - 24 Mar	24	
F. Reforma, B. Leguis, J. Calizar, J. Labaco	Informal Lecture/Coaching; Field Training	03-Mar-22	4	
R. Gallo, A. Dalagan, E. Mendez, J. Abayon	Informal Lecture/Coaching; Field Training	07-Mar-22	4	
W. Villamor, S. Lacara, V. Alforque, A. Lozada	Informal Lecture/Coaching; Field Training	09-Mar-22	4	
F. Bagalay, V. Palatan, E. Sayson, M. Dua	Informal Lecture/Coaching; Field Training	10-Mar-22	4	
C. Sanchez, A. Dalumpines, B. Gonía, W. Navalona	Informal Lecture/Coaching; Field Training	15-Mar-22	4	
R. Palomar, G. Boles, J. Damolo	Informal Lecture/Coaching; Field Training	17-Mar-22	4	
R. Noques, A. Mercado, G. Iroy, R. Dacay	Informal Lecture/Coaching; Field Training	25-Mar-22	4	
J. Nemil	Awareness on Compliance and Enforcement Proceedings,	24-Mar-22	4.5	
J. Juaneza, J. Nemil	DOE Electric Power Database Management System	04-Apr-22	5	
J. Nemil	WCO Certification Guidelines	21-Apr-22	5	
R. Gallo, A. Dalagan, E. Mendez, J. Damalo	Informal Lecture/Coaching; Field Training	10-May-22	4	
W. Villamor, S. Lacara, V. Alforque, A. Lozada	Informal Lecture/Coaching; Field Training	12-May-22	4	
R. Noques, A. Mercado, G. Iroy, R. Dacay	Informal Lecture/Coaching; Field Training	16-May-22	4	
F. Reforma, B. Leguis, J. Calizar, J. Labaco	Informal Lecture/Coaching; Field Training	30-May-22	4	
F. Reforma, B. Leguis, J. Calizar, J. Labaco	Informal Lecture/Coaching; Field Training	01-Jul-22	4	
R. Gallo, A. Dalagan, E. Mendez, J. Damolo	Informal Lecture/Coaching; Field Training	05-Jul-22	4	
R. Noques, A. Mercado, G. Iroy, R. Dacay	Informal Lecture/Coaching; Field Training	11-Jul-22	4	
W. Villamor, S. Lacara, V. Alforque, A. Lozada	Informal Lecture/Coaching; Field Training	15-Jul-22	4	
C. Sanchez, A. Dalumpines, W. Navalona	Informal Lecture/Coaching; Field Training	19-Jul-22	4	
B. Gonía, G. Boles	Informal Lecture/Coaching; Field Training	22-Jul-22	4	
F. Bagalay, V. Palatan, E. Sayson, M. Dua	Informal Lecture/Coaching; Field Training	25-Jul-22	4	
J. Juaneza, J. Nemil, J. Bolotaolo, Shift Engrs, Control Engrs	EMX 2022: Governance of BESS and Other ESS in the WESM	20-Jul-22	4	
J. Juaneza, J. Nemil	REM Overview Training	27-Jul-22	2	WITH CERTIFICATE
R. Noques, A. Mercado, G. Iroy, R. Dacay	Informal Lecture/Coaching; Field Training	04-Aug-22	4	
F. Reforma, B. Leguis, J. Calizar, J. Labaco	Informal Lecture/Coaching; Field Training	10-Aug-22	4	
W. Villamor, S. Lacara, V. Alforque, A. Lozada	Informal Lecture/Coaching; Field Training	16-Aug-22	4	
F. Bagalay, V. Palatan, E. Sayson, M. Dua	Informal Lecture/Coaching; Field Training	17-Aug-22	4	
R. Gallo, A. Dalagan, E. Mendez, J. Damolo	Informal Lecture/Coaching; Field Training	22-Aug-22	4	
R. Algozo, C. Sanchez, A. Dalumpines, W. Navalona	Informal Lecture/Coaching; Field Training	23-Aug-22	4	
B. Gonía, G. Boles, I. Rabanes	Informal Lecture/Coaching; Field Training	24-Aug-22	4	
J. Juaneza, J. Nemil	REM Process & Transactions	26-Aug-22	4	WITH CERTIFICATE
J. Juaneza, J. Nemil	REM Dispute Resolution Focal Persons	26-Sep-22	2	WITH CERTIFICATE
R. Algozo, C. Sanchez, A. Dalumpines, W. Navalona	Informal Lecture/Coaching; Field Training	05-Oct-22	4	
B. Gonía, G. Boles, I. Rabanes	Informal Lecture/Coaching; Field Training	11-Oct-22	4	

SIPC BDPP EMPLOYEES 2022 WEBINARS/SEMINARS ATTENDED				
NAME OF EMPLOYEES	TITLE OF WEBINA/SEMINAR	DATE OF WEBINAR/SEMINAR	NUMBER OF HOURS	WITH CERTIFICATE
				WITHOUT CERTIFICATE
Dindo A. Iyog	National Workshop on Electric Grid Reliability and Interface with Nuclear Power Plants	March 21-24, 2022	32	Without Certificate
Dindo A. Iyog	Awareness on Compliance and Enforcement Proceedings, WCO Certification Implementing Guidelines, and Generators' Compliance Rating in the WESM	March 24, 2022	2.5	Without Certificate
All BDPP employees	Firefighting Seminar and Fire Drill	March 25, 2022	8	Without Certificate
Dindo A. Iyog	DOE Electric Power Database Management System (DEPDMS) Web Portal Roll-Out	April 11, 2022	4	Without Certificate
Dindo A. Iyog	Awareness on WCO Certification Implementing Guidelines	April 21, 2022	3	Without Certificate
Judy Ann L. Cimafranca	One-Stop Shop for DENR-EMB Permitting	May 25-26, 2022	16	With Certificate
Dindo A. Iyog	Greening the Banks Virtual Dialogue: New Renewable Energy (RE) Mechanisms for Philippine Banks and RE Developers	June 13, 2022	4	Without Certificate
Judy Ann L. Cimafranca	Loss Control Management - July 18-22, 2022 (JLC)	July 18-22, 2022	40	With Certificate
Dindo A. Iyog	Electricity Market Exchanges (EMX) 2022 on the Governance of the Battery Energy Storage System (BESS) and Other Energy Storage System (ESS) in the Wholesale Electricity Spot Market (WESM)	July 20, 2022	4	Without Certificate

SIPC BDPP EMPLOYEES 2022 WEBINARS/SEMINARS ATTENDED				
NAME OF EMPLOYEES	TITLE OF WEBINAR/SEMINAR	DATE OF WEBINAR/SEMINAR	NUMBER OF HOURS	WITH CERTIFICATE
				WITHOUT CERTIFICATE
Dindo A. Iyog	Briefing on IEMOP's Implementation of Changes to Test and Commissioning Guidelines	July 25, 2022	3.5	Without Certificate
Dindo A. Iyog	REM Overview Training	July 27, 2022	2	With Certificate
Judy Ann L. Cimafranca	Hazard Identification, Risk Assessment, and Control - July 28, 2022 (JLC)	July 28, 2022	8	Without Certificate
Dindo A. Iyog	REM Process & Transactions (Generators)	August 26, 2022	4	With Certificate
Dindo A. Iyog	ERC OATS Rules 2022 Roadshow	September 13, 2022	4	Without Certificate
Dindo A. Iyog	DRA Training for REM Dispute Resolution Focal Persons	September 26, 2022	2	With Certificate
Dindo A. Iyog	WCO Summit 2022	October 13, 2022	3	With Certificate
Dindo A. Iyog	REM Governance Training	October 14, 2022	6	With Certificate
Dindo A. Iyog	DOE Electric Power Database Management System (DEPDMS) Web Portal Roll-Out for Generation Companies	October 19, 2022	4	With Certificate
Dindo A. Iyog	Virtual Energy Investment Forum 2022	October 24, 2022	5.5	Without Certificate
Dindo A. Iyog	Energy In Demand: Wholesale Electricity Spot Market's (WESM) Challenges and Opportunities - AmCham Philippines	October 28, 2022	4	Without Certificate
Dindo A. Iyog	Basic WESM Training	November 24, 2022	1.5	Without Certificate
Dindo A. Iyog		October 24, 2022	8	With Certificate
Dindo A. Iyog		October 25, 2022	8	With Certificate

SIPC BDPP EMPLOYEES 2022 WEBINARS/SEMINARS ATTENDED				
NAME OF EMPLOYEES	TITLE OF WEBINA/SEMINAR	DATE OF WEBINAR/SEMINAR	NUMBER OF HOURS	WITH CERTIFICATE
				WITHOUT CERTIFICATE
Dindo A. Iyog	Virtual Workshop : ERC Resolution No. 09, Series of 2022 "A Resolution Adopting the Rules and Procedures to Govern the Monitoring of Reliability Performance of Small Grid Generating Units"	December 01, 2022	3	Without Certificate

SIPC-PDPP EMPLOYEES 2022 WEBINARS/SEMINARS ATTENDED

	TITLE OF WEBINAR/SEMINAR	DATE OF WEBINAR/SEMINAR	NUMBER OF HOURS	WITH CERTIFICATE	
				WITH CERTIFICATE	WITHOUT CERTIFICATE
Regie L. Danitaras	Oil Spill Awareness and Emergency Response Training by the Philippine Coast Guard, Marine Environmental Protection Venue: PDPP Training Center	01/19-21/22 (Face to Face)	24	With Certificate	
Sherwenn Daine-1 L. Andola					
Cyrus P. Aritalla					
Jose C. Celiz					
Johnle S. Lamanero					
Alejandro R. Jonson					
Leo N. De Los Santos					
Janry P. Lacanaria					
Alejo A. Muyco, Jr.					
Ro Jean M. Labaco					
Benny M. Bismanos					
Cyrus D. Gustilo					
Bernardo M. Gelaga					
Bell Cezar P. Lacanaria					
Crisan A. Lastimoso					
Edleen Roger D. Lacanaria					
Nornel C. Lazarito					
Earl Jenn P. Abella					
Bernard T. Alvior, Jr.					
Marlene Joy E. Saba					
Mae Sheil P. Alegrado					
Nikki P. Deaño					
Gilyn P. Basulgan					
Jhun Lu N. Osano					
Regie L. Danitaras	(PEMC) Awareness Training on the WCO Certification and Registration Manual 1.0	January 27, 2022 09:30AM - 12:00PM MS Teams	3	With Certificate	
Marlene Joy E. Saba					