

REMUNERATION AND NOMINATION COMMITTEE REPORT

22 March 2021 • Zoom Application

ATTENDEES	
BUSINESS DEVELOPMENT COMMITTEE MEMBERS	
1. Chief Operating Officer (COO) Maria Anthonette C. Velasco-Allones <i>Chairperson</i>	Vice-Chairperson of the Board of Directors and Chief Operating Officer, Tourism Promotions Board
2. Director Vanessa L. Suatengco	Appointive Director (Accommodation Enterprises) and General Manager, Diamond Hotel Philippines
3. Asec. Jesusa Susana V. Paez	Member of the Tourism Board and Assistant Secretary, Department of Foreign Affairs
INTERVIEWEE	
Atty. Cecil Tirol	Applicant for Position of Corporate Board Secretary
OTHER ATTENDEES	
Atty. Dioxenos B. Sulit	Acting Assistant Corporate Board Secretary
Ms. Janet W. Canoy	Manager, Administrative Department
Ms. Evelyn A. Domingo-Soriano	Division Chief, Personnel and Human Resources Development Division
Ms. Leah Marie C. Sy	Officer in Charge, Officer of the Deputy Chief Operating Officer-Corporate Affairs
Ms. Karen A. Padolina	Training Specialist III, Personnel and Human Resources Development Division
Ms. Nagisa Kazami	Office of the Chief Operating Officer
Mr. Milo S. Oropeza	Compliance Officer
Mr. Edmon Gerald A. Loza	Office of the Corporate Board Secretary

Mr. Jose Teodoro Delos Reyes

Management and Information
Systems Department

Approved Agenda

1. Appointment of TPB Board Secretary V (SG-24)

Agenda # 1: Appointment of TPB Board Secretary V (SG-24)

1. Dir. Vanessa L. Suatengco (Dir. Suatengco) commended the TPB Management for creating a very comprehensive write-up regarding Atty. Cecil Tirol's profile (Atty. Tirol). Dir. Suatengco asked Atty. Tirol to introduce herself and to share her background and experiences with the Committee.

2. Atty. Tirol narrated that she grew up in Iloilo City and that she ended up being in Manila to escape the "*province life*" because most of her education was spent in Iloilo City and that she did not want a traditional life that most in their family line followed. She wanted to pursue her Master's degree in Manila. She entered the University of Santo Tomas and landed her first job in the Court of Appeals (CA). She dropped her Master's Degree and continued working in CA. Thereafter, Atty. Tirol wanted to try something different and entered the National Museum of the Philippines (NMP).

In 2019, she was appointed as Assistant Director temporarily and concurrently designated as Board Secretary and Head of the Legal Section at the same time. Atty. Tirol said that she enjoyed the work in the NMP for a while but felt that the duties were quite burdensome to manage.

3. Assistant Secretary Jesusa Susana V. Paez (Asec. Paez) asked Atty. Tirol what career path she had in mind that motivated her to join CA and suddenly shifted to NMP. Asec. Paez also asked what assurance will TPB hold that if she will be taken in the Management, and that the investments of training her would not be wasted.

Atty. Tirol answered that she just chanced upon the CA and was not looking for a job. She added that she enjoyed working at CA but through the years realized that her nature is not to be confined in a four-corner space. Atty. Tirol also stated that she values the wisdom that she gained from working in the CA.

Atty. Tirol stated that she wanted to have a space where she can go out, meet people, and align it with her interests as a lawyer and as a person. She expressed that she did not want to pursue a career in the judiciary, thus she joined NMP. Atty. Tirol said that she did not want to leave NMP but she was juggling numerous duties per office at the same time.

4. Asec. Paez commented that the TPB can be burdensome as well. COO Maria Anthonette C. Velasco-Allones (COO Velasco-Allones) stated that the scope of work of the Board Secretary is focused on doing the legal and policy support work for the Board of Directors. COO Velasco-Allones added that the work is a little confined on what she mentioned but she encourages the members of the team to be exposed to as many concerns of the TPB because it enriches the way a person does his/her particular responsibilities. Atty. Tirol stated that she has no problem with being exposed to so many duties and that she likes to have a cohesive approach to many things.
5. Dir. Suatengco asked Atty. Tirol as to the meaning of “burdensome experience” that she mentioned. Atty. Tirol mentioned that she was acting on many roles when she was in NMP and that tasks kept on piling up. Atty. Tirol admitted that she lacked competence with some of the tasks assigned to her. However, she still welcomed the responsibilities that were given. Atty. Tirol mentioned that she felt relieved when NMP appointed a new Deputy Director-General for Administration.
6. Asec. Paez asked if the recent appointment of the Deputy Director-General did not prompt her to stay in NMP. Atty. Tirol responded that she did not have the skillsets for the positions that she was assigned to. Atty. Tirol expressed as well that she doesn’t mind being stretched a little in terms of the tasks being given to her.
7. Asec. Paez asked if Atty. Tirol was not aware of the skillsets that would have been expected of her. Atty. Tirol answered that she applied for the position of Attorney IV which was confined in the Legal Division and later on, she was appointed in the Bids and Awards Committee and designated as the Board Secretary.
8. After the interview, the Committee discussed its recommendations for Atty. Tirol’s appointment.

Dir. Suatengco stated that there was no impediment in hiring Atty. Tirol. Dir. Suatengco added that Atty. Tirol needed some kind of a trigger to wake her up from staying for so long in the agency.

Asec. Paez said that if the TPB Management will be comfortable working with Atty. Tirol and is confident that she will be a good fit with TPB, then she has no problems with it. Asec. Paez added she did not quite see Atty. Tirol’s consistency during the interview. Asec. Paez stated as well that

some things do not tie up particularly when Atty. Tirol stated that she likes being exposed but when she faced challenges, she found it burdensome. Asec. Paez mentioned that when she read Atty. Tirol's evaluation, she found out that the interviewee expects to undergo coaching and mentorship.

COO Velasco-Allones stated that the Management took note of the reservations expressed by Asec. Paez. COO Velasco-Allones also added that she understood how Atty. Tirol felt and believes that she is assertive. COO Velasco-Allones added that the Management is responsible for providing a work environment that allows people to develop their full potential. COO Velasco-Allones shared that as the COO of TPB, she always finds time to do coaching and mentoring with the TPB's Management Committee.

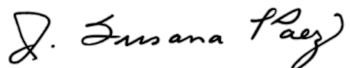
COO Velasco-Allones mentioned that she and Deputy Chief Operating Officer for Corporate Affairs Jocelyn Patrice L. Deco were already working on the coaching and mentoring of the TPB employees.

Motions:

REMUNERATION AND NOMINATION COMMITTEE


COO MARIA ANTHONETTE C. VELASCO-ALLONES
*Chairperson, Remuneration and Nomination Committee
of the TPB Board of Directors and Chief Operating Officer,
Tourism Promotions Board*


DIR. VANESSA L. SUATENGCO
*Member, Remuneration and Nomination Committee
of the TPB Board of Directors and General Manager,
Diamond Hotel Philippines*


ASEC. JESUSA SUSANA V. PAEZ
*Member, Remuneration and Nomination Committee
of the TPB Board of Directors and Assistant Secretary,
Department of Foreign Affairs*