

BOARD COMMITTEES

ASSIGNMENT OF INDEPENDENT DIRECTORS

Chairman Jose A. Nuñez, Jr., Chairman Alberto G. Romulo, Director Miguel C. Abaya, Director Maria Lourdes A. Arcenas, Director Luis C. Bonguyan and Director Teodoro M. Jumamil were designated as independent directors of DBP duly confirmed by the Bangko Sentral ng Pilipinas. Independent directors were chosen from the nine directors appointed by the President of the Philippines who have satisfied the requirements under Subsection X141.1.g of the Manual of Regulations for Banks (MORB). Independent directors ensure the exercise of independent judgment on bank affairs and proper oversight of management performance, including prevention of conflict of interests and balancing of competing demands of the bank.

FUNCTIONS OF THE BOARD-LEVEL COMMITTEES

In adherence to good governance principles and to enable the Board to perform its functions effectively, the Board formed the following committees: the Executive Committee (ExCom), Audit and Compliance Committee (ACC), Risk Oversight Committee (ROC), Trust Committee (TC), IT Governance Committee (ITGC), Governance Committee (GC), Human Resource Committee (HRC) and Development Advocacy Committee. In addition, DBP created the Related Party Transactions (RPT) Committee pursuant to Subsection X144.4 of the MORB as amended by Bangko Sentral ng Pilipinas Circular No. 969, series of 2017.

The bank previously had a Directorship Nominations Committee (DNC) with the Strategic Planning Group as secretariat. DNC was dissolved per Board Resolution No. 0425 dated 20 December 2017. The functions of DNC will be transferred to the Management Committee, with Congenerics as secretariat, under the reorganized DBP structure.

Below are the specific functions of the various Board-level Committees, the number of Committee meetings held, and attendance of the Committee members as of year-end 2017.

A. Executive Committee

The Executive Committee (ExCom) is composed of the Chairman, the President and CEO and three other members of the Board of Directors.

The ExCom is tasked with reviewing the short and long-term plans prepared by Management prior to submission to the Board of Directors. It also reviews progress against plan to ensure a complete review of all management practices at least once a year. The ExCom exercises authority to approve credit and investment transactions as may be delegated by the Board. All business transacted or decisions made by ExCom are submitted to and confirmed by the Board at its next regular meeting, if required.

The regular attendees of the Executive Committee are Chairman Alberto G. Romulo and President and CEO Cecilia C. Borromeo. The three other members of the Executive Committee are designated by the Board of Directors from among the other Board members on rotation basis.

	NAME	PERIOD COVERED
Chairman	Jose A. Nuñez, Jr.	January 1 - February 15, 2017
	Alberto G. Romulo	February 15 - December 31, 2017
Vice Chairman	Cecilia C. Borromeo	January 4 - December 31, 2017
Members	Miguel C. Abaya	January 1 - December 31, 2017
	Maria Lourdes A. Arcenas	January 4 - December 31, 2017
	Luis C. Bonguyan	January 1 - December 31, 2017
	Emmanuel P. Galicia, Jr.	January 1 - December 31, 2017
	Rogelio V. Garcia	February 15 - December 31, 2017
	Teodoro M. Jumamil	January 1 - December 31, 2017
	Rolando L. Metin	January 1 - December 31, 2017
	Raul O. Serrano	January 1 - 3, 2017

B. Trust Committee

The Trust Committee (TC) is composed of at least five members including the President & CEO and the Trust Officer. The remaining Committee members, including the chairperson, may be any of the following: (a) non-executive directors or independent directors who are both not part of the audit committee; or (b) those considered as "qualified independent professionals". The TC is a policy-making body tasked with overseeing the investment activities of Trust Banking Group (TBG) and formulation of broad investment strategies for TBG through the establishment of major policy criteria for investment decisions and determination of areas of investments for trust funds. It is in charge of periodically reviewing TBG's operating policies and procedures as well as overall assets held in trust. In CY 2017, the Revised Trust Committee Charter was approved per BR No. 0068 dated 8 March 2017. Pursuant thereto, the Mid-Year Performance Appraisal of the Trust Committee was conducted.

	NAME	PERIOD COVERED
Chairman	Emmanuel P. Galicia, Jr.	January 1 - December 31, 2017
Vice Chairman	Teodoro M. Jumamil	January 4 - December 31, 2017
Members	Cecilia C. Borromeo	January 4 - December 31, 2017
	Corazon D. Conde	March 29 - December 31, 2017
	Ma. Teresa T. Atienza	January 1 - December 31, 2017

C. Risk Oversight Committee

The Risk Oversight Committee (ROC) is composed of the members of the Board, two of whom are independent directors, including the Chairperson of the Committee. The ROC is principally responsible for overseeing the adequacy and effectiveness of existing risk policies, procedures and controls as well as ensuring that such policies, procedures and controls are implemented. It also reviews and revises the plans/strategies of the bank to ensure its relevancy, adequacy and effectiveness in the face of changing risk exposures over time brought about by various factors.

The Risk Oversight Committee (ROC) has remained at the forefront of the bank's risk management initiatives and activities. In 2017, the Committee reviewed and endorsed to the Board for approval the revised ROC Charter.

In 2017, in preparation for the PFRS 9 implementation effective 1 January 2018, DBP undertook the processes of classification and measurement of Financial Assets (Treasury and Loan Portfolios) and business model gap analysis through the guidance of the ROC. The ROC also provided oversight in the completion of the Pilot Risk and Control Self-Assessment and Information Technology Risk Register Report. The ROC also played a critical role in the establishment of the DBP's first Integrated Incident Management Framework in December 2017. Complementing these initiatives, the ROC through the Enterprise Risk Management Sector continued to be the strategic partner of the business units in accomplishing the bank's goals and targets.

	NAME	PERIOD COVERED
Chairman	Teodoro M. Jumamil	January 4 - December 31, 2017
Vice Chairman	Rolando L. Metin	January 1 - 3, 2017
	Emmanuel P. Galicia, Jr.	January 4 - December 31, 2017
Members	Rogelio V. Garcia	March 8, 2017 - Oct. 3, 2017
	Luis C. Bonguyan	October 4 - December 31, 2017

Strong and Brilliant Customer Concern	Strong and Brilliant Corporate Citizenship	DBP Senior Officers	Audited Financial Statements	DBP Subsidiaries	DBP Products and Services	DBP Expanded Network for Growth
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D. Development Advocacy Committee

The Development Advocacy Committee (DAC) is composed of six members of the Board, consisting of the DBP Chairman, the President and Chief Executive Officer and four incumbent members of the DBP Board of Directors. The DAC is the unifying and focal body in spearheading the bank's drive towards accomplishing its developmental mandate. It takes the lead in generating ideas, promoting awareness of development issues, advocating development programs and projects, and expanding and strengthening linkages within and outside the bank towards a unified and distinct approach to accomplish DBP's development mandate. In 2017, the Committee reviewed and revised the DAC Charter, which the Board approved per BR No. 0114 dated 19 April 2017.

	NAME	PERIOD COVERED
Chairman	Rolando L. Metin	January 1 - December 31, 2017
Vice Chairman	Raul O. Serrano	January 1 - 3, 2017
	Miguel C. Abaya	January 4 - December 31, 2017
Members	Emmanuel P. Galicia, Jr.	January 1 - December 31, 2017
	María Lourdes A. Arcenas	May 1 - December 31, 2017
	Alberto G. Romulo	April 19 - December 31, 2017
	Cecilia C. Borromeo	April 19 - December 31, 2017

E. Audit and Compliance Committee

The Audit and Compliance Committee (ACC) is made up of three members of the Board, two of whom are independent directors, including the Chairperson of the Committee. The ACC provides oversight of the institution's financial reporting and control and external and internal audit functions, including the bank's Internal Audit Group (IAG) and Compliance Monitoring Group (CMG). It reviews the reports of internal and external auditors and regulatory agencies and monitors Management's compliance with regulatory requirements as well as corrective actions taken on identified control deficiencies.

The Committee, in the exercise of its oversight, held 12 meetings during the year and discussed financial, credit, operations, information systems, monitoring and accomplishment matters contained in 62 reports (65 audits and 10 monitoring and accomplishment matters). The ACC noted, reviewed, approved and endorsed the IAG and CMG's annual business plans, recommendations on credit policy enhancements, independent testing frameworks, compliance and related activities and performance of IAG and CMG. The Committee reviewed and affirmed the effectiveness of internal controls, risk management, compliance, systems, governance processes and the overall AML assessment of the bank based on the assurance and reports provided by the Chief Audit Executive and Chief Compliance Officer, respectively.

Part of the functions of the ACC is the review of the qualifications, and approval of the appointment, reappointment, or removal of the Chief Audit Executive.

	NAME	PERIOD COVERED
Chairman	Jose A. Nuñez, Jr.	January 1 - February 15, 2017
	Alberto G. Romulo	February 15 - October 3, 2017
	Luis C. Bonguyan	October 4 - December 31, 2017
Vice Chairman	Rolando L. Metin	January 1 - 3, 2017
	Luis C. Bonguyan	January 4 - October 3, 2017
Member	Alberto G. Romulo	October 4 - December 31, 2017
	Rolando L. Metin	January 4 - December 31, 2017

F. Governance Committee

The Governance Committee (GC) is composed of three members of the Board of Directors, two of whom are independent directors including the Chairperson of the Committee. The GC assists the Board in fulfilling its corporate governance responsibilities and in ensuring due observance of good governance principles. It is tasked with the review and evaluation of the qualifications of all persons nominated to positions requiring appointment by the Board. In addition, it oversees the periodic performance evaluation of the Board and its Committees as well as makes recommendations to the Board regarding the continuing education of directors and assignment to board committees.

In 2017, the GC approved the adoption of the DBP Annual Corporate Governance Report and the conduct of Workplace Integrity and Awareness Survey.

	NAME	PERIOD COVERED
Chairman	Luis C. Bonguyan	January 1 - 3, 2017
	Miguel C. Abaya	January 4 - December 31, 2017
Vice Chairman	María Lourdes A. Arcenas	October 4 - 17, 2017
	Rogelio V. Garcia	March 8 - October 3, 2017; October 18 - December 31, 2017
Member	Luis C. Bonguyan	January 4 - October 3, 2017
	Rogelio V. Garcia	October 4 - 17, 2017
	Teodoro M. Jumamil	October 18 - December 31, 2017

G. IT Governance Committee

The IT Governance Committee (ITGC) is composed of four members of the Board. The ITGC strongly advocates the strategic importance of IT in the context of the bank's operations and ensures that the directions set for IT are aligned with and will sustain the bank's goals and objectives. It also ensures that the bank's Information Systems Strategic Plan (ISSP) is appropriately developed to reflect the business requirements for IT and is reviewed periodically. Additionally, it ensures that IT's performance is measured, its resources are managed and its risks mitigated.

	NAME	PERIOD COVERED
Chairman	Raul O. Serrano	January 1 - 3, 2017
	Luis C. Bonguyan	January 4 - October 3, 2017
	Rogelio V. Garcia	October 4 - December 31, 2017
Vice Chairman	Rogelio V. Garcia	March 8, 2017 - October 3, 2017
	Luis C. Bonguyan	October 4 - December 31, 2017
Members	Luis C. Bonguyan	January 1 - 3, 2017
	Jose A. Nuñez, Jr.	January 1 - February 15, 2017
	Teodoro M. Jumamil	January 4 - December 31, 2017
	Miguel C. Abaya	January 4 - December 31, 2017

H. Human Resource Committee

The Human Resource Committee (HRC) is composed of the President and CEO and two members of the Board. The HRC reviews, screens, and formalizes management recommendations on HR-related matters for the Board's approval. It is tasked with the review of bankwide compensation and benefits programs, organization plans and structure, management development programs and Personnel Manuals, among others. It also handles the review of the bank's manpower plan including enhancements and promotions to meet growth needs.

	NAME	PERIOD COVERED
Chairman	María Lourdes A. Arcenas	January 4 - December 31, 2017
Vice Chairman	Luis C. Bonguyan	January 1 - 3, 2017
	Cecilia C. Borromeo	January 4 - December 31, 2017
Member	Rolando L. Metin	January 4 - December 31, 2017



Report to Stakeholders	The Start of Brilliance	Strong and Brilliant DBP	DBP @ 70. Our Story to Tell	Strong and Brilliant Governance	A Legacy of Strength and Brilliance	Strong and Brilliant People
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I. Related Party Transactions Committee

The Related Party Transactions (RPTs) Committee is composed of three members of the Board of Directors, two of whom are independent directors, including the chairperson of the committee. The Committee evaluates on an ongoing basis existing relations between and among businesses and counterparties to ensure that all related parties are continuously identified, RPTs are monitored, subsequent changes in relationships with counterparties are captured and all material RPTs are conducted on an arm's length basis. It also oversees the implementation of the system for identifying, monitoring, measuring, controlling RPTs through regularly reporting to the Board of Directors the status and aggregate exposures to each related party as well as the total amount of exposures to all related parties. The RPT Committee ensures that transactions with related parties, including write-off of exposures, are subject to periodic

independent review or audit process. The RPT Committee further ensures that appropriate disclosure is made, and/or information is provided to regulating and supervising authorities relating to the bank's exposures, and that policies on conflict of interest and potential conflict of interest are duly observed.

The RPT Committee was constituted under B.R. No. 0313, series of 2017 composed of Chairman Alberto G. Romulo as Chairperson with Directors Teodoro M. Jumamil and Rogelio V. Garcia as members.

	NAME	PERIOD COVERED
Chairman	Alberto G. Romulo	October 4 - December 31, 2017
Vice Chairman	Teodoro M. Jumamil	October 4 - 17, 2017
	Miguel C. Abaya	October 18 - December 31, 2017
Member	Rogelio V. Garcia	October 4 - December 31, 2017

DIRECTORS' ATTENDANCE AT BOARD AND BOARD-LEVEL COMMITTEE MEETINGS

Name of Director	BOARD 25 Meetings			APPROVAL BY REFERENDUM 12 Meetings			EXECUTIVE COMMITTEE 21 Meetings			TRUST COMMITTEE ¹ 8 Meetings		
	Held since Assumption	Attended	%	Held since Assumption	Attended	%	Held since Assumption	Attended	%	Held since Assumption	Attended	%
1. Jose A. Nuñez, Jr. ¹	3	3	100%	2	2	100%	2	2	100%	-	-	-
2. Alberto G. Romulo ²	22	22	100%	10	10	100%	19	19	100%	-	-	-
3. Cecilia C. Borromeo	25	24 ¹	96%	12	10 ²	83.3%	21	18 ⁶	85.7%	8	7 ⁷	87.5%
4. Miguel C. Abaya	25	25	100%	12	12	100%	11	11	100%	-	-	-
5. Maria Lourdes A. Arcenas	25	25	100%	12	11 ³	91.6%	8	8	100%	-	-	-
6. Luis C. Bonguyan	25	25	100%	12	12	100%	7	7	100%	-	-	-
7. Emmanuel P. Galicia, Jr.	25	25	100%	12	12	100%	10	10	100%	8	8	100%
8. Rogelio V. Garcia ²	22	21 ⁴	95.4%	10	10	100%	9	9	100%	-	-	-
9. Teodoro M. Jumamil	25	25	100%	12	12	100%	7	7	100%	8	8	100%
10. Rolando L. Metin	25	25	100%	12	11 ⁵	91.6%	11	11	100%	-	-	-

Name of Director	RISK OVERSIGHT COMMITTEE 13 Meetings			DEVELOPMENT-ADVOCACY COMMITTEE 9 Meetings			AUDIT & COMPLIANCE COMMITTEE 12 Meetings			GOVERNANCE COMMITTEE 9 Meetings		
	Held since Assumption	Attended	%	Held since Assumption	Attended	%	Held since Assumption	Attended	%	Held since Assumption	Attended	%
1. Jose A. Nuñez, Jr. ¹	-	-	-	-	-	-	1	1	100%	-	-	-
2. Alberto G. Romulo ²	-	-	-	6	5 ⁶	83.3%	11	11	100%	-	-	-
3. Cecilia C. Borromeo	-	-	-	6	5 ⁶	83.3%	-	-	-	-	-	-
4. Miguel C. Abaya	-	-	-	9	9	100%	-	-	-	9	9	100%
5. Maria Lourdes A. Arcenas	-	-	-	6	6	100%	-	-	-	-	-	-
6. Luis C. Bonguyan	3	3	100%	-	-	-	12	12	100%	8	8	100%
7. Emmanuel P. Galicia, Jr.	13	13	100%	9	9	100%	-	-	-	-	-	-
8. Rogelio V. Garcia ²	8	8	100%	-	-	-	-	-	-	8	8	100%
9. Teodoro M. Jumamil	13	13	100%	-	-	-	-	-	-	1	1	100%
10. Rolando L. Metin	-	-	-	9	9	100%	12	11 ¹⁰	91.6%	-	-	-

Name of Director	IT GOVERNANCE COMMITTEE 3 Meetings			HUMAN RESOURCE COMMITTEE 14 Meetings		
	Held since Assumption	Attended	%	Held since Assumption	Attended	%
1. Jose A. Nuñez, Jr. ¹	-	-	-	-	-	-
2. Alberto G. Romulo ²	-	-	-	-	-	-
3. Cecilia C. Borromeo	-	-	-	14	14	100%
4. Miguel C. Abaya	8	8	100%	-	-	-
5. Maria Lourdes A. Arcenas	-	-	-	14	14	100%
6. Luis C. Bonguyan	8	8	100%	-	-	-
7. Emmanuel P. Galicia, Jr.	-	-	-	-	-	-
8. Rogelio V. Garcia ²	7	7	100%	-	-	-
9. Teodoro M. Jumamil	8	8	100%	-	-	-
10. Rolando L. Metin	-	-	-	14	14	100%

¹ On official travel on May 3, 2017.

² On official travel on July 12 and October 23, 2017.

³ On official travel on July 12, 2017.

⁴ On official business on April 26, 2017.

⁵ On official travel on July 12, 2017.

⁶ On official travel on May 10, June 12 and October 25, 2017.

⁷ On official travel on October 25, 2017.

⁸ On official business on July 19, 2017.

⁹ On official travel on October 25, 2017.

¹⁰ On official travel on June 12, 2017.

Human Resource Committee Accomplishment

February 14, 2017

<u>HRC Res.No.</u>	<u>Subject</u>
0001	Compensation of DBP's President and CEO – <i>Approved and Favorably Endorsed to the Board of Directors for Final Approval</i>
0002	Hiring of Ms. Miriam Manuel Marcelo – <i>Favorably Endorsed to the Human Resources Management Group</i>
0003	Grant of the 2016 Performance-Based Bonus (PBB) and the 2017 Merit Increase Program (MIP) – <i>Deferred subject to the discussion, suggestions and agreements</i>
0004	Personnel Economic Relief Allowance (PERA/Additional Compensation (ADCOM) - <i>Noted</i>
0005	Extension of Service of Two (2) Senior Executives - <i>Denied</i>
0006	Section 19 of R.A. 7305 or Magna Carta of Public Health Workers – <i>Approved in Principle</i>
0007	Wellness Management Center – <i>Approved and favorably Endorsed to the Board of Directors for Final Approval!</i>
0008	Revised Pandemic Guidelines - <i>Approved and favorably Endorsed to the Board of Directors for Final Approval</i>
0009	New Board Confirmation on DBP's 2016 Compensation Position and Classification System (CPCS) – <i>Deferred Action with Instruction</i>
0010	Board of Directors' Technical Assistants (Co-Terminus) and OCS Organizational Structure - <i>Approved and favorably Endorsed to the Board of Directors for Final Approval</i>
0011	Net Take Home Pay (GAA 2017) – <i>Deferred with Instruction</i>
0012	Chief Security Officer (CSO) – <i>Noted with Agreements</i>
0013	Compulsory Retirement of VP Francisco R. Ramos, Head of the Middle Market Group – <i>VisMin – Noted and Favorably Endorsed to the Board for Final Notation</i>

- 0014 Resignation of VP Ruel G. Rombaoa of DBP Institute and Concurrent Acting Chief Security Officer – *Noted and Favorably Endorsed to the Board of Directors for Final Notation*
- 0015 Request for the Implementation of the Early Retirement Incentive Program (ERIP) Under Executive Order (EO) 203 s. 2016 – Adopting a Compensation Position and Classification System (CPCS) and a General Index of Occupational Services (IOS) for GOCCs Covered by RA 10149 and for Other Purposes – *Noted*
- 0016 Issues on Contractual and Casual Employees – *Noted with Instruction*
- 0017 Remedial Action for the Invalidated Appointments – *Noted with Instruction and Further Actions*
- 0018 DBP's Qualification Standards for Submission to the Civil Service Commission (CSC) - *Noted*
- 0019 Comprehensive Psychological Evaluation - *Noted*
- 0020 Collective Negotiation Agreement (CNA) - *Noted*
- 0021 DBP Succession Plan - *Noted*

April 5, 2017

- 0022 Minimum Net Take Home Pay – *Approved and Favorably Endorsed to the Board of Directors for Final Approval with Instruction*
- 0023 Compulsory Retirement of SVP Dennis D. Decena, Head of Operations Sector - *Noted, Confirmed and Favorably Endorsed to the Board of Directors for Final Notation and Confirmation*
- 0024 CSC MC No. 23, S. 2016 – Policy on Employment in the Government Service of Filipino Citizens with Dual Citizenship – *Noted and Favorably Endorsed to the Board of Directors for Final Notation*
- 0025 Update on HR Related Concerns - *Noted*
- 0026 Salary Scale under the Magna Carta for Public Health Workers – *Noted with Instruction.*

April 26, 2017

- 0027 Proposed Abolition of Policy Center – *Approved*
- 0028 Update on the HRMG Reorganization - *Noted*,
- 0029 Letter of DBP Employees Union to the DBP Board of Directors Requesting for a Meeting and Highlights of Meeting with the Officers of DBP Employees Union – *Noted*

June 7, 2017

- 0030 Resignation of SVP Danny E. Bunyi, Corporate Secretary – *Noted and Confirmed by Referendum and Favorably Endorsed to the Board of Directors for Final Notation and Confirmation.*

June 21, 2017

- 0031 Potential Candidates for the Corporate Secretary Role – *Noted.*
- 0032 Magna Carta Benefits for Employees Formerly Assigned at the Health and Wellness Unit (HWU) – *Noted.*
- 0033 Letter of DBP Employees Union on the Deferment of the P4,000 Minimum Net Take Home Pay – *Denied.*
- 0034 Policy on Cellphones for Board of Directors Technical Assistants – *Noted*
- 0035 Letters of VP Mario P. Pagaragan, Jr. on the Grant of CY 2017 Mid-Year Bonus and the Final Demand for the Payment/Release of Suspended/Withheld Provident Fund (PF) Benefits – *Noted*
- 0036 Resignation of Ms. Maria Niecel B. Fullido as Vice President of DBP Employees Union – *Noted*

July 26, 2017

- 0037 Reappointment of VP Madeleine F. Aldana and VP Ana Marie Veloso – *Approved and Confirmed.*
- 0038 Modified DBP Qualification Standards for Executive/ Managerial Positions – *Reconfirmed with Modification.*

- 0039 Letter of DBP Employees Union on the Adjustment of Bank Share of Contribution to the Provident Fund from 35% to 45% – *Noted with Instruction.*
- 0040 Hiring of Senior Officers – *Approved with a note and condition*
- 0041 Retirement of FVP Eduardo Z. Rivera, Officer-In-Charge of Branch Banking Sector (BBS) Operations Group – *Noted and Confirmed*

August 16, 2017

- 0042 Benchmarking on Employer Share on the PF Contributions and Financial Impact of Possible Increase in the Bank Share - *Noted*
- 0043 HRMG Priorities for 2017– *Noted with Instruction.*

September 28, 2017

- 0044 Creation of a Human Resource Technical Working Group (TWG) to the Human Resource (HR) Committee, Re: HRMG Reorganization
- 0045 SPG Comments on HRMG Functions/Services for Outsourcing – *Noted.*
- 0046 Presence/Inclusion of the DBP Board of Directors in the Provident Fund Board of Trustees
- 0047 HRMG Update on DBP Reorganization Plan
- 0048 HRMG IEC on Recently Issued Policies by the Civil Service Commission: (a) 2017 Omnibus Rules on Appointments and Other Human Resource Actions; and (b) 2017 Rules on Administrative Cases in Civil Service Commission.
- 0049 Attendance of Technical Assistants (TAs) in Board Committee Meetings with Prior Approval of the Concerned Board Committee Chairperson
- 0050 Revised Implementing Guidelines on the Motor Vehicle Lease Purchase Plan (MVLPP) of DBP Officials (Version 2)– *Approved In Principle with instruction.*

- 0051 Amendments to the Policy on the Hiring of Relatives in DBP – *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*
- 0052 Guidelines on the Grant of Honoraria to Lecturers, Speakers, or Resource Persons – *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*
- 0053 Request for Extension of Services of VP Nenita R. Dy and SAVP Jewel M. Baga – *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*
- 0054 Magna Carta (MC) Benefits for Employees Formerly Assigned at the Health and Wellness Unit (HWU) – *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*
- 0055 Request for Extension of Services of Rita Nimfa D. Mabutas – *Approved and Favorably Endorsed to the Board of Directors for Final Approval..*

October 18, 2017

- 0056 Replies to Questions on Reorganization and Job Fair – *Noted with Instruction*

November 17, 2017

- 0057 Revised Guidelines on the Motor Vehicle Lease Purchase Plan (MVLPP) for DBP Officers - *Approved and Favorably Endorsed to the Board of Directors for Final Approval*
- 0058 A Template for HR Reorganization as Applied to HRMG – *Noted.*
- 0059 Proposed Enhancement in the Selection of Senior Officers - *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*
- 0060 Hiring of Senior Officers - *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*
- 0061 Monetization of Leave Credits - *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*

- 0062 Interim Measures Under Executive Order No. 36, Series 2017 – *Deferred.*
- 0063 Proposed Non-Discrimination Policy Statement – *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*
- 0064 Resignation from the Service of FSVP Nilo S. Cruz and VP Karl Glenn G. Reyes – *Noted and Favorably Endorsed to the Board of Directors for Final Notation.*
- 0065 Resignation from the Service of EVP Antonio V. Hugo Jr., Head of Operations Sector and Recommendation for SVP Marietta M. Fondevilla to replace EVP Antonio V. Hugo Jr. as Head of Operations Sector (OPS)– *Approved and Favorably Endorsed to the Board of Directors for Final Approval.*

November 29, 2017

- 0066 Interim Measures Under Executive Order (EO) No. 36, Series 2017. – *Approved and Favorably Endorsed to the Board of Directors for Final Approval with Instruction*
- 0067 Procedural Guidelines on Retirement/Resignation and Suspension/Preventive Suspension – *Deferred with Instruction.*
- 0068 Letter of the DBP Employees Union on the Employee Relations Head - *Noted.*
- 0069 Retirement from the Services of VP Felipe P. Velasco of Trust Banking Group (TBG) – *Noted and Favorably Endorsed to the Board for Final Notation.*

December 06, 2017

- 0070 Christmas Bonus for Agency-Hired Contractuals – *Deferred with Instruction*
- 0071 Restoration of the Role of the Association of DBP Career Officials (ADCO) – *Noted with Instruction.*
- 0072 Resignation of VP Armi M. Lamberte, Head of Credit Risk Management Department - *Favorably Endorsed to the Board of Directors for Final Notation and Confirmation.*

December 19, 2017

0073 Reconstitution of the DBP PRAISE Committee – *Approved by Referendum and Favorably Endorsed to the Board of Directors for Final Approval.*