



CY2019

ANNUAL REPORT

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I. CORPORATE DIRECTIONS

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

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

A. Mandate, Vision and Mission

Mandate

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

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

Vision and Mission

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

Values

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

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

In a Board Resolution No. 2019-28 dated March 21,2019, the Board of Directors approved the New Corporate Values with Behavioural Descriptors (CITE+PIES) of the Philippine Postal Corporation as recommended in PHLPost Execom Resolution No. 2019-11 dated 12 March2019.

B. Corporate Goals and Objectives

The Philippine Postal Corporation is committed to achieving full compliance with the code of corporate governance as it is perceived to be equally important as our financial and non-financial performance. The Board ensures that proper framework and best practices are sustained in the Corporation for it to accomplish its short and long-term goals. (Annex A-Directory of Officers)

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

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

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C. Strategies and Thrusts

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

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

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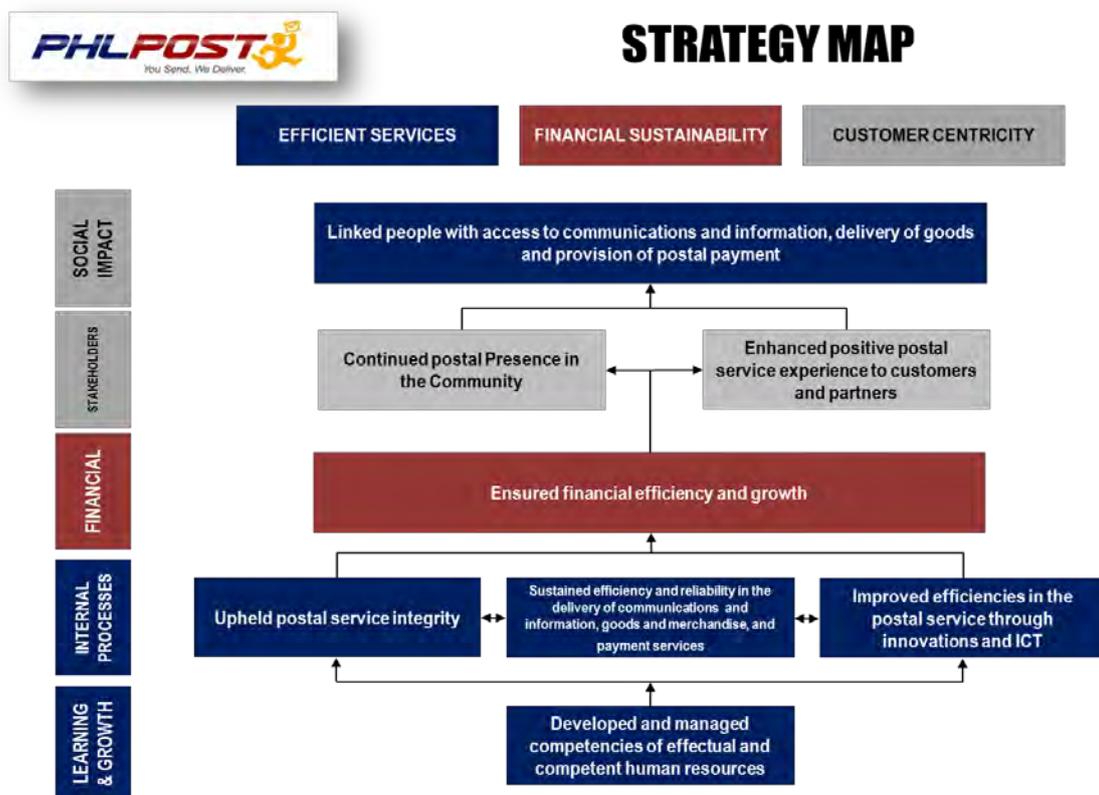


Figure 1: Strategy Map, Philippine Postal Corporation

V. CORPORATE PROFILE

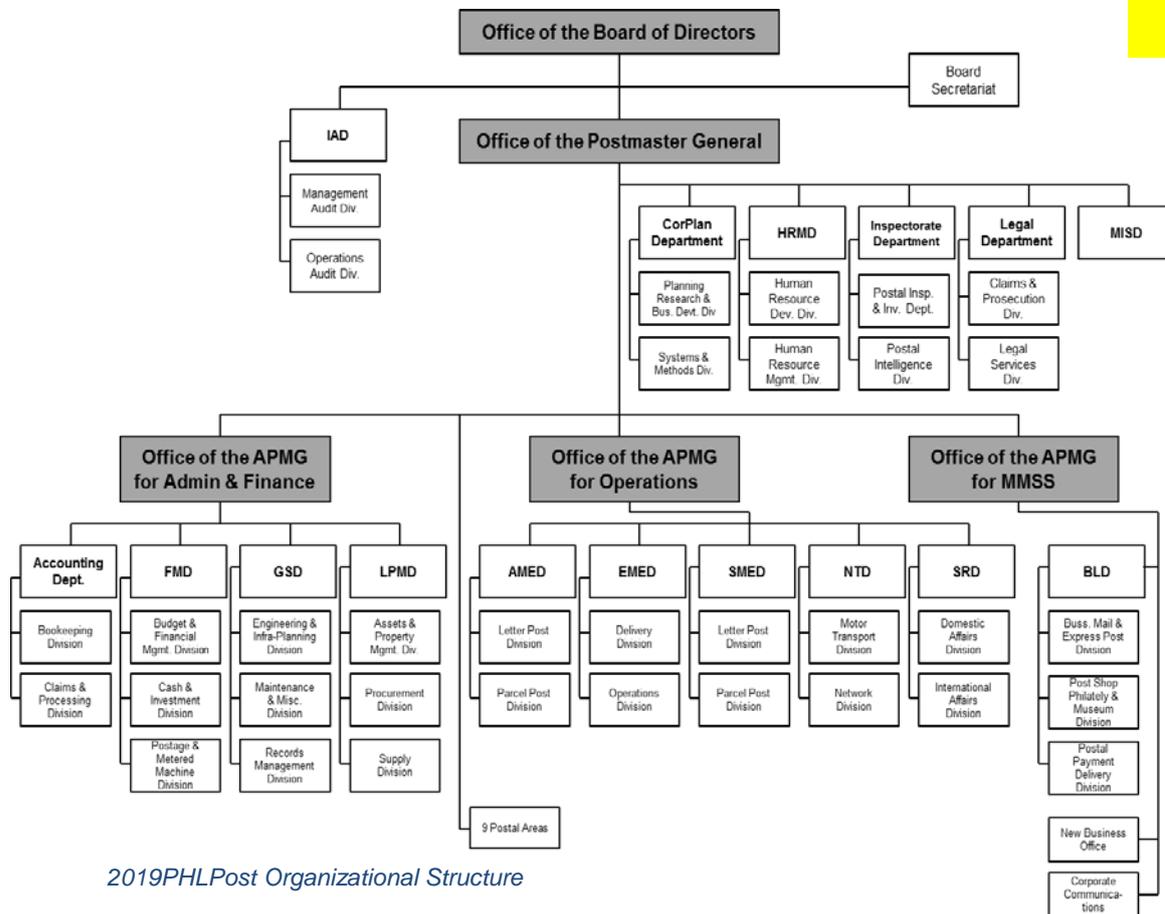
A. Organizational Structure

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

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

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

Figure 2. Existing Organizational Structure, Philippine Postal Corporation



B. Personnel Complement

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

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

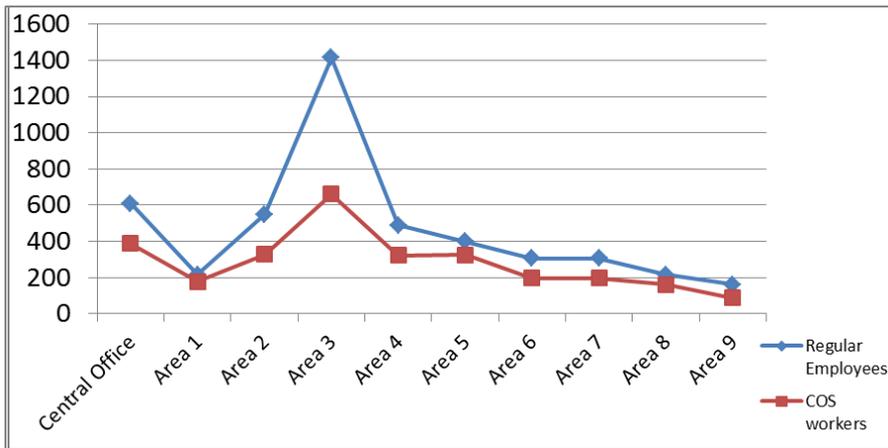
Of the total personnel complement, 2,046 personnel or 27.43% are assigned in Mega Manila Area, 968 or 12.98% in the Central Office and 884 or 11.85% in Northwest Luzon Area. Moreover, in personnel under Contract of Service, 659 or 23.40% are at Mega Manila Area, 387 or 13.74% in Central Office, and 336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

Table 1. 2019 Personnel Complement by Operating Units

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

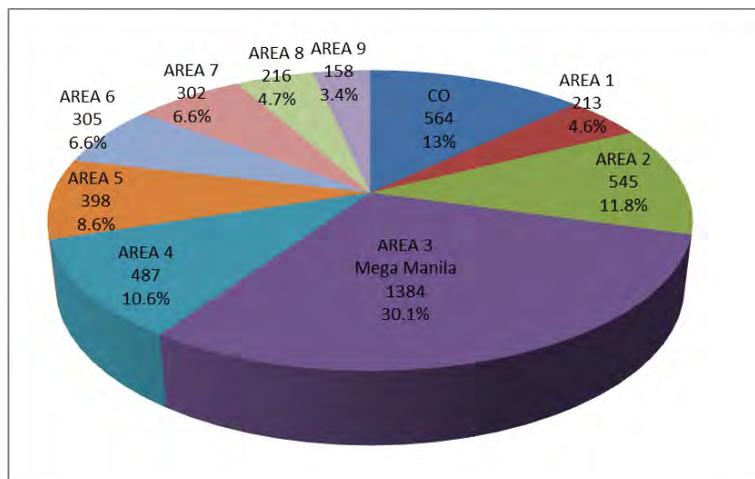
Source: Human Resource Management Department

Figure 3. Comparative Graph of Regular Employees and COS Workers



Source: Human Resource Management Department

Figure 4. Regular Personnel Distribution Per Operating Units



Source: Human Resource Management Department

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C. Postal Network

Table 2. Summary of Area Regular Post Offices

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

Source: Service Regulations Department

D. Post Office Connectivity

Of the 1,315 regular post offices, 798 are connected nationwide as of December 2019.

Table 3. Internet-Connected Post Office Per Area

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

Source: Management Information System Department

VI. CORPORATE SOCIAL RESPONSIBILITY REPORT

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PHLPost continues to give importance to history, heritage and arts through programs and activities that promote the commemoration and preservation of such.

- 1 PHLPost issued special stamp on February 27, 2019 featuring the Filipino pride and recently crowned 2018 Miss Universe, Catriona Gray. In 2017, PHLPost also issued special stamps featuring the past Filipina Miss Universe title holder that includes Miss Universe 1969 Gloria Diaz, Miss Universe 1973 Margie Moran and Miss Universe 2015 Pia Alonzo Wurtzbach. <https://www.phlpost.gov.ph/whats-happening.php?id=4066>
- 2 In line with the celebration of the 150th birth anniversary of General Emilio Aguinaldo, the first and youngest President of the Philippine Republic, the Philippine Postal Corporation (PHLPost) issued commemorative stamps on March 22, 2019 to honor the late revolutionary leader in fitting ceremonies held at the historic Aguinaldo mansion in Kawit, Cavite. <https://www.phlpost.gov.ph/whats-happening.php?id=4068>
- 3 PHLPost released new commemorative stamps on April 19, 2019 to mark the birth centenary (1919-2019) of National Artist For Literature Dr. Edith L. Tiempo. She was a poet, fiction writer, teacher, and literary critic. She was one of the finest Filipino writers in English whose works are characterized by a remarkable fusion of style and substance of craftsmanship and insight. <https://www.phlpost.gov.ph/whats-happening.php?id=4075>
- 4 PHLPost released commemorative stamps on April 19, 2019 featuring the birth centenary (1919-2019) of Francisco V. Coching, National Artist for Visual Arts. National Artist Francisco V. Coching is acknowledged as the Dean of Philippine Illustrators. He was a master storyteller in images and in print. <https://www.phlpost.gov.ph/whats-happening.php?id=4073>
- 5 PHLPost together with Chief Justice Claudio Teehankee Center for the Rule of Law launched and issued the commemorative stamp on April 18, 2019 featuring the 100th Birth Centenary of former Chief Justice Claudio Teehankee. The stamp was launched at the Ateneo Professional Schools, Rockwell, Makati City. <https://www.phlpost.gov.ph/whats-happening.php?id=4088>
- 6 PHLPost issued commemorative stamps on May 7, 2019 in celebration of Victorias Milling Company's (VMC) 100 years in the sugar industry held at the Century Park Hotel in Manila. VMC is an agro-industrial complex located in Victorias City, Negros Occidental. Its refinery operations began in 1928, making it the second established refinery in the Philippines. <https://www.phlpost.gov.ph/whats-happening.php?id=4086>
- 7 PHLPost issued new commemorative stamps on May 7, 2019 featuring the 100th Founding Anniversary of the University of the Visayas (UV). The UV was founded in 1919 by the late Don Vicente Gullas which aim to provide young people from average-income families the opportunity to acquire high school and tertiary education. <https://www.phlpost.gov.ph/whats-happening.php?id=4060>

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- 8 In celebration of National Heritage Month, PHLPost and a group of notable personalities in the field of Arts, Culture and the Academe formally open the Heritage Stamp Exhibit entitled Mga Selyong Pamana, Imaging the Imagining Womanhood in Stamps held at the historic lobby of the Manila Central Post Office last May 09, 2019.

In coordination with the National Commission for Culture and the Arts (NCCA), Filipino Heritage Festival and Fantastic Philippines, a group of amateur and professional photographers has also displayed heritage stamp collections from notable philatelic collectors. The exhibit showcases 22 frames featuring Philippine stamps depicting Filipino women. <https://www.phlpost.gov.ph/whats-happening.php?id=4077>

- 9 PHLPost launched personalized stamps on June 2019 In celebration of the 50th founding anniversary of the Municipality of Laurel in Batangas province, featuring the town's historic and famous places. <https://www.phlpost.gov.ph/whats-happening.php?id=4085>

- 10 PHLPost released new stamps on August 8, 2019 featuring the Philippine National Costume as contribution to the central theme of the year's ASEANPost Commemorative stamps depicting each country's national dress, which is the source of a citizen's identity, nationalism and power. The stamp features a man and a woman wearing the national costume of the Philippines, the Barong Tagalog and the Baro't Saya. <https://www.phlpost.gov.ph/whats-happening.php?id=4092>

- 11 PHLPost released commemorative stamps on September 12, 2019 in celebration of the 100 years of Philippine Cinema. The souvenir stamp sheet features the acclaimed director and producer Jose Nepomuceno, considered by many as the "Father of Philippine Movies". His film, Dalagang Bukid was the first Filipino-produced silent film, starring Atang de la Rama and Marcellano Ilagan. <https://www.phlpost.gov.ph/whats-happening.php?id=4096>

- 12 In celebration of the National and World Teacher's Day, PHLPost has partnered with DepEd in the issuance of special stamps to honor the hardworking and dedicated teachers in the country held at the The Atrium, Limketkaj Center, Cagayan de Oro City on October 5, 2019. <https://www.phlpost.gov.ph/whats-happening.php?id=4097>

- 13 PHLPost released commemorative stamps on October 15, 2019 in celebration of the 50th year anniversary of the establishment of Cultural Center of the Philippines (CCP). The CCP has housed acclaimed productions in music, theater and dance, iconic works of art, great artists, and irreplaceable resources on Philippine culture and history. <https://www.phlpost.gov.ph/whats-happening.php?id=4101>

- 14 PHLpost and the City Government of General Trias, Cavite released new personalized stamps on October 2019 to commemorate the 150th Birth Anniversary of General Mariano Trias (1869-2019), a revolutionary hero and the first Vice-President of the Philippines. <https://www.phlpost.gov.ph/whats-happening.php?id=4099>

- 15 PHLPost issued commemorative stamps on October 17, 2019 in celebration of the 125th Anniversary of the Province of Sorsogon. The stamps featured the most famous facets of Sorsogon- the Provincial Capitol Building, the Donsol butanding or

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whale shark, the scenic mountain scapes of the province, and the Cross marking the site of the first Holy Mass held in Gibalon, Magallanes in 1569.
<https://www.phlpost.gov.ph/whats-happening.php?id=4102>

- 16 In celebration of the 252nd Anniversary of the Philippine Postal Service and 25th year of the National Stamp Collecting Month (NSCM), PHLPost member of the board Dir. Liberty Avila hands over the Souvenir Frame of Philippine Birds Special Topical Stamps to Department of Education (DepEd) Undersecretary Alain Pascua, a known Wildlife Conservationist and Photographer during the opening ceremony of Green & Wild Expo held at SMX Convention Center, SM Aura, Taguig City on November 2019. The Green & Wild Expo 2019 is the first-of-its kind event that focuses on conserving Philippine natural environment, biodiversity, ecotourism, and bird photography. <https://www.phlpost.gov.ph/whats-happening.php?id=4107>

- 17 In celebration of the 25th year of the National Stamp collecting month (NACM), PHLPost released the “Pinoy Music Icons” stamps on November 11, 2019 to proudly honor the iconic OPM artists, Rene Garcia of the Hotdog Band, Rico J. Puno a.k.a. “The Total Entertainer” and Pepe Smith the father of Philippine Rock. Families of Pinoy Icons led by Valerie Garcia, wife of Hotdog’s Rene Garcia Councilor Tosca Puno-Ramos, daughter of Total Entertainer Rico J. Puno and Beebop Smith, son of Rock icon Joey Pepe Smith led the ribbon cutting ceremony to formally open the Pinoy Music Icons Memorabilia Exhibit at Manila Central Post Office Lobby in Liwasang Bonifacio. .
<https://www.phlpost.gov.ph/whats-happening.php?id=4106>

PHLPost has been a conduit of government, non-government organizations in the delivery of services to disaster-afflicted beneficiaries, disadvantaged and low-income segments of society.

1. With the assistance of Philippine Red Cross (PRC), PHLPost conducted bloodletting activity on April 28, 2019 and November 24, 2019 in line with the celebration of the 27th Corporate Anniversary and 252nd Postal Service Anniversary of PHLPost, The activity is organized to give back to the public who continue to patronize the postal system.
https://www.facebook.com/groups/669990006680376/?post_id=1009681356044571
https://www.facebook.com/groups/669990006680376/?post_id=853604984985543

2. Area Post Office in Western Visayas also conducted a bloodletting activity on November 28, 2019 in celebration of the 252nd Anniversary of Philippine Postal Corporation also with the aid of Philippine Red Cross (PRC)
<https://www.facebook.com/events/432485037435695/>

In consonance with the policy, **PHLPost continues to give importance to customer’s health and safety as well as the Corporation’s impact on the environment through programs and activities that support the achievement of these goals.**

1. PHLPost in coordination with Clean Air Asia, Tail G, UN Environment Programme and Pasig City has launched the E-Mobility 3-Wheeler Trike for Pasig Post Office last November 27, 2019 as part of its efforts to promote environment-friendly delivery.
<https://www.facebook.com/PHLPost/posts/2604422943012405>

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https://newsinfo.inquirer.net/1195395/pasig-to-introduce-environment-friendly-mail-delivery?fbclid=IwAR0NxxwOyLJZafWZE4hjHFPAFJ4re3ezvICxeHJ9MT_Z47ZuDbQ2GP7C8qfU

2. Public Service Warnings were disseminated through PHLPost social media accounts to protect customers from scams.
<https://www.facebook.com/PHLPost/posts/2566229453498421>
<https://www.facebook.com/PHLPost/posts/2611325742322125>
<https://www.facebook.com/MarketingSection/photos/a.890948424379831/1522042024603798/>
3. The Corporation has implemented guidelines on its Solid Waste Management Program for all its workstations to promote a healthy, clean and free from pollutants workplace. (Annex B)
4. PHLPost has a continuing infrastructure program which aims to prolong the life of post office buildings and improve the quality of service to its customers by giving priority to post offices that are badly in need of repair. This repair and maintenance activities increases the level of safety for employees and customers alike. Along with infrastructure projects, the corporation also improves safety measures by installing CCTVs. (Annex C)

VII. PERFORMANCE HIGHLIGHTS

A. Marketing Initiatives

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

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

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B. Delivery Performance

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

Table 4. Delivery Performance 2019

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

Source: Service Regulations Department

C. Operations Improvement Projects and Activities 2019

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

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

1. ERP – Mail Management has started its Design Phase. The components of the Mail Management Solutions are:
 - a. Mail Processing System
 - b. Delivery Management Systems (Field Delivery Management using mobile devices)
 - c. Track and Trace Systems

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d. Mail Accounting Systems

2. Outsourced Mail Conveyance resulting to efficient cost management
3. Drafted a 3-year Re-fleeting and acquisition program
4. Creation of Makati City Hub and Manila City Hub for the Specialized delivery known as Green Delivery Project
5. Implemented the Hybrid Delivery Vehicles: e-trikes and Bikes. 10 e-trikes were delivered to Pasig City Post Office to support environment friendly mail delivery
6. Expansion of postal outlets in partnership with Local Government Units (LGUs) through the Department of Interior and Local Government (DILG) on the operations of postal stations by the local government unit
7. Active Involvement in International Relations: Hosting of the APP ePacket SC, attendance to Postal Conventions and participation to workshops

D. Postal Traffic

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

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

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

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

Table 5. Comparative Postal Traffic – Posted CY2018 vs CY2019

TYPE OF MAIL	POSTED (in pieces)			
	2018	2019	Percentage Share	%age Inc/(Dec)
A. DOMESTIC EXPRESS	273,949	288,182	0.27%	5.20
DEMS	258,855	224,561	0.21%	(13.25)
EXPRESS POUCH	15,094	63,621	0.06%	321.50
B. DOMESTIC LETTER POST	47,855,688	48,118,552	44.36%	0.55
DOM. REG. LETTER	13,084,389	11,407,453	10.52%	(12.82)
DOM. ORD. LETTER	34,771,299	36,711,099	33.84%	5.58
C. DOMESTIC PARCEL POST	6,680	3,986	0.00%	(40.33)
PARCEL - DOMESTIC	4,032	3,843	0.00%	(4.69)
COD	2,648	143	0.00%	(94.60)
D. INTERNATIONAL EXPRESS POST	317,695	318,422	0.29%	0.23
IEMS - LETTER	92,119	87,386	0.08%	(5.14)
IEMS - PARCEL	225,576	231,036	0.21%	2.42
E. INTERNATIONAL LETTER POST	5,014,757	50,667,749	46.71%	910.37
INTL REG. LETTER	324,526	489,683	0.45%	50.89
INTL ORD. LETTER	4,575,092	50,126,701	46.21%	995.64
INTL SMALL PACKET	85,616	41,581	0.04%	(51.43)
INTL PRINTED MATTER	29,523	9,784	0.01%	(66.86)
F. INTERNATIONAL PARCEL POST	33,128	22,906	0.02%	(30.86)
G. FRANKED MAIL	6,798,054	9,060,713	8.35%	33.28
TOTAL	60,299,951	108,480,510	100.00%	79.90

Source: Corporate Planning Department

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

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

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

Table 6. Postal Traffic – Posted Per Area/Office

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

Source: Corporate Planning Department

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

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

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

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

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

Source: Corporate Planning Department

E. Corporate Financial Performance

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

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

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The Financial Statement of Phlpost for CY2019 is as follows:

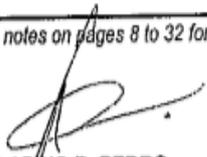
PHILIPPINE POSTAL CORPORATION
CONDENSED STATEMENT OF FINANCIAL PERFORMANCE
AS AT DECEMBER 31, 2019
 (With comparative figures December 31, 2017)
 (In Philippine Peso)

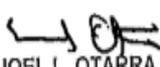
FEB 14 2020

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	NOTES	2019	2018 (Restated)
Revenue			
Service and Business Income	22,23,24 & 25	4,170,227,568	3,651,522,653
Shares, Grants and Donations		28,358	0
Total Revenue		4,170,255,926	3,651,522,653
Current Operating Expenses			
Personnel Services	27	(1,796,710,944)	(1,804,876,012)
Maintenance and Other Operating Expenses	28	(2,301,396,312)	(1,762,234,049)
Financial Expenses		(1,693,273)	(10,053,220)
Direct Costs		(5,735,020)	(8,687,232)
Non-Cash Expenses	29	(78,290,635)	(88,545,954)
Total Current Operating Expenses		(4,183,826,184)	(3,674,396,467)
Deficit from Current Operation		(13,570,258)	(22,873,814)
Other Non-Operating Income	26	10,440,602	9,433,559
Gains	30	84,316,795	39,395,116
Losses	31	(79,425,276)	(368,568)
Surplus before Tax		1,761,863	25,586,293
Income Tax Expense		(520,051)	(7,675,888)
Surplus after Tax		1,241,812	17,910,405
Net Assistance/Subsidy		541,323,000	585,642,000
Net Income		542,564,812	603,552,405

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


GELARINO B. PEDRO
 Acting Manager, Accounting Department


JOEL L. OTARRA
 Postmaster General & CEO

The EBITDA for CY2019 shows the following:

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

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


GELARINO B. PEDRO
 Acting Manager, Accounting Department


JOEL L. OTARRA
 Postmaster General & CEO

F. HR Matters

Capacity Building and Enhancement. Phlpost is consistently upgrading the skills and capabilities of PHLPost employees (See attached list of trainings conducted for CY2019 as Annex D)

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

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

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G. 2019 Performance Scorecard

Table 10. Performance Scorecard, Philippine Postal Corporation CY2019

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

Source: Corporate Planning Department

Prepared by:

DONABEL A. ASUNCION, PhD
 Department Manager III

Approved by:

JOEL L. OTARRA
 Postmaster General & CEO

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SCHEDULE OF ANNEXES

Annex A. PHLPost Directory of Officers

Annex B. Solid Waste Management

Annex C. Activities Promoting Safety

Annex D. HR Trainings for CY2019

PHLPOST DIRECTORY (as of December 2019)					
Name	Office	Designation	Office No.	Mobile No.	E-mail Address
<i>Board of Directors</i>					
Norman N. Fulgencio	BOD	Chairman	(02) 8528-1603		norman.fulgencio@phlpost.gov.ph
Joel L. Otarra	BOD	Vice-Chairman	(02) 8527-8327/28		pmg@phlpost.gov.ph
Cristina E. Caringal	BOD	Board Member	(02) 8527-0152		cristina.caringal@phlpost.gov.ph
Ridgway M. Tanjili	BOD	Board Member	(02) 8527-0152		ridgway.tanjili@phlpost.gov.ph
Raul B. Bendigo	BOD	Board Member	(02) 8527-0153		raul.bendigo@phlpost.gov.ph
Liberty C. Avila	BOD	Board Member	(02) 8527-0158		liberty.avila@phlpost.gov.ph mslibertyavila@gmail.com
Pelagio S. Paguican	BOD	Board Member	(02) 8527-0158		pelagio.paguican@phlpost.gov.ph
Lindeza R. Rogero-Gavino	BOD	Corporate Secretary	(02) 8527-0157		lindeza.rogero-gavino@phlpost.gov.ph
<i>Executive Management Committee</i>					
Joel L. Otarra	OPMG	Postmaster General and CEO	(02) 8527-8327/28		pmg@phlpost.gov.ph
Maura M. Baghari-Regis	OAPMG for Administration and Finance	APMG	(02) 8527-0032		apmg.adfin@phlpost.gov.ph
Joel L. Zamudio	OAPMG for Operations	Acting APMG	(02) 8527-9601	(917) 885-4896	j.zamudio45@gmail.com

PHLPOST DIRECTORY (as of December 2019)					
Name	Office	Designation	Office No.	Mobile No.	E-mail Address
Maximo C. Sta. Maria III	OAPMG for Marketing and Mgt. Support Services	OIC-OAPMG	(02) 8527-0043	(917) 824-3760	mstamaria2001@yahoo.com
Postal Areas					
Lee P. Vical	Northeastern Luzon	Area Director	(078) 844-9358		lee_vical@yahoo.com
Lori Ann D. Atal	Northwestern Luzon	Acting Area Director	(072) 700-3660	(921) 414-2377	loriannatal@yahoo.com phlpost.nela@gmail.com
Joel L. Zamudio	Mega Manila	Area Director in concurrent capacity as Acting APMG	(02) 8527-9601	(917) 719-0525	j.zamudio45@gmail.com
Cirio Oscar C. Espos	Southern Luzon	Area Director	(02) 520-6009	(908) 607-9355	ciriooscarespos@ymail.com
Reynaldo M. Malacapo, Jr.	Central and Eastern Visayas	Area Director	(032) 344-8242		junmalacapo.jm@gmail.com junmalacapo@yahoo.com
Benjie S. Yotoko	Western Visayas	Acting Area Director	(033) 503-3279	(917) 572-4647	ppc6dm@yahoo.com benjie.yotoko@phlpost.gov.ph
Archie V. Gonzales	Eastern Mindanao	Area Director	(082) 224-2962		avg12707@yahoo.com
Bernardito V. Gonzales	Central Mindanao	Area Director	(088) 856-6669		bernardito.gonzales@phlpost.gov.ph
Carlo Reynaldo S. Argana	Western Mindanao	Area Director	(062) 991-0581		dedoy.argana@gmail.com philpost9@gmail.com

PHLPOST DIRECTORY (as of December 2019)					
Name	Office	Designation	Office No.	Mobile No.	E-mail Address
Departments					
<i>Office of the Board of Directors</i>					
Francis T. Cereno	Internal Audit Department	Department Manager	(02) 8527-5870	(929) 140-3678	francis_t_cereno369@yahoo.com
<i>Office of the Postmaster General</i>					
Gilbert B. Javier	OPMG	Chief of Staff	(02) 8527-8327	(916) 491-4283	gbjavier@yahoo.com
Joel L. Zamudio	OPMG	Chief Area Operations Officer, In concurrent as Area Director & Acting APMG for Operations	(02) 8527-9615	(917) 885-4896	j.zamudio45@gmail.com
Zenaida V. Mataverde	Corporate Planning Department	Department Manager	(02) 8527-9615		zmataverde@gmail.com
Melody P. Olavidez	Human Resource Management Department	Department Manager	(02)8527-0050	(939) 856-9817	melody_madrigal05@yahoo.com
Melody P. Olavidez	Inspectorate Department	OIC in concurrent capacity as Department Manager, HRMD	(02) 8527-0146	(939) 856-9817	melody_madrigal05@yahoo.com
Joselito B. Gonzales	Legal Department	Department Manager	(02) 527-0051		attylitogonzales@yahoo.com
Peter S. Bartolome	Management Information Systems Department	Department Manager	(02) 527-9604	(977) 179-5503	peter.bartolome@philpost.gov.ph peter.bartolome@gmail.com

PHLPOST DIRECTORY (as of December 2019)					
Name	Office	Designation	Office No.	Mobile No.	E-mail Address
<i>Office of the Assistant Postmaster General for Administration and Finance</i>					
Gelarino B. Pedro	Accounting Department	Acting Department Manager	(02) 8527-5408		gelarinopedro@yahoo.com
Carol C. Terrado	Financial Management Department	Department Manager	(02) 8527-5868		carolcterrado@yahoo.com
Eliezer V. Rosales	General Services Department	Department Manager	(02) 8527-0143	(919) 453-3965 (917) 513-5585	eliz_june15@yahoo.com
Irenea G. Villamor	Logistics and Property Management Department	Department Manager	(02) 8527-9606	(921) 416-5609	igvillamor@gmail.com
<i>Office of the Assistant Postmaster General for Marketing and Management Support Services</i>					
Maximo C. Sta. Maria III	Business Lines Department	Department Manager, in concurrent capacity as OIC,APMG for MMSS	(02) 8527-9605	(917) 824-3760	mstamaria2001@yahoo.com
<i>Office of the Assistant Postmaster General for Operations</i>					
Donabel A. Asuncion	Airmail Exchange Department	Department Manager	(02)8854-0886		donabel65@yahoo.com
Gilbert B. Javier	Express Mail Exchange Department	Acting Department Manager in concurrent capacity as Chief of Staff	(02) 8527-8327	(916) 491-4283	gbjavier@yahoo.com
Nicolas Alvin M. Duron	Network and Transport Department	Acting Department Manager	(02) 8854-1641		alvin.duron@phlpost.gov.ph
Maria Lourdes L. Rifareal	Service Regulations Department	Department Manager	(02) 8527-0076	(917) 801-5234	lourdes.rifareal@gmail.com lourdes.rifareal@phlpost.gov.ph
Ma. Aster M. Nodalo	Surface Mail Exchange Department	Acting Department Manager	(02) 8525-7130	(995) 205-1319	astermujar@gmail.com; ma.asternodalo@yahoo.com

Solid Waste Management

MATERIALS FOR SOLID WASTE MANAGEMENT



7 PIECES ROLLER KING BIN WITH RUBBER WHEELS



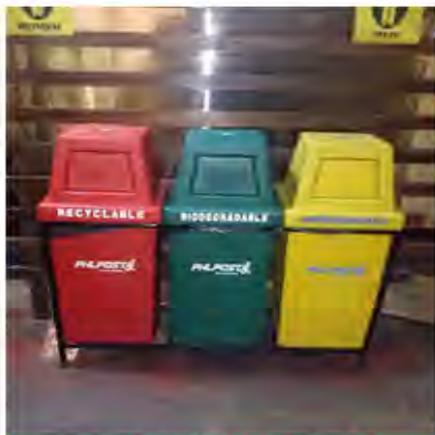
30 PIECES, METAL FRAMES



DEPLOYMENT

I. HOODY WASTE BINS

(1 set = 3 pcs bins with metal Frame)



HOODY WASTE BINS AT BASEMENT

Location/Office	Qty	Unit	Status
a. Central Office			
1. Basement	2	sets	Installed
2. G. Floor	2	sets	Installed
3. 3rd Floor	2	sets	Installed
4. 4th Floor	2	sets	Installed
5. 5th Floor	2	sets	Installed
6. SMED	3	sets	for deployment
7. CMEC	5	sets	for deployment
8. NTD	2	sets	for deployment
b. Post Offices			for deployment
			By Mega Manila Adfin
1. Manila CPO	2	sets	
2. Ermita PO	2	sets	
3. Sta. Mesa PO	1	sets	
4. Pandacan PO	1	sets	
5. Sampaloc PO	1	sets	
6. Tondo PO	1	sets	
7. San Andres	1	sets	
8. Sta. Ana PO	1	sets	

II. ROLLER KING BINS

1. CO	2	pcs
2. SMED	2	pcs
3. CMEC	2	pcs
4. Manila CPO	1	pcs

Promoting Safety of Customers

Repair and Maintenance Management Program



HR TRAININGS FOR CY 2019							
No.	Area	Program	Date	Participant/s			Venue
				Male	Female	Total	
A. IN-HOUSE TRAINING							
CENTRAL OFFICE							
1		Public Service Values Program (PSVP) - Pamunuan ng Lingkod Bayani	February 5	16	19	35	BOC
2		Public Service Values Program (PSVP) – Kulturang Lingkod Bayani	February 6	16	14	30	BOC
3		Human Resource Planning and GAD Planning Workshop	April 11-12 April 13	4 5	31 26	35 31	Cherry Blossoms Hotel
4		Seminar on Defensive Driving and Orientation on Traffic Rules and Regulations	May 4	46	-	46	BOC
5		Bawat Kawani, Lingkod Bayani (PSVP)	June 1	31	-	31	BOC
6		Bayad Center Trainers' Training	June 13-14			20	MIS - Central Office
7		QMS-ISO & 5S ORIENTATION	Sept to Nov			198	Central Office, OEs
8		Seminar on Drug Identification and Interdiction	October 9	16	26	42	CMEC
9		Public Service Values Program (PSVP) Bawat Kawani Lingkod Bayani	October 12	10	22	32	BOC
10		Orientation-Seminar on RA10173: Data Privacy Act of 2012	December 6	8	16	24	HRDD/ DPO - BOC
AREA 1 - NELA							
1	A1	Orientation and hands-on training on DTS & IPS Web Client System		21	23	44	
AREA 2 - NWLA							
1	A2	Hands-on training on DTS & IPS Web Client System	May 16, 17, 20, 22, 27, 28,29,30, June 3-4			116	
2	A2	EMPLOYEES' Training on Philately	September 25-26	7	16	23	
3	A2	Bawat Kawani, Lingkod Bayani	December 5	3	23	36	
AREA 3 – MMA							
1	A3	Training Seminar on RA 9184 and Its 2016 Revised IRR	May 28-29	17	24	41	GPPB - TSO / Conference Room, Mega Manila
2	A3	QMS-ISO & 5S ORIENTATION	September to October			227	Manila CPO & PMs of Manila POs
3	A3	Public Service Values Program (PSVP): Bawat Kawani Lingkod Bayani/ Drug Identification and Drug Interdiction	June 1	7	25	32	Conference Room, Mega Manila

4	A3	Public Service Values Program (PSVP): Bawat Kawani Lingkod Bayani/Drug Identification and Drug Interdiction	November 8	11	24	35	BOC
AREA 4 - SLA							
1	A4	Basic Computer Course (for MIS Officers with PHLPost System Application)	April 10 April 11 April 23	7 11 6	11 8 10	18 19 16	San Pablo City Naga City Bicol
2	A4	Employees' Training on Philately	May 27-28	12	28	40	HRDD - BLD -San Pablo City
3	A4	Employees' Training on Philately	October 28-29	11	29	40	HRDD - BLD -San Pablo City
4	A4	Postmasters' Skills Enhancement Training	July 17-20	21	20	41	HRMD- A4 San Pablo City
5	A4	Bawat Kawani, Lingkod Bayani	July 21	21	20	41	HRMD- A4 San Pablo City
AREA 5 - CEVA							
1	A5	ICT Training	May 28-29 May 29 June 7	9 13 23	3 5 25	12 18 48	Bohol Cebu Tacloban
2	A5	Employees' Training on Philately	Sept 2-3	12	22	34	BLD - Cebu City
3	A5	Drivers Training	July 16	20	2	22	Area - Cebu City
4	A5	Bawat Kawani, Lingkod Bayani	Sept 25	17	20	37	HRMD - Cebu City
AREA 6 - WVA							
1	A6	Seminar on Defensive Driving	March 22	39	1	40	Adm Center, Iloilo City
2	A6	Orientation on Offline Encoding System	March 6,12,13,15,20	58	29	87	
3	A6	Postmasters and Acting Postmasters training on offline encoding system	May 22,23,24,29,30	50	21	71	Cluster Offices – Area 6
4	A6	Employees' Training on Philately	October 24-25	15	26	41	Adm Center, Iloilo City
5	A6	Orientation-Conference for Personnel of NorSiq District	August 24	18	7	25	Dumaguete City Post Office, Negros Oriental
6	A6	Postmasters' Skills Enhancement Training	December 7-11	30	17	47	Madison Hotel PHL, Delgado Street, Iloilo City
AREA 7 - EMA							
1	A7	Pre-retirement Seminar	January 23	32	26	58	Area Office, Davao City
2	A7	Pagpupulong ng mga Postmaster	March 6	29	30	59	Area Office, Davao City
3	A7	Kumperensiya ng mga Nagmamanehong Kawani ng Postal Area 7	March 8	29			Area Office, Davao City
4	A7	Bawat Kawani, Lingkod Bayani	April 4, 26, 29	102	67	169	Area Office, Davao City
5	A7	Employees' Training on Philately	May 21-22	11	22	33	HRDD - BLD - Davao City
6	A7	ICT Training	May 17	33	12	45	MIS CO, Area Office, Davao City
7	A7	Postmasters' Skills Enhancement Training	Nov 25-29	11	11	22	HRMD - Davao City

8	A7	Bawat Kawani, Lingkod Bayani					
9	A7	Letter Carriers' Skills Enhancement Training	November 27-29	25		25	HRMD - Davao City
AREA 8 - CMA							
1	A8	Supervisory Development Course	August 5-9	1	-	1	CSC Region 10 - Waterfront Grand Caprice Restaurant, Limketkai Center, Cagayan de Oro City
2	A8	Postmasters' Skills Enhancement Training	December 16-20	29	1	30	De Luxe Hotel, Cagayan de Oro City
3	A8	LC Skills Enhancement Training	December 16-18	19	15	34	De Luxe Hotel, Cagayan de Oro City
AREA 9 - WMA							
1	A9	Public Service Values Program – Bawat Kawani	March 6	8	11	19	Area 9, Administrative Office
2	A9	Skills Enhancement/IT Literacy Training for PTs and PMs	June 27-28	17	15	31	MISD - CO - Zamboanga City
3	A9	Training on the Usage of Mobile Internet (Tablet)	May 28, 30	44	7	51	Pagadian and Dipolog City
4	A9	Meet and Greet (Orientation Program for new entrants)	October 1	22	6	28	HRDD/ Adm Center, Zamboanga City
5	A9	Letter Carriers Enhancement Training	October 2-4	39	2	41	HRDD, Zamboanga City
B. SEND OFF TO TRAINING							
CENTRAL OFFICE							
1		Professionalization Program for Public Procurement Practitioners (Basic Level)	February 9	7	3	10	Pamantasan ng Lungsod ng Maynila
2		Ethical Leadership Seminar	February 13-15	-	1	1	CSC - CSI
3		The 7 Habits of Highly Effective Government Leaders	February 19-21	-	1	1	CSC- CSI
4		Certificate in Strategic HR Business Partnering	Feb 26 - Mar 1	-	1	1	ATENEO-CORD
5		Manager's Role in Capacity Building	February 27-28	1	-	1	CSC- CSI
6		Mandatory Continuing Legal Education	March 14-15,21-22	3	-	3	Heritage Hotel Manila
7		Benefits of Corporate Governance	April 2, 2019	1	1	2	PICPA
8		Mandatory Continuing Legal Education	April 4-5, 11-12	1	5	6	Heritage Hotel Manila
9		Best Practices in Implementing Effective Business Controls	April 12, 2019	1	-	1	Shangri-La Hotel, Mandaluyong City
10		E-Learning Course on E-Commerce Best Practices	April 1 - May 3	4	6	10	UNCTAD- DTI-ECO (ONLINE)
11		Facilitating Adult Learning	May 6-10	-	1	1	ATENEO-CORD
12		E-Commerce Best Practices	May 20-23	-	2	2	UNCTAD - DTI ECO - Dusit Thani Hotel, Makati City
13		HR Conversations	May 24	-	6	6	CSC

14		Performance and Rewards Management	June 24-28	-	1	1	ATENEO-CORD
15		Manager's Role in Capacity Building	June 27-28	1	-	1	CSC
16		Professionalization Program for Public Procurement Practitioners (Intermediate level)	June to July	8	3	11	Pamantasan ng Lungsod ng Maynila
17		How to really read Financial Statement	July 10-11		3	3	EDSA Shangila Hotel
18		How to conduct Strategic Planning and Prepare Strategic Action Plans	July 12		2	2	
19		2019 Public Sector HR Symposium	July 24-26		4	4	CSC - PICC
20		Enhancing Audit Committee Effectiveness	July 25		2	2	
21		QMS - ISO Requirements Training	July 29, August 8, 13, 16,	24	56	80	BSI Training Academy
22		Manager's Role in Capacity Building	August 1-2	1		1	CSI
23		Best Practices on How to Conduct Strategic Planning & Prepare Strategic Action Plans	August 2		2	2	Marriot Grand Ballroom
24		Orientation Seminar on Public Sector Unionism and CNA	August 7			40	CSC
25		Mentoring and Coaching for Leaders	August 15-16	2		2	CSI
26		5th Forum for Heads of Internal Audit Service in the Public Sector (Theme: Role of Internal Auditors in Risk Management and Governance)	August 16		1	1	Diamond Hotel
27		QMS - ISO Implementation Training	August 22-23, 27-30, September 5-6	23	57	80	BSI Training Academy
28		Computer Assisted Audit Tools using EXCEL	September 5-6	1		1	PICPA
29		Tax Amnesty on Estate	September 12	1		1	PICPA
30		Business Tax: VAT and Percentage Tax	September 12	1			PICPA
31		Policy Research Training	September 16-20	12	4	16	PHIL SOCIAL SCIENCE COUNCIL - MICROTEL, QC
32		CSI Leadership Series "People Centric Leadership" Seminar	September 18	1		1	CSI, Quezon City
33		Mentoring and Coaching for Leaders	September 19-20	2	1	3	CSI, Quezon City
34		Professionalization Program for Public Procurement Practitioners (Advanced level)	September 20-October 4	6	3	9	PLM
35		Certificate Course on enabling Employee Psychological Well-Being and Resilience	October 1-4		1	1	ATENEO-CORD
36		The 7 Habits of Highly Effective Government Leaders	October 15-17	1		1	CSI, Quezon City
37		Training on CCTV configuration, Maintenance and Repair	October 21-23	1	1	2	MFI Polytechnic Institute
38		FOI Receiving Officers' Hangout	October 22	1	-	1	PCOO
39		All About VAT	October 25	1	1	2	Powemax Consulting Group

40		CSI Leadership Series "Disruptive Leadership" Seminar	November 20	1		1	CSI, Quezon City
41		Coaching Skills to Improve Employee Performance	November 25	1		1	Business Coach, Inc.
42		Middle Management Training and Development	November 26	1		1	Business Coach, Inc.
43		Seminar on Nuances of Government Procurement	November 27	-	1	1	Institute of Corporate Directors (ICD) Trident Tower, 312 Sen. Gil Puyat Ave., Makati
44		All About Payroll and Withholding Tax	November 27	1	1	2	Powemax Consulting Group
45		Seminar on Best Practices in Managing Financial Performance	November 27-28	1	1	2	Marriot Grand Ballroom
46		QMS - ISO Process Approached Documentation training	December 2-3			20	BSI Training Academy
Area 3, MMA							
		Training on Scholarly Research Writing and Structural Modeling	May 18-19	-	1	1	Manila Gran Opera Hotel
		41st Annual National Convention of GACPA	May 22-25	1	-	1	Cagayan de Oro City
		HR Conversations	May 24	-	2	2	CSI
		2019 Public Sector HR Symposium	July 24-26	-	1	1	PICC
Area 4, SLA							
	A4	Learning Measurement and Evaluation Seminar	March 19-20	1	-	1	CSC
	A4	HR Conversations	May 24	-	2	2	CSC
	A4	Annual Convention of CPAs	October 23-26	1	2	3	Asso of Govt Accountants of the Phils
	A4	67th Phil Society of Mechanical Engineers	October 16-19	1		1	PSME
Area 5, CEVA							
	A5	Drivers' Training (Cebu and Bohol)	July 16	20	2	22	Conference Area
Area 6, WVA							
	A6	Seminar on Financial Statement Analysis for Better Decision Making	February 9	2	3	5	Hotel Del Rio, Iloilo City
	A6	Building a Disaster and Climate Change Resilient Western Visayas	March 4-5	2	0	2	Iloilo Convention Center
	A6	IBP Mandatory Continuing Legal Educ	March 27-31	1		1	Iloilo City
	A6	Seminar on Withholding Taxes, Tax Updates and other Mandatory Requirements of TAMP Taxpayers	April 4	3	7	10	Iloilo City
Area 7, EMA							
	A7	17th National Convention for Lawyers	March 27-31	1	-	1	Iloilo City
	A7	41st Annual National Convention of GACPA	May 22-25	1	1	2	Cagayan de Oro City
	A7	Basic Supervisory Training Course	March 28-29	2	2	4	CSC XI, Davao City

	A7	Alay sa Bayan (ALAB) Seminar	April 3	2	2	4	CSC XI, Davao City
	A7	2019 Midyear National Convention and Technical Conference of Civil Engineers	June 13-15	1	-	1	SMX Convention Center, Davao City
C. FOREIGN SCHOLARSHIP/ FELLOWSHIP							
Central Office							
1		Annual Contribution Share for APPC Governing Board Membership 2019					
2		Philatelic Strategy Workshop	January 21-25	-	1	1	APPC, Bangkok Thailand
3		Human Resource Management Course	February 18 – March 15	-	2	2	APPC, Bangkok Thailand
4		Service Quality Management Course	February 18 - March 15	-	1	1	APPC, Bangkok Thailand
5		Operations Management Course	April 29 - May 24	-	1	1	APPC, Bangkok Thailand
6		QMS - ISO Auditors	March 3-16	1	1	2	BSI Singapore
7		QMS - ISO Requirements & Implementation	May 5- 11		2	2	BSI Singapore
8		EMS - EAD Workshop – Australia	March 4-8	1	1	2	EMS EAD Workshop for Asia Pacific Region
9		Postal Management Course	September 23- November 1	2		2	APPC, Bangkok Thailand
10		4th ORE Workshop on International Transport (Leg 2), the New UPU online Platform for Product and Service Information, the Integrated Quality Reporting System	November 4 - 8		2	2	APPC, Bangkok, Thailand
11		E-Business Technology Course	November 18- December 6		1	1	APPC, Bangkok Thailand
12		EMS Course	November 18- December 6		1	1	APPC, Bangkok Thailand
13		EMS Operational E Performance Improvement Workshop	November 25-29	2		2	APPC, Bangkok Thailand
D. OTHER PROGRAMS							
Central Office							
1		2019 Women's Month Celebration	March 8	23	84	107	Quezon City Central Post Office CMEC
2		2019 Corporate Summer Sportsfest 2019 Corporate Family Day	April 24 May 24			500	
3		CY 2019 GCAA Golf Tournament	March 14	1	-	1	
4		2019 GCAA Annual Membership					
5		GAD Planning Workshop	April 13	5	26	31	HRMD CO, Cherry Blossoms Hotel

6		Seminar workshop on Gender Analysis/ Gender Mainstreaming Evaluation Framework (Luzon and CO)	July 3-5	14	23	37	BOC, Manila
7		Seminar-Workshop on Gender Analysis, Gender Mainstreaming and Gender Mainstreaming Evaluation Framework (GMEF)	July 10-12	14	17	31	BOC
8		Gender Analysis/ Gender Mainstreaming Evaluation Framework (VisMin Areas)	July 18-20	16	26	32	
9		Orientation on Collective Negotiation Agreement	August 7	10	10	20	BOC
10		119th CSC-NCR 2019 R.A.C.E. to Serve Fun Run	September 1			100	
11		GAD Agenda Development Planning Workshop	September 4-7	10	33	43	HRMD CO, Ma. Paz Royale, SPC, Laguna
12		Gender Sensitivity Training for VISMIN areas	August 5-6	18	22	40	
13		Gender Analysis/ Gender Mainstreaming Evaluation Framework (VisMin Areas)	August 7-9	20	19	39	
14		Tuklas Talino saPaggamit ng Wikang Pilipino – Paligsahan sa pagsusulat ng sanaysay	August 23	1	2	3	BOC
15		Gender Sensitivity Training	November 4-5	6	25	31	BOC
16		Gender Sensitivity Training for Executives	November 12-14	17	9	26	
17		GCAAI Annual Strategic Planning Conference and Assessment Workshop	November 13-15	-	1	1	Baguio City
18		252 Anniversary - Sayawitan 2019	November 15			300	
19		Corporate Christmas Program 2019 and Different Activities	December 12			700	
20		Araw ng Parangal "Retirees Day"	December 27	38	60	98	BOC
Area 1, NELA							
1		27 th PHLPost Corporate Anniversary	April 1-27			50	
Area 2, NWA							
1		27 th PHLPost Corporate Anniversary	April 29 – May			150	
2		Gender Sensitivity Training	December 3-4	13	25	38	Baguio City
Area 3, MMA							
1		Gender Sensitivity Training	October 22-23	11	19	30	BOC, Manila
2		Gender Sensitivity Training	November 6-7	7	22	29	BOC, Manila
Area 4, SLA							
1		2019 National Women's Month	March 1-31	51	43	94	Adm Center- San Pablo City
2		VAWC SEMINAR w/Mandatory Random Drug Testing	May 16-17	290	125	526	Adm Center- San Pablo City
3		VAWC SEMINAR w/Mandatory Random Drug Testing	July 24-25	166	73	239	Sto. Domingo & Naga City
4		VAWC SEMINAR w/Mandatory Random Drug	November 27	32	13	45	Manila Central Post Ofc

		Testing					
5		252nd Postal Anniversary Celebrations	November 7-25	51	43	94	Adm Center- San Pablo City
6		18th Day campaign to end VAWC	November 25-December 12	51	43	94	Adm Center- San Pablo City
Area 5, CEVA							
1		Gender Sensitivity Training	September 26-27	16	18	34	HRMD - Cebu City
2		Strategic Planning Workshop 2019	March 15-16	14	27	41	Area Office - Cebu City
Area 6, WVA							
1		2019 Women's Month Caravan	March 1	3	5	8	Jaro, Iloilo
2		Seminar on Magna Carta of Women	March 22	11	11	22	Admin Center, Iloilo City
3		BIR compliance in relation to the Bills Payment Machine of Bayad Center	August 22	4	8	12	Training Room, PHLPost 6 Admin Center, Iloilo City
4		One Billion Rising Campaign 2019	February 14	4	11	15	Iloilo Dinagyang Grandstand
5		Public Forum: National Conservation on Women's LGBT, and Children's Rights and the Feminization of Poverty	March 15	1	4	5	UPV, Iloilo City
Area 7, EMA							
1		1st Quarter Conference with AD	January 21	14	9	23	
2		Parada Davaoeno - 82nd Araw ng Davao	March 16	12		12	
3		Area Operations Meeting 2nd Q 2019	May 16-17	21	10	31	My Hotel, Davao City
4	A7	Operations Meeting	May 31	53		53	Area Office, Davao City
			June 6	119	6	125	
			June 7	50	3	53	
5	A7	Buwan ng Wika, Tuklas Talino	August 23		4	4	Area Office, Davao City
6	A7	Gender Sensitivity Training	August 5-6	18	22	40	Davao City
7	A7	GMEF	August 7-9	20	19	39	
8	A7	Revenue Performance Action Plans for 2nd Sem	September 10	15	8	23	Area Office, Davao City
9	A7	252nd Postal Service Anniversary Celebrations	November 25-29				
10	A7	Gender Sensitivity Training	October 9-10	15	20	35	Davao City
11	A7	18 - day campaign against VAWC	November 25 - December 11	67	36	103	Davao City
Area 9, CMA							
1	A9	Strategic planning /Budgeting Conference	September 11-13	28	11	39	Dipolog City
2	A9	Postal Consciousness Week	November 4-8				Area Office
3	A9	GAD Activities					
4	A9	Area Assessment (Competency Assessment)	March 7-8, 2019	11	9	20	Area Office, Area Wide
PEAP							
		Area 4	1st & 2nd Sem	2	1	3	
		Area 7	1st & 2nd Sem		2	2	
					TOTAL	6,921	