



PUBLIC SAFETY MUTUAL BENEFIT FUND, INC.

Resolution No. 2023 - 138

APPROVAL OF THE HIRING OF MR GABRIEL CASTRO JR AS VICE PRESIDENT FOR CORPORATE SERVICES

Whereas, Board Resolution No. 2018 – 79 approved the PSMBFI Organizational Structure to streamline operations, whereby the operating departments were divided into three functional groups: Operations, Finance, and Corporate Services, each headed by a Vice President;

Whereas, Board Resolution No. 2019 – 45 approved the Implementation of Action Plan for the new organizational structure to include the transitory provisions for the Office of the Vice President, Executive Secretary/Executive Assistant, and Strategic Planning Office/Corporate Planning Department;

Whereas, Board Resolution No. 2023 - 122 approved the hiring of Ms. Jesusa Claire Santos as Vice President for Corporate Services; however, she declined the Job Offer on October 6, 2023;

Whereas, Mr. Gabriel Castro Jr. was among the screened applicants for the position of Vice President for Corporate Services and Management provided two options during the Governance Committee Meeting, which were either to reconsider Mr. Gabriel Castro Jr. (Option 1) or to restart the hiring process (Option 2);

Whereas, the Governance Committee expressed their preference for Option 1 and subsequently endorsed the same to the Executive Committee for approval of the Board;

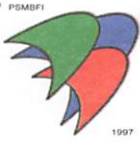
Whereas, the duties and responsibilities of the Vice President for Corporate Services are as follows:

- Determines operational capabilities of the Corporate Services Group and develops and prescribes Group operational objectives, policies, and plans, and oversees their implementation;
- Leads and directs Department Managers within the Corporate Services Group and ensures that respective tasks are performed effectively and efficiently;
- Coordinates concerns across groups and collaborates with other Group Heads to achieve desired output;
- Oversees preparation of and assumes accountability for all reports to the Board of Trustees, as well as to external regulatory entities such as, but not limited to, the Insurance Commission, Securities and Exchange Commission, BIR, DOLE, and other agencies, as required;
- Undertakes certifying roles and Committee lead functions, as assigned;

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- Takes the lead in presenting to the Board of Trustees matters concerning operational updates, output, deliverables, action plans, programs, and recommendations, among others, of assigned Group;
- Engages with potential clients and investors, active and inactive members, as the situation would necessitate;
- Guides departments in developing department-level plans, creating attainable goals or targets for each department, and establishing criteria for evaluation and/or success indicators based on the overall organizational strategies as cascaded by the Corporate Planning Department;
- Recommends constructive measures necessary to rectify deficiencies in departmental performance against set targets;
- Perform tasks as provided for in the updated and approved PSMBFI Operations Manual; and
- Performs other related functions as directed by Superior.

Whereas, following the screening process in accordance with the Recruitment and Placement Policy, Mr. Gabriel Castro Jr. was recommended to the position by the Governance Committee and the Executive Committee for final approval of the Board;

Whereas, during the regular Board meeting on November 6, 2023, the hiring of Mr. Gabriel Castro Jr. as Vice President for Corporate Services was approved;

Now, therefore, be it resolved, as it is hereby resolved, that the hiring of Mr. Gabriel Castro Jr. as Vice President for Corporate Services, be approved;

Be it resolved further, that copies of this Resolution be furnished to the Chairman and the Vice Chairman of the Board of Trustees, the President, the Vice Presidents, and the PSMBFI Management for reference and information.

Done in San Juan City this 6th day of November 2023.


DIR BENJAMIN D SANTOS JR
Chairman


DIR FERDINAND O DIVINA
Vice Chairman


DIR JOSE CHIQUITO M MALAYO
President

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ABSENT


DIR ROMMEL FRANCISCO D MARBIL
Corporate Treasurer


DIR LOUIE S MAKILAN
Assistant Treasurer



DIR RICARDO C MARQUEZ
Trustee


DIR JUANITO B VAÑO JR
Trustee


DIR ROBERT T RODRIGUEZ
Trustee


DIR HERMINO S TADEO JR
Trustee


DIR BARTOLOME R BUSTAMANTE
Trustee


DIR BENIGNO B DURANA JR
Trustee

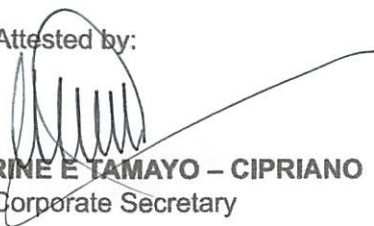

DIR REX M DELA ROSA
Trustee

ABSENT
DIR DONNA N VILLAREAL
Trustee

ABSENT
DIR PORTIA B MANALAD
Trustee


DIR WALTER E CASTILLEJOS
Trustee

Attested by:


ATTY CATHERINE E TAMAYO - CIPRIANO
Corporate Secretary