

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

FEBRUARY 2012

Vol. 4 No. 02

Antonio Kalaw is new CESB Chair

Antonio D. Kalaw, Jr., CESO I, is the newly elected Chairman of the Career Executive Service Board. He replaced retired Associate Justice Bernardo P. Abesamis who has served the Board since March 2008.

Tony, as he is fondly called by his colleagues and friends, is the President of the Development Academy of the Philippines (DAP). As the Alternate Director for the Philippines in the Asian Productivity (APO), a 20-member country inter-governmental regional organization on productivity and quality, he is concurrently the Head of the National Productivity Organization (NPO), being the president of DAP. He has several years of managerial experience in DAP covering almost

all areas from policy making, operations management, administration management, program/ project management, and conference center management. He has four (4) years of experience in consulting work as Management Consultant on Organization & Management and Local Development.

An educator by heart, he is also a known lecturer in the Graduate School of the Metro Tagaytay College and the Philippine Christian University. He also has notable experience in community development and mobilization work for non-government organizations (NGO) which he co-founded and led. He has attended various seminar, training, and international conferences.



CESB ex-officio Board Member Antonio D. Kalaw, Jr., CESO I, is the newly elected Chairman of the CES Governing Board. The election was held during the Board Meeting on February 15, 2012.

Chair Kalaw holds a Bachelor of Arts degree in Communication Diploma from the University of the Philippines where he also completed his Master in Public Administration Courses.

His election in the highest post in the Board is expected to usher in new program initiatives and other developmental projects that would further strengthen the CES and evolve the members of the CES community into better professionals and genuine agents of change.


As Chairman of the Board, Kalaw shall serve for a term of three (3) years subject to reelection.

The ceremonial turn-over of outgoing CESB Chair Abesamis to incoming Chair Kalaw is scheduled on March 13, 2012 to be held at the Holiday Plaza Hotel, Cebu City.

CES C.I.R.C.L.E. Forum in Davao

The 2nd session of the CES C.I.R.C.L.E. Forum for 2012 will be held on 29 February (Wednesday), from 10:00 AM to 5:00 PM at the Grand Regal Hotel, Km. 7, J.P. Laurel Avenue Lanang, Davao City. The Forum will have two parts: Part I is a presentation from Executive Director Victorino M. Manalo, National Archives of the Philippines, entitled, "CON LA SANGRE DE MI CORAZON" *Repainting the World of Rizal's Noli Me Tangere*, and Part II shall feature presentations anchored on the theme, "Technology and Governance: Leading in a Networked

Bureaucracy". Said forum underscores the role of Information and Communications Technology (ICT) in promoting more efficient and effective government operations. Department of Budget and Management Undersecretary Richard E. Moya and Mr. Alexander M. Arevalo of the Supreme Court of the Philippines are the forum presenters.

For pertinent inquiries, please call the CESB's Professional Development Division (PDD) at telephone number (02) 951-4981 locals 108, 109 or 113. 

DENR RED Peñafiel now heads NUCESO I



READY TO LEAD! The new set of officers of NUCESO I humbly accept the challenge and take their oath before NUCESO President and DENR Assistant Secretary Corazon C. Davis, CESO II.


Regional Executive Director Samuel R. Peñafiel, CESO III, of the Department of Environment and Natural Resources (DENR) – Ilocos Region is the newly elected President of the National Union of Career Executive Service Officials – Region I (NUCESO I). He succeeded Regional Director Washington M. Agustin, CESO III, of the Technical Education and Skills Development Authority (TESDA Region I).

The new set of officers of NUCESO I took their oath before NUCESO President and DENR Assistant Secretary Corazon C. Davis, CESO II, last February 14, 2012 at the Hotel Ariana, Bauang, La Union. They are as follows: President - Dir. Samuel R. Peñafiel (DENR); 1st Vice-President - Dir.

Silverio S. Mangaoang, Jr. (PPA); 2nd Vice-President - Dir. Ligaya Soledad T. Miguel (DepEd); Secretary - SDS. Linda H. Laudencia (DepEd); Treasurer – SDS. Edna C. Leal (DepEd); Auditor - Ms. Nenita A. Failon (DBM); Public Relations Officer - Dir. Joel G. Salvador (DENR); Business Manager 1 - Dr. Ma. Lourdes K. Otayza (MMHMC); Business Manager 2 - SDS. Viraluz S. Raguindin (DepEd); Board Member – SDS. Rowena C. Banzon (DepEd); Board Member - Dir. Giovanni B. Palabay (NTA); Board Member - Dir. Felisa A. Carag (TESDA); Provost Marshall - Dir. Amadeo Y. Yabes (NTC) Agustin, who also served as the NUCESO Vice President for Luzon, presented his accomplishment report among

the members of the organization and acknowledged the sincere effort and significant contribution of each and every member in strengthening the NUCESO Chapter in the region. Peñafiel humbly accepted the challenge of leading his fellow CESOs in the region and is determined to continue the developmental projects of the organization.

The NUCESO is an association of all Career Executive Service Officers (CESOs), and Career Executive Service Eligibles (CESEs) holding Career Executive Service positions, CESOs and CESEs holding non-CES Positions.

The induction and turn-over ceremonies was also graced by CESB Executive Director Maria Anthonette V. Allones, CESO I. 

57 HR Managers and CES coordinators participate in the 1st learning session for 2012



Executive Director Maria Anthonette V. Allones, CESO I, shares with CES Champions the latest policy updates and other pertinent issuances.


The 1st Learning Session on CES Policies and Executive Development Programs with HR managers and CES coordinators for 2012 was held last 9 February at the CESB office. A total of 57 CES champions from 43 government agencies attended the activity which was highlighted by a learning session on the topic: “Building a Results-based Performance Management System Framework” which was presented by no less than the President of the Development Academy of the Philippines (DAP) himself and the current Chair of the CES Governing Board, Antonio D. Kalaw Jr., CESO I.

CESB Executive Director Maria Anthonette V. Allones provided updates on the latest CES policies and issuances among which are:

Competency Profiling and Portfolio Assessment (CPPA), the integration of the CES Eligibility Process into the Master in National Security Administration Program of the National Defense College of the Philippines, the CES Accreditation and Equivalency System, among others. Exec. Dir. Allones also announced the 2012 Calendar of CES activities and lifelong learning programs.

In his presentation, DAP President Kalaw gave overviews and the contextual backgrounds of the National Government Career Executive Service Development Program (NGCESDP) and the Public Sector Human Resource Development Plan. Francis Adrian Commendador, DAP’s project officer, presented the evolving

framework, challenges and plans in the harmonization of national government performance monitoring, information and reporting systems towards building a “Results-based Performance Management System Framework”.

The learning session is a semestral event which seeks to bring together and reinvigorate ties with and among HR public managers and CES champions from national government agencies and government-owned and controlled corporations. It also aims to regularly update them on the latest CES policies and programs, share current trends on strategic human resource transformation, and provide information on various CES executive development programs. 

BIR hosts CESPES orientation



CESB Deputy Executive Director Arturo M. Lachica, CESO II, facilitates the CESPES Orientation last February 1, 2012. The BIR serves as host agency of the said activity.


The Bureau of Internal Revenue (BIR) hosted a conduct of the Career Executive Service Performance Evaluation System (CESPES) Orientation on February 1, 2012 at the 10th Floor of the BIR National Office Building. The activity was attended by the Head Revenue Executive Assistants (HREAs), Assistant Regional Directors (ARDs), Chiefs of Staff, and Human Resource Management Unit (HRMU) Heads of the BIR.

Asst. Commissioner Carolina G.

Pesayco of the BIR's Human Resource Service contextualized the activity and reminded the participants of the internal policies on the implementation of the CESPES in the BIR.

CESB Deputy Executive Director Arturo M. Lachica, presented the CESPES basic framework and major components, forms, and policies. To answer the question of the participants, he reiterated that three-month incumbency in a position is necessary to pursue the

rating of an official in a particular position/ assignment. He also clarified the process to be observed in case of dispute in the performance evaluation process or rating. "Based on the facts presented by the parties, the Grievance Committee shall decide on the merit of the case", he said.


The CESPES Orientation was graced by the BIR Deputy Commissioner Celia King who also handed over a certificate of appreciation to DED Lachica. 

CESB discusses BCS with PMS CES Officials

Chief of the Career Executive Service Board's Performance Management and Assistance Division (PMAD) Jose Federico M. Tabino III served as one of the guest speakers in the In-House Performance Evaluation System Seminar-Workshop conducted by the Presidential Management Staff (PMS) at the PMS Bldg., Malacañang, Manila on February 1, 2012.

Mr. Tabino gave a substantial discussion on Behavioral Skills Competency (BCS). He explained that the Career Executive Service Performance Evaluation System (CESPES) has two (2) major components measuring performance and behavioral competence of the executive being rated. The various behavioral dimensions assessed by the qualified raters are the critical and systematic thinking, creativity

and innovation, environmental acumen, honesty and integrity, judgment, and leadership. He also discussed the steps in identifying the raters and the proper administration of BCS to raters.

PMS Assistant Secretary Guillerma E. Flores, CESO II, tackled the importance of Performance Contracting (PC) while Atty. Clifford C. Burkley facilitated the PC workshop. 

MOA signing on integrating the Competency Standards of CES Eligibility into the MNSA Program



The signatories of the MOA for the integration of the competency standards of the CES eligibility process into the MNSA Program of the NDCP.

The Career Executive Service Board (CESB), Development Academy of the Philippines (DAP), National Defense College of the Philippines (NDCP), NDCP Alumni Association, Incorporated (NDCPAAI), and the National Union of Career Executive Service Officers (NUCESO) signed a Memorandum of Agreement (MOA) last January 31, 2012 at the NDCP Auditorium, Camp Aguinaldo, Quezon City.

The MOA embodies the general policy and the implementing rules and regulations to facilitate the integration of the competency standards of the four-stage CES eligibility process into the one-year Master in National Security Administration Program (MNSA) of the NDCP. This will enable MNSA students to be conferred with CES eligibility together with the degree upon graduation. The pioneer beneficiaries of the agreement are the

members of the MNSA Regular Course-47.

CESB Chair Bernardo P. Abesamis noted that the agreement shall compel the NDCP not only to produce competent and committed national security administrators but also to raise the bar of its academic curriculum and training program to ensure that its products are better prepared to take on a higher leadership and managerial roles in the society.

Vice President Jejomar C. Binay, in his Keynote Remarks, acknowledged the partnership as a potent instrument for revolutionizing the Civil Service. He added that by integrating the CES eligibility process and the MNSA program of the NDCP, each becomes more than just a brick in the edifice of the State. The cooperation unleashes a wealth of skill and talent into both areas, and causes new strength to surge in our capabilities and what

we deem possible for the nation.

VP Binay also mentioned the approval on 3rd reading of the proposed CES Law at the House of Representatives. He said that the new CES law expands the coverage of the CES by including all managerial positions in the bureaucracy.

Vice President and NDCPAAI Chairman of the Board Jejomar C. Binay, CESB Chairperson Bernardo P. Abesamis, DAP President Antonio D. Kalaw, Jr., NDCP President Fermin R. De Leon, Jr., and NUCESO President Corazon C. Davis signed the agreement which was witnessed by CESB Executive Director Maria Anthonette V. Allones, NDCPAAI Secretary General Shirley Marie P. Plaza, and the Co-Chairmen of the Technical Working Group CESB Deputy Executive Director Arturo M. Lachica and BGen. Ernesto R. Aradanas.

NEW CES ELIGIBLES



**Conferred through
Resolution No. 997
February 15, 2012**

**NORMA DE GUZMAN
ABELGAS**
Division Chief
Bureau of the Treasury
Department of Finance

**MARIA MANZANERO
ALFONSO**
Chief Revenue Officer IV
Bureau of Internal Revenue
Department of Finance
RDO 100, Ozamis City

ALAN TORRES BACATAN
OIC - Center Administrator
Technical Education and Skills
Development Authority
Zamboanga del Norte
Provincial Office
Regional Office No. IX

TERESITA SALAZAR BACUDO
OIC - Schools Division
Superintendent
Department of Education
Division Office of Marinduque
Regional Office No. IV-B

ANTHONY ILACAD BALLUG
Local Government Operations
Officer VIII
Department of the Interior
and Local Government
Cordillera Administrative Region

**EDWIN ORCULLO
BANQUERIGO**
Director II (Provincial Director)
Provincial Office of Davao
del Sur
Department of Trade and Industry
Regional Office No. XI

**EMMANUEL DIONICIO
BORROMEO**
Local Government Operations
Officer V
Department of the Interior
and Local Government
Regional Office No. II

MELANIO CATOLICO BRIOSOS
Assistant Regional Director
Department of Public Works
and Highways
Regional Office No. II

MARIA RICA CALVO BUENO
Director IV
Department of Tourism

REYNALDO PENA CRUZ
Attorney V
Office of the City Registrar
Local Government of
Quezon City
(On Secondment as
Undersecretary
Office of the Executive Secretary)

VILMA DUQUEZ EDA
OIC - Assistant Schools Division
Superintendent
Department of Education
Division of Laoag City
Regional Office No. 1

RUDY LAUGO ELANDAG
Operations and Planning Officer
Philippine National Police
Surigao del Norte Police
Provincial Office

WILFREDO LIM LIWAG
Project Manager I
Mount Pinatubo Emergency -
Project Management Office
Department of Public Works
and Highways
Regional Office No. III

CESAR HICARTE MEDINA
Schools Division Superintendent
Department of Education
Division of Legazpi City
Regional Office No. V

LOLIBETH RAMIT MEDRANO
Director III
Bureau of Patents
Intellectual Property Office

**VICENTE ESSEX ECHAVEZ
MINGUEZ**
Investigation Agent V
National Bureau of Investigation
Department of Justice
Dipolog District Office
Regional Office No. IX

AURALYN LEONARDO PASCUAL
Chief, Management, Planning and
Audit Division
National Bureau of Investigation
Department of Justice

**CECILLE BERNADETTE
PALANCA RIVERA**
Schools Division Superintendent
Department of Education
Division of Tabaco City
Regional Office No. V

NEW CES ELIGIBLES



Conferred through
Resolution No. 997
February 15, 2012

**MARIA CALPIZA JAUCULAN
SARDUA**

Local Government Operations
Officer VII
Department of the Interior
and Local Government
Regional Office No. VI

PERLA MALAYAO UPANO

Local Government Operations
Officer VI
Department of the Interior
and Local Government
Regional Office No. II

**ROSANNA APARENTADO
URDANETA**

Regional Director
Technical Education and Skills
Development Authority
Regional Office No. VII

**WILKINS MALINAWAN
VILLANUEVA**

Director III
Philippine Drug Enforcement
Agency

75 Executives newly appointed as CESOs

His Excellency Benigno S. Aquino III signed on February 14 and 22, 2012 the original appointments and adjustments in CES ranks of a total of 75 government officials from various agencies who exemplified managerial competence and have complied with the necessary requirements of the CESB.

Of the 75 appointments issued, the Department of Education (DepEd) got the biggest share of the pie with 24 appointments. It was followed by the Office of the President (OP) with 8, Department of Health (DOH) with 6. The Department of Labor and Employment (DOLE), Department of Public Works and Highways (DPWH) and Department of Finance (DOF) have an equal share of 5 appointments. Having 4 appointments each are the Department of Agriculture (DA), Department of the Interior and Local Government (DILG) and the Department of Environment and Natural Resources (DENR).

The Department of Agrarian Reform, Department of Trade and Industry (DTI) and the Department of Tourism (DOT) have an equal share of 2 appointments. On the same row with 1 appointment each are the Department of Social Welfare and Development (DSWD), Department of Budget and Management (DBM), Department of Justice (DOJ), and the Department of Science and Technology (DOST).

The newly appointed CESOs can now be issued regular appointments to effect the change in their status from temporary or acting capacity to permanent. Also, CES Board Circular No. 12, series of 1996, enunciates that the said officials shall receive adjustments in their salaries by one step based on ranks effective from the date of their original appointment and/ or adjustment in CES ranks.

The appointment to a CES rank is made by the President upon the recommendation of the CESB. The

newly appointed CESOs have met the requirements for original or promotional appointment to CESO ranks pursuant to CESB Resolution No. 798 series of 2009. The requirements are, as follows:

1. Incumbent of CES position;
2. Obtained at least Very Satisfactory performance rating for the year immediately preceding the recommendation for appointment to CES rank;
3. Training requirements corresponding to the CESO Rank applied to;
4. Clearances / Certifications of no pending administrative / criminal cases from the following:
 - Agency
 - Civil Service Commission
 - Sandiganbayan
 - Office of the Ombudsman
 - National Bureau of Investigation
5. Notarized self-certification of

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no pending administrative and / or criminal case filed;

6. Latest Appointment Paper; Service Record;

7. Copies of training certificates / certifications, and,

8. Endorsement Letter coming from Department Secretaries/ Agency Heads.

Below is the list of the newly appointed CESOs:

For pertinent concerns, please feel free to call the CESB's Eligibility and Rank appointment Division (ERAD) at telephone number (02) 951-4981 locals 100, 118 or 832.

RANK APPOINTMENT

JENNILYN GULLOD MALATEO-DAWAYAN
Acting Assistant Regional Director
Department of Agriculture
CESO IV

JAMES ARSENIO OVILLA PONCE
Provincial Agrarian Reform Officer I
Department of Agrarian Reform
CESO VI

DANILO ESTIPONA DESPI
Assistant Schools Division Superintendent
Department of Education
CESO VI

MARILYN VILLAR STA. CATALINA
Acting Assistant Regional Director
Department of Agriculture
CESO IV

MAGDALENA BALITE ARUTA
Acting Director IV
Department of Budget and Management
CESO III

MILAGROS FERNANDEZ DU RAZOTE
Assistant Schools Division Superintendent
Department of Education
CESO VI

JANE CAJANDAB BACAYO
Acting Executive Director
National Meat Inspection Service
Department of Agriculture
CESO III

MYRNA SALMO CASTILLO
Schools Division Superintendent
Department of Education
CESO V

BENJAMIN DIAZ PARAGAS
Assistant Schools Division Superintendent
Department of Education
CESO VI

MAURA SANTIAGO LIZARONDO
Director III
Bureau of Agricultural Statistics
Department of Agriculture
CESO IV

MYRNA TARONGOY CASTAÑOS
Assistant Schools Division Superintendent
Department of Education
CESO VI

BERTILLA BERIAL RAYOS
Schools Division Superintendent
Department of Education
CESO V

ANDRE BADAJOS ATEGA
Provincial Agrarian Reform Officer II
Department of Agrarian Reform
CESO V

ROWENA ABENOJAR CACANINDIN
Acting Assistant Schools Division Superintendent
Department of Education
CESO VI

MANUEL PUROG ALBAÑO
Assistant Schools Division Superintendent
Department of Education
CESO VI

RANK APPOINTMENT

NERI ANNE MONTES ALIBUYOG

Assistant Schools Division
Superintendent
Department of Education
CESO VI

REYNALDA RAMOS BANGUNAN

Assistant Schools Division
Superintendent
Department of Education
CESO VI

NICOLAS TONGOL CAPULONG

Assistant Schools Division
Superintendent
Department of Education
CESO VI

EMMALINDA ELAGO**DUHAYLUNGSOD**

Assistant Schools Division
Superintendent
Department of Education
CESO VI

EVELYN RIVAMONTE FETALVERO

Assistant Schools Division
Superintendent
Department of Education
CESO VI

ROY ANGELO ERAN GAZO

Assistant Schools Division
Superintendent
CESO VI

ARTURO SUMALINOG ISIP

Assistant Schools Division
Superintendent
Department of Education
CESO VI

GENIS SANCHEZ MURALLOS

Assistant Schools Division
Superintendent
CESO VI

ANIANO MORALINA OGAYON

Assistant Schools Division
Superintendent
Department of Education
CESO VI

MAURA FALLAR PAIT

Assistant Schools Division
Superintendent
Department of Education
CESO VI

EDITA YRIGAN PACULAN

Schools Division Superintendent
Department of Education
CESO V

JUAN MIGUEL TRASMONTE**CUNA**

Acting Director III
Department of Environment
and Natural Resources
CESO IV

THERESA MUNDITA SISON-LIM

Director IV
Department of Environment and
Natural Resources
CESO III

FLOSIE FAMPO FANLO-TAYAG

Acting Deputy Executive Director
Bureau of Local Government
Finance
Department of Finance
CESO IV

GERARDO REYES FLORENDO

Acting Director I
Bureau of Internal Revenue
Department of Finance
CESO VI

MA. VIRGINIA GUZMAN ALA

Acting Director IV
Department of Health
CESO III

MA. VIRGINIA GUZMAN ALA

Acting Director IV
Department of Health
CESO III

BENITO FONTEJON ARCA

Acting Director III
Department of Health
CESO IV

TEOGENES FLORES BALUMA

Acting Director IV
Department of Health
CESO III

ABDULLAH BAJUNAID**DUMAMA, JR.**

Acting Director IV
Department of Health
CESO III

JOSE RUBILLOS LLACUNA, JR.

Acting Assistant Regional Director
Department of Health
CESO IV

RIO LAT MAGPANTAY

Acting Director IV
Department of Health
CESO III

RANK APPOINTMENT

LILIBETH ALBINO FAMACION
Acting Director III
Department of the Interior
and Local Government
CESO IV

**JONATHAN PAUL MOLINTAS
LEUSEN, JR.**
Acting Director III
Department of the Interior
and Local Government
CESO IV

ODILON LUIS PASARABA
Acting Local Government
Operations Officer VIII
Department of the Interior
and Local Government
CESO V

MARLENE RELADO MOLO
Acting Director II
Parole and Probation
Administration
Department of Justice
CESO V

AMUERFINA REYES REYES
Acting Director IV
Department of Labor and
Employment
CESO III

**MARIA TERESITA
SOMERA- CUCUECO**
Acting Executive Director
Occupational Safety and Health
Center
Department of Labor and
Employment
CESO III

MARIA CRISELDA REBULDELA SY
Director IV
Department of Labor and
Employment
CESO III

NENUCA ESTRADA TANGONAN
Acting Director IV
Technical Education and Skills
Development Authority
Department of Labor and
Employment
CESO III

IRMA SERRANO VALIENTE
Acting Director III
Department of Labor and
Employment
CESO IV

GILBERTO SENSON REYES
Acting Director III
Department of Public Works
and Highways
CESO IV

ROBERTO REYES BERNARDO
Acting Assistant Regional Director
Department of Public Works
and Highways
CESO IV

REYNALDO SANCHEZ TAMAYO
Acting Assistant Regional Director
Department of Public Works
and Highways
CESO IV

LEONARDO CAMELLO REYNOSO
Director IV
Department of Social Welfare
and Development
CESO III

MA. CORAZON JORDA-APO
Acting Director IV
Department of Tourism
CESO III

**BENITO CUNANAN
BENZON, JR.**
Assistant Secretary
Department of Tourism
CESO II

ERNANI MACANAS DIONISIO
Acting Director II
Department of Trade and Industry
CESO V

CARIDAD OLI ABUAN
Acting Director IV
Commission on Higher Education
Office of the President
CESO III

LUISA SABADLAN VALENCIA
Director III
Commission on Higher Education
Office of the President
CESO IV

ARIEL HUERTO PADILLA
Acting Director II
National Telecommunications
Commission
Office of the President
CESO V

MAY BATENGA ECLAR
Schools Division Superintendent
Department of Education
CESO V

RANK APPOINTMENT

EVELETH COLLADO GAMBOA
Schools Division Superintendent
Department of Education
CESO V

FELY CALAGUI LATTAO
Schools Division Superintendent
Department of Education
CESO V

**CYNTHIA GORDONCILLO
DEMAVIVAS**
Assistant Schools Division
Superintendent
Department of Education
CESO VI

VICTORIA VISTO GAZO
Assistant Schools Division
Superintendent
Department of Education
CESO VI

**MA. LOURDES DE GUZMAN
FERRER**
Acting Director III
Department of Environment and
Natural Resources
CESO IV

PETER NILO TIANGCO
Administrator
National Mapping and Resource
Information Authority
Department of Environment and
Natural Resources
CESO I

**MA. ROSARIO CHARO
ENRIQUEZ CURIBA**
Acting Director III
Bureau of Internal Revenue
Department of Finance
CESO IV

**MARGARET MARY CEDRO
LAURON**
Acting Director II
Bureau of Internal Revenue
Department of Finance
CESO V

ANIAN REYES SALAZAR
Acting Director II
Bureau of Internal Revenue
Department of Finance
CESO V

ARIEL ODOÑO IGLESIA
Acting Local Government
Operation Officer VIII
Department of the Interior
and Local Government
CESO V

**ROMULO TAMAYAO
AGGANGAN**
Acting Director IV
Forest Products Research
and Development Institute
Department of Science and
Technology
CESO III

NELLY NITA NUEZCA DILLERA
Acting Director II
Department of Trade and Industry
CESO V

WALTER REGALA OCAMPO
Acting Director IV
Department of Public Works and
Highways
CESO III

**LILY FREIDA C.
MACABANGUN-MILLA**
Director III
Commission on Higher Education
Office of the President
CESO IV

LIBERTAD PAMATIAN GARCIA
Acting Director III
Commission on Higher Education
Office of the President
CESO IV

RUBEN SALAS BASTERO
Acting Director IV
National Commission on
Indigenous Peoples
Office of the President
CESO III

**TEODORO DOMINGUEZ
BUENAVISTA JR.**
Acting Director II
National Telecommunications
Commission
Office of the President
CESO V

**RACQUEL DE
GUZMAN-BUENSALIDA**
Acting Assistant Secretary
Presidential Management Staff
Office of the President
CESO II

DANILO EROLES DEQUITO
Acting Director IV
Department of Public Works and
Highways
CESO III

*CESOs bring change
where it is needed,
expertise where it is missing
and leadership where it is
wanting.....*
