



# PUBLIC SAFETY MUTUAL BENEFIT FUND, INC.

## Resolution No. 2025 – 32

### APPROVAL OF THE WITHDRAWAL OF MR. RONALD A. BENITO'S ENDORSEMENT AND THE HIRING OF MS. MALECAH M. BARING FOR THE POSITION OF VICE PRESIDENT FOR CORPORATE SERVICES

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

**Whereas**, Board Resolution No. 2024 - 116 approved the resignation of Mr Michael Dominic Mercadal, Vice President for Corporate Services (VPCS), and the removal of his name from the PSMBFI Roster of Personnel effective November 7, 2024;

**Whereas**, Board Resolution No. 2025-28 approved the hiring of Mr. Ronald A. Benito as VPCS; however, due to his failure to report to work and sign the Non-Disclosure and Non-Compete Agreement and Employment Contract by the agreed start date of March 25, 2025, Management recommends withdrawing his appointment;

**Whereas**, Ms. Malecah M. Baring was among the screened applicants for the position of VPCS and received the second-highest votes during her evaluation by the Governance Committee, as affirmed by the Board; thus, Management recommends reconsidering her for the position;

**Whereas**, due to the urgency of hiring the VPCS, Management presented its recommendations to the Board of Trustees through the Board's official Viber group on March 25, 2025, where the majority of its members concurred with the recommendations;

**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;

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**PSMBFI Building**

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- 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;
- 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**, after deliberation, the Board approved the withdrawal of Mr. Ronald A. Benito's endorsement for the position of VPCS and recommended the hiring of Ms. Malecah M. Baring for the role;

**Now, therefore, be it resolved, as it is hereby resolved**, that the Board approves the withdrawal of Mr. Ronald A. Benito's endorsement for the position of Vice President for Corporate Services;

**Be it further resolved**, that the Board approves the hiring of Ms. Malecah M. Baring as Vice President for Corporate Services;

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

Done in San Juan City this 25<sup>th</sup> day of March 2025.

  
PLTGEN BENJAMIN D SANTOS JR (RET)

Chairman

  
PLTGEN FERDINAND O DIVINA (RET)

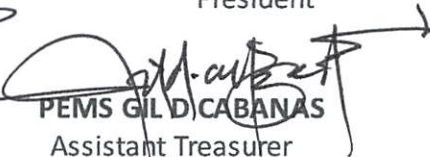
Vice Chairman

PLTGEN EMMANUEL B PERALTA (RET)

President

  
PMGEN NEIL B ALINSAÑGAN

Corporate Treasurer

  
PEMS GIL D CABANAS

Assistant Treasurer

  
PGEN RICARDO C MARQUEZ (RET)

Trustee

  
PMGEN JUANITO B VAÑO JR (RET)

Trustee

  
PCOL DONNA N VILLAREAL

Trustee

  
PMGEN BARTOLOME R BUSTAMANTE (RET)

Trustee

  
PMGEN BENIGNO B DURANA JR (RET)

Trustee

  
PBGEN DINDO R REYES

Trustee

  
PLTGEN JOSE CHIQUITO M MALAYO (RET)

Trustee

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PMGEN CONSTANCIO T CHINAYOG JR  
Trustee

PBGEN LEX EPHRAIM C GURAT  
Trustee

Attested by:

  
ATTY CATHERINE E TAMAYO – CIPRIANO  
Corporate Secretary