


NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
6. Carrying firearms or deadly weapon inside company premises	Discharge				
7. Causing disturbance inside company premises.	7 days suspension	15 days suspension	Discharge		
8. Giving false testimony or withholding vital information during company conducted investigation.	Discharge				
9. Deliberately giving wrong information which cause confusion, delay or disruption of normal operation or work activity.	15 days suspension	Discharge			
<b>IV. SAFETY</b>					
1. Failure to observe a safety rule or regulation, including traffic safety rules. ( depending on nature of violation or consequence may be outright suspension or discharge).	Written Warning	3 days suspension	7 days suspension	15 days suspension	Discharge
2. Violation of safety ( and traffic) rules and regulations resulting in damage to company property or injury to others ( may be immediate discharge depending on extent of damage or seriousness of injury ).	15 days suspension	Discharge			
3. Failure to report to the Medical Services for treatment of any industrial accident no matter how minor.	3 days suspension	7 days suspension	15 days suspension	Discharge	
4. Smoking within " NO SMOKING" area. ( Immediate discharge if violation results in fire, damaging company property or operation)	7 days suspension	15 days suspension	30 days suspension	Discharge	
5. Using or operating company vehicle , machinery or equipment without proper authorization from the Business Unit Manager.	15 days suspension	Discharge			
	If unauthorized use resulted in damage to equipment or part thereof, the penalty is DISCHARGE				

NATURE OF OFFENSE / VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
6. Disregarding any of the Traffic Signs of the PNP Highway patrol adopted by the company as part of its Traffic rules and regulations, constituting two (2) or more violations in one single act shall fall under RECKLESS DRIVING.	15 days suspension	30 days suspension			
7. Driving over the specified speed limits for the road per traffic sign posted.	15 days suspension	30 days suspension			
8. Driving while under the influence of liquor. ( Penalty is immediate discharge if causing serious damage to company property or injury to other persons).	7 days suspension	15 days suspension	30 days suspension		
9. Driving without proper LTO License for the current year and corresponding company permit ( Suspension or discharge if causing accident depending on its extent and seriousness).	Written Warning	3 days suspension	7 days suspension	15 days suspension	30 days suspension

**NOTE :**

1. In general , acts punishable by dismissal may be reconsidered for only 30 days suspension if mitigating circumstances are attendant such as good service records and length of service of the respondent, etc.
2. All disciplinary actions bordering on attendance will be accumulative only for one (1) calendar year and shall be removed from the records of the employee-respondents after losing their effectivity.

**UNIFORM CODE OF CONDUCT**



**SPC POWER CORPORATION**

3 May 2018

**MEMO TO :** ALL EMPLOYEES

**SUBJECT :** Declaring May 14, 2018, Monday as Special Non-Working Holiday

Please be informed that May 14, 2018, Monday, is declared a Special Non-Working Holiday for the Barangay and Sanggunian Kabataan Elections, per Proclamation No. 479.

Since this is a Special Non-Working Regular Holiday, it means to work for 8:00 to 5:00 employees except those who are on Shift/Special Schedule.

For your information and guidance.

*Corazon L. Gamez*  
**CORAZON L. GAMEZ**  
Assistant to the President

**MediCard**  
*Created by Actin*

March 22, 2018

**MEMORANDUM**

**TO :** ALL EMPLOYEES

**FROM :** ME SOPHIA M. BARRA, Assistant Officer

**SUBJECT :** Declaration of Special Non-Working Holiday

Dear Sirs,

CONMEMORATION OF OBSERVANCE

In view thereof, the celebration of our company's 10th anniversary is being observed on March 22, 2018. It is requested that you observe this special day by attending the company's activities.

Further to this, we have made a commitment to our excellent medical products worldwide in our company's MediCard program. A goal of this program is to provide our employees with the best medical services, and for this reason, we have decided to declare a Special Non-Working Holiday on March 22, 2018, in observance of our 10th anniversary. We hope you will understand the need for this special day and we hope you will be able to make the most of this special day.

The company's regular operations and the celebration of our anniversary will be observed on the day after, which is on March 23, 2018.

Once again, we are grateful for your cooperation and support. We hope this will be a mutually beneficial partnership.

*Me Sophia M. Barra*  
**ME SOPHIA M. BARRA**  
Assistant Officer

**SPC Power Corporation**

February 21, 2017

**TO :** CORAZON L. GAMEZ  
Assistant to the President

**SUBJECT :** HR/Administration

In the exigency of the service and to ensure continuity of official processes and transactions, you are hereby designated as over all in charge of Administration and Human Resources specifically on the following: Contracts Administration on services, namely Health Insurance, Security, Janitorial and Skilled Manpower, and Signing Appointments/ Employment Compensation Contracts of SPC, SPC Island Power Corporation (PDPP, BDPP).

For BWUI and BLCI you shall approve request for additional/new position; sign appointments in the managerial level; and approve company activities.

Moreover, you will be authorized to sign checks under Class B pursuant to a SPC/SIPC Board Resolution to be approved thru referendum.

You shall coordinate with all the Offices and Power Plants concerned for the effective delivery of services on HR & Administration.

This Memorandum supercedes all other issuances inconsistent with this Memo.

This shall take effect on February 21, 2017.

For your guidance.

*Alfredo L. HERNANDEZ*  
**ALFREDO L. HERNANDEZ**  
Chairman & Treasurer

**SPC Power Corporation**

April 3, 2018

**TO :** ALL EMPLOYEES

**SUBJECT :** PROMOTION OF JAIME M. BAUSACAN AND CESAR O. VILLEGAS

Effective today, April 3, 2018, please be informed of the promotion of the following Officers, namely:

OFFICERS	FROM	TO
JAIME M. BAUSACAN	Vice President, Finance	Senior Vice President, Finance and Administration
CESAR O. VILLEGAS	Vice President, Business Development & Commercial Operations	Senior Vice President, Operations and Business Development

All issuances inconsistent with this Memorandum is hereby revoked.

For the guidance and information of everyone.

*Dennis T. Villareal*  
**DENNIS T. VILLAREAL**  
President & CEO

**CITICENTER CONDOMINIUM CORPORATION**

MEMORANDUM

Date: May 11, 2018

To: ALL EMPLOYEES

Subject: Anniversary of Engineering Services Division

Personnel of the Engineering Services Division (ESD) are hereby notified that the celebration of the 10th Anniversary of the ESD is being observed on May 11, 2018. It is requested that you observe this special day by attending the company's activities.

Further to this, we have made a commitment to our excellent medical products worldwide in our company's MediCard program. A goal of this program is to provide our employees with the best medical services, and for this reason, we have decided to declare a Special Non-Working Holiday on May 11, 2018, in observance of our 10th anniversary. We hope you will understand the need for this special day and we hope you will be able to make the most of this special day.

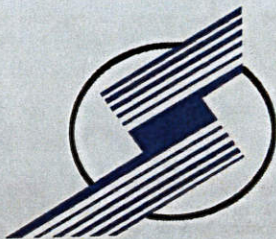
The company's regular operations and the celebration of our anniversary will be observed on the day after, which is on May 12, 2018.

Once again, we are grateful for your cooperation and support. We hope this will be a mutually beneficial partnership.

*Dennis T. Villareal*  
**DENNIS T. VILLAREAL**  
President & CEO

247R

# UNIFORM CODE OF CONDUCT



February 21, 2017

**TO :** CORAZON L. GAMEZ  
Assistant to the President

**SUBJECT :** HR/Administration

In the exigency of the service and to ensure continuity of official processes and transactions, you are hereby designated as over all in charge of Administration and Human Resources specifically on the following: Contracts Administration on services, namely Health Insurance, Security, Janitorial and Skilled Manpower; and Signing Appointments/Employment Compensation and SPC Island Power Corporation (PDPP, BDPP).

SPC Island Power Corporation (PDPP, BDPP).

3 M

MEM

SUB

Please  
Work  
Procl

Since  
8:00 t

For y

CORA  
Assist

April 3, 2018

**TO**  
**SUBJECT**

Effective today  
Officers, name

**S P C Public Library & Computer Laboratory**



**NO FOOD ALLOWED INSIDE**

**SILENCE, PLEASE**

**REFERENCE BOOKS & JOURNALS**







# PUBLIC LIBRARY AND COMPUTER LABORATORY

CITY OF NAGA, CEBU  
VISION AND LEADERSHIP 20/20  
VAL 20/20

Sponsored by:



SPC POWER CORPORATION

PLEASE  
COME IN  
WE'RE  
**OPEN**

**PULL**

**PULL**





# SPC POWER CORPORATION

JULY 08, 2014

## Feeding Program

for our

## Senior Citizens





SPC Feeding Program





**SPC Power Corporation**



# TREE PLANTING

**Naga Power Plant Complex**

**March 11, 2014**

"Grow a tree... One tree can make a difference..."





# S P C Scholarship Program





SPC Island Power Corporation

Receiving Copy

October 17, 2016

Mr. Rommel F. Jalbuena  
Plant Manager  
Panay Diesel Power Plant  
Dingle, Iloilo

Re : Notice to Explain

Dear Mr. Jalbuena,

We write you in regard to the incident report of Rocky S. Alegrado, the plant's Results Engineer B, regarding the supposed incidents that occurred between you and him on September 9 to 10, 2016. We attach a copy of his signed report where he narrated your supposed utterances regarding his employment, performance and regularization, among others, for your reference.

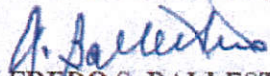
Based on the foregoing report, management would like to know from you how these supposed incidents occurred, the circumstances prevailing at or during that time and your role or participation in the said incidents.

Being the plant manager, you are part of management. You are therefore duty-bound to exude and practice professionalism, prudence, trustworthiness, civility and honesty at all times. You are likewise obliged to serve as an exemplar and role model for honesty, good behavior and unyielding obedience to rules, particularly because among your functions, is to administer, enforce and implement the provisions of the Uniform Code of Conduct and other personnel-related policies.


Under the Company's disciplinary rules, the above infractions are punishable with 3 to 7 days suspension. You are therefore directed to show cause and explain in writing why you should not be disciplined within five (5) days from receipt hereof.

Failure on your part to comply with the foregoing directive and submit your written explanation shall be deemed a waiver of your right to be heard. Management shall then decide your case on the basis of the evidence at hand.

Please be guided accordingly.

  
ALFREDO S. BALLESTEROS  
SVP-Admin/HR/Finance

Acknowledgment Receipt:

  
ROMMEL F. JALBUENA  
Date: October \_\_, 2016  
Time: \_\_\_\_\_ *10/29/16*



# SPC ISLAND POWER CORPORATION

Panay Diesel Power Plant Complex  
Dingle, Iloilo

## SHOW CAUSE MEMO

July 10, 2013

**MR. LYNDON A. ILUSTRISIMO**  
Materials Inventory Custodian B

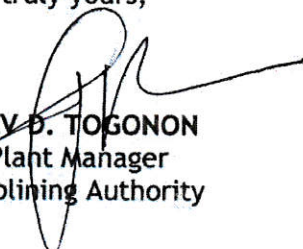
Based on the attached report/complaint of MR. SHER WENN DAINE-1 L. ANDOLA, Operations Engineer, MR. ROMMEL F. JALBUENA, Operations Superintendent, and MR. GENEROSO P. JARDELEZA, JR., Technical Services Specialist A (Environmental, Safety & Security), you are hereby required to explain in writing within SEVENTY TWO (72) hours from receipt of this memo, why you should not be subjected to disciplinary action per attached documents which constitutes a violation in the Company's Code of Conduct under the following:

1. **Article III-5 Entering or assisting other persons to enter any restricted area without specific authority or permission.**

Failure to submit your answer within the prescribed period, shall be considered waiver on your right to explain and present evidence. In such case, the Company shall reserve the right to resolve your case on the basis of the evidence at hand and institute the appropriate administrative action.

The charges leveled against you shall be evaluated in the light of the evidence presented during the investigation which starts with the issuance of this memo. The Company may elect to conduct a formal investigation or hearing. For purposes of said hearing, you are entitled to seek the assistance of your counsel, if you desire.

Very truly yours,

  
**CALEY D. TOGONON**  
OIC-Plant Manager  
Disciplining Authority

CC: **JOCELYN O. CAPULE, Ph.D.** - Manager, Human Resource  
**ARLENE M. CABANGAL** - Accountant A  
201 File



## SPC ISLAND POWER CORPORATION

Panay Diesel Power Plant Complex  
Dingle, Iloilo, 5035

July 10, 2013

FOR: **MR. CALEV D. TOGONON**  
OIC- Manager, SIPC PDPP

Subject: Complaint against Lyndon P. Ilustrisimo in violation of SIPC PDPP Uniform Code of Conduct

Sir,

Respectfully submitted formal complaint against Lyndon P. Ilustrisimo, property custodian, had committed violation of SIPC PDPP Uniform Code of Conduct under Security and Company Interest item no. 5 " Entering or assisting other persons to enter any restricted area without specific authority or permission" and under the Influence of Liquor.

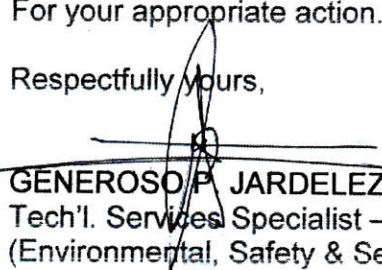
Attached herewith are the following evidence reports that the violation was committed:

- 1.0 Operation Eng'r. and Operation Superintendent reports dated July 09, 2013
- 2.0 Detachment commander incident and weekly reports dated July 08, 2013 of Mt. Carmel Security Agency and Training Academy Inc.

We are looking forward that this will be given proper disciplinary action to maintain safety and harmonious relationship among worker.

For your appropriate action.

Respectfully yours,

  
**GENEROSO P. JARDELEZA, JR.**  
Tech'l. Services Specialist – A  
(Environmental, Safety & Security)

**RECEIVED**

10 JUL 2013



Cc: **DR. JOCELYN O. CAPULE, Ph D**  
Sr. Mgr., Human Resource



**SPC ISLAND POWER CORPORATION**

Panay Diesel Power Plant Complex

*GLI, for your immediate  
action and recommendation  
for rules of the police,  
apply please  
JK*

July 9, 2013

For: Calev D. Togonon  
OIC Manager, PDPP Complex

Attn: Generoso P. Jardeleza  
Plant Safety and Security Officer

**Subject: Report on Lyndon P. Ilustrisimo Unauthorized Entry in  
P-3 Main Control Room and Under the Influence of Liquor.**

Sir,


Respectfully endorsing the attached report of Operations Engineer on the above subject.

Mr. Ilustrisimo violated the outstanding order and memo that non- duty personnel is not allowed to enter the Power House, much more he is under the influence of liquor. This incident is a violation of Employees Code of Conduct, Plant Safety and Security Policy.

May we request that this matter be investigated and acted upon.

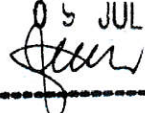
For your appropriate action.

Respectfully Yours,

  
Rommel F. Jalbuena  
Operations Superintendent

cc: Ma Ida B. Derramas  
Pdpp Cx, HR

**RECEIVED**

05 JUL 2013  
  
-----

July 09, 2013

Eng'r. Rommel F. Jalbuena

Operation's Superintendent

Subject : Unauthorized person entering the control room and under the influence of liquor.

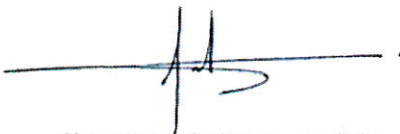
Dear sir,

I am writing to report a situation occurred during our third shift duty last July 06, 2013.

During that night around 11:00pm, my Engine Operator and I were discussing about the plant operation of that day when suddenly Mr. Lyndon Ilustrisimo entered the control room, asking for the intelcom phone for him to use. As we observed Mr. Ilustrisimo was under the influence of liquor while inside the control room which is supposed for authorized personnel only.

I am informing your good office regarding this matter. Thank you.

Sincerely,



Sher Wenn Daine LL. Andola

Operations Engineer

RECEIVED

09 JUL 2013



MT. CARMEL SECURITY AGENCY AND TRAINING ACADEMY INC.  
Figueroa Street Arevalo Iloilo city  
Tel. # 337-5163

CPS, for your comment

July 8, 2013

FOR : Engr. CALEV D. TOGONON  
OIC, Plant Manager Pdppcx  
Dingle Iloilo.

THRU : Engr. GENEROSO P. JARDELEZA Jr.  
Plant Security, Safety, environmental  
officer.

SUBJECT : INCIDENT REPORT;

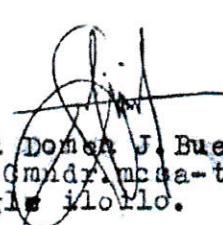
That on or about 0750Hrs. in the morning of July 07, 2013: HG. Arlie Consumo reported to the undersigned that on 1025Hrs. pm. of July 6, 2013. Mr. Lyndon Illustrisimo, and Mr. Hernan Felezardo drunk while entering the main gate of SPC. while the guards were gave them a respect and greetings like "Sir good evening or Boss mayong gabii" the guards never hold them cause they are drunk and go to their quarters in TTC. for rest, at around 2310Hrs. on same date HG. Consumo recieved a intercom call from Mr. Lyndon Illustrisimo in P3 control accusing that while he return to the main gate he saw or caught the guards sleeping while performing thier duty.

Base from my investation conduted by the undersigned the guards on duty HG. Consumo, SG. Flores, SG. Collado were never sleeping that time and no Mr. Lyndon Illustrisimo present or shadow came in main gate at that time.

It is a clear personal motive, or alibi dome by Mr. Lyndon Illustrisimo because he is drunk, and he could not ascertained his allegation between the guards.

It is recommends that Mr. Lyndon Illustrisimo be given proper attention with respect to security.

For information and guidance.

  
Fred Doman J. Buenavista  
Det. Cmdr. ncca-tai/SPC.  
Dingle Iloilo.

RECEIVED

08 JUL 2013

MOUNT CARMEL SECURITY AGENCY & TRAINING ACADEMY, INC.

Figueroa St., Arevalo, Iloilo City  
Tel./Fax No.: 033-3375716/3384498

DATE July 08, 2013

TO: MR. CALEV D. TOGONON  
OIC-SIPC PDPPCX

THRU: MR. GENEROSO P. JARDELEZA  
Environmental, Safety &  
Security Officer

SUBJECT: WEEKLY REPORT

Submitted hereunder the weekly report of the guard posted at SPC Island Power Corporation, Brgy. Tabugon Dingle, Iloilo. Covering the period of July 01-07, 2013.

1. Main Gate - Incident report against Mr. Lyndon Illustrisimo was already reported to SPC manager & Security officer normal status and no reportable incident.
2. Gate 2 - Normal status and no reportable incident.
3. P3 - Remain Normal status no losses or damages of company properties and no reportable incident.
4. Pumping. - Normal status and no reportable incident.
5. P1 - Remain normal status and no reportable incident.
6. Green House - 2 Busted perimeter lights, normal status and no reportable incident.
7. Gate 3 - 3 Busted perimeter lights, normal status and no reportable incident.
8. Cooling Tower - Normal status and no reportable incident.
9. TTC. - 2 Busted perimeter lights, Normal status and no reportable incident.
10. Convan - 3 Busted perimeter lights, tall grasses, need for grass cutting for security purposes.

RECEIVED

08 JUL 2013

*[Signature]*

For information and guidance.

Prepared By:

*[Signature]*  
Arlie G. Consumo

Asst. Det. CMNDR MCSA-TAI

Noted By:

*[Signature]*  
Fred Domen J. Buenavista

Det. CMNDR MCSA-TAI

Receive By: *[Signature]*  
EPJ Jardeleza JK



# SPC ISLAND POWER CORPORATION

Panay Diesel Power Plant Complex  
Dingle, Iloilo

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## SHOW CAUSE MEMO

June 10, 2011

**MR. RAYOLO A. UBOD**  
Financial Analyst A


Based on the attached report/complaint of MR. GUALBERTO DEAÑO, Detachment Commander, Mount Carmel Security & Training Academy, you are hereby required to explain in writing within SEVENTY TWO (72) hours from receipt of this memo, why you should not be subjected to disciplinary action per attached documents which constitutes a violation in the Company's Code of Conduct under the following:

1. Article III-6 Carrying of firearms or deadly weapon inside company premises.

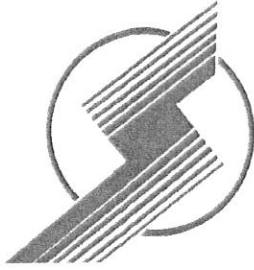
Failure to submit your answer within the prescribed period, shall be considered waiver on your right to explain and present evidence. In such case, the Company shall reserve the right to resolve your case on the basis of the evidence at hand and institute the appropriate administrative action.

The charges leveled against you shall be evaluated in the light of the evidence presented during the investigation which starts with the issuance of this memo. The Company may elect to conduct a formal investigation or hearing. For purposes of said hearing, you are entitled to seek the assistance of your counsel, if you desire.

Very truly yours,

  
**RAFAEL G. PINAT**  
Plant Manager/OIC  
Disciplining Authority

CC: **JOCELYN O. CAPULE, Ph.D.**  
Sr. Manager, Human Resource



# SPC POWER CORPORATION

Letter No. 14000-000  
for endorsement to DIV  
Aug. 2016.  
NR.

**Mr. Jessie I. Reyes**

Messenger  
SPC Power Corporation  
Makati City

Dear Mr. Reyes,

Based on reports from SPC-Makati employees and the attached summarized Daily Time Record from March 2016 to June 2016, you have been habitually tardy. In March, out of your 10 days in office for the 1<sup>st</sup> quincena, you were late 9 times; on the 2<sup>nd</sup> quincena of March, you were present 7 times but you were late 7 times also. In April, you were present 8 days but you were also late 8 times in the 1<sup>st</sup> quincena. In the 2<sup>nd</sup> quincena, you were present 6 times but you were also late 6 times. These offenses constitute serious misconduct and violate the Company's Uniform Code of Conduct particularly the specific provision on I(Efficiency); A(Attendance) (2)Unexcused tardiness (a)(b)(c) and (d).

This letter shall serve as a Written Warning and failure on your part to improve on your attendance, specifically with unexcused tardiness, the Company shall resolve your case and institute appropriate administrative action.

For your compliance.

  
JOCELYN O. CAPULE

cc : The President & CEO, Mr. Villareal  
Ma'am Corazon L. Gamez  
Ma'am Sonia M. Magno  
201 File HR

TU HIR Cebu / MAAM SONIA

TUNGKOL PO SA LATE, HALFDAY AT ABSENT..

KABUWAMAN PO KASI NG ACWA KO MAAM KAYA PO SINAGAMATIAN  
KO SA CHECK-UP WALA PO KASING MAKAKAGAMA SIYANG IBA.  
SA HALFDAY SI MAAM SONIA PO NAGGABI NA KUNG LATE  
NA KO NAKAUWE KAHIT HAPON NA DAW AKO PUMASDIK BASTA  
WAG LANG ABSENT, PERO DI NAMAM PO AKO LAGING HALFDAY  
LATE LANG PO, HIRAP DIN PO KASI MAGUWIAN DACMARINOS, CAVITE  
LALOT COMMUTE, KAYA SEPTEMBER OR NOVEMBER KUNHA PO  
TALAGA AKO MOTOR ..... TNX..

JESPIE REYES  
07-22-16

DATE: 7/22/16



# SPC Power Corporation

Date

**I. Policy Title**

Health, Safety and Welfare of SPC/SIPC Regular Employees

**II. Policy Statement**

It is the policy of the Company to ensure the health and safety of its employees by providing each employee with Health Insurance and Life Insurance coverage with accidental death cover, as follows:

<b>Job Level</b>	<b>Life Insurance Coverage</b>	<b>Health Insurance Maximum Benefit Limit</b>
10	P300,000.00	P100,000.00
7,8,9	P200,000.00	P100,000.00
1,2,3,4,5,6	P100,000.00	P75,000.00

**III. Objectives**

- To provide the necessary medical/hospital assistance to regular employees of SPC & SIPC in order to promote their well-being for the attainment of a productive workforce.
- To ensure financial assistance to the heirs of a regular employee, in case of death.

**IV. Procedure**

1. To avail of the Health Insurance benefit, the employee will secure a Letter of Authority (LOA) from the Human Resource Office/Clinic.
2. The LOA will be submitted to the accredited hospital by the Health Insurance Provider.
3. Medical assistance will be provided as needed/required by the employee depending on the benefit limit assigned to the employee.

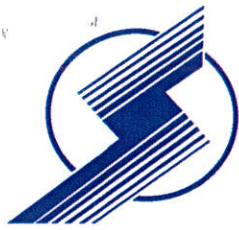
**V. Responsibility Center**

It shall be the responsibility of the Human Resource/Administration Office to ensure that all employees are accorded this benefit.

**VI. Effectivity**

This policy shall be effective upon approval by the SVP-Finance & Administration.

**JAIME M. BALISACAN**  
**SVP-Finance & Administration**



# SPC Power Corporation

Date

**I. Policy Title**

Attendance of SPC/SIPC Employees to Professional Conventions, Trainings and Seminars.

**II. Policy Statement**

It is the policy of the Company to allow the participation of its employees to Professional Conventions, Trainings/Seminars upon the recommendation of their Superior and subject to the approval of the SVP-Finance & Administration.

**III. Objectives**

- To ensure the professional growth & development of SPC/SIPC employees by attending conventions, trainings/seminars.
- To acquire updated insight on the new policy, rules & regulations of the power industry.

**IV. Procedure**

- To submit the memo-request to the supervisor for his approval to attend the seminar or convention.
- The supervisor approves the memo-request.
- A check is prepared by the Accounting Office for the seminar fee. All other related official expense incurred during the seminar/convention shall be shouldered by the Company.
- The employee will submit the approved memo-request to the Human Resource Office for record purposes.

**V. Responsibility Center**

This shall be the responsibility of the Manager/Supervisor, the employee concerned and the Human Resource Office.

**VI. Effectivity**

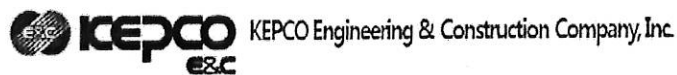
This policy shall be effective upon the approval of the SVP-Finance & Administration.

**JAIME M. BALISACAN**  
**SVP-Finance & Administration**

# FEASIBILITY STUDY FOR THE SPC COAL-FIRED POWER PLANT PROJECT

2<sup>nd</sup> FINAL REPORT

AUG 2015



# Confidential

**This Document and any information herein contained are the property of KEPCO E&C.**



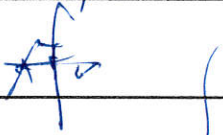
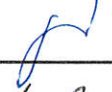
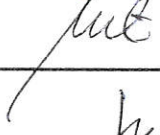
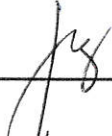
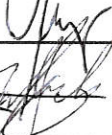
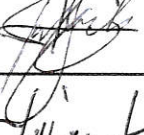
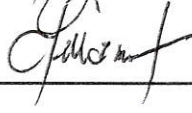
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# REGISTRATION

ANNUAL STOCKHOLDERS' MEETING

SPC Power Corporation

28 MAY 2018

	NAME	SIGNATURE	NO. OF SHARES
31	Silvestre Cantalejo		
32	Ehda Dagooc		MEDIA
33	LITO TECSON		CDN
34	SERVIDO ORTIZ LUIS		1
35	Margem Tagalog		SGV
36	Jhoanna Go		SGV
37	Atty. Cheryl Ong		SGV
38	John Seigfried Saludar		
39	Nelmar D. Villamor		
40			
41			
42			
43			
44			
45			1

1,466,538,910

Subject: Fw: RE: NMMS Web Services Training

From: spc\_trading13@yahoo.com

To: arturopepito56@yahoo.com; ad\_pepito@yahoo.com; spc\_naga@yahoo.com; sjohnseigfred@yahoo.com; jnreuyan@yahoo.com; rudybacs@yahoo.com; dba82261@yahoo.com.ph; kkayrlibot@gmail.com; sipcbdpp.ts@gmail.com; sipc\_bdpp@yahoo.com.ph; rofuja@yahoo.com; panaydiesel@gmail.com

Cc: ces\_villegas@yahoo.com; lot.caminero@gmail.com

Date: Friday, November 24, 2017, 4:35:37 PM GMT+8

Sir/Madam,

Good afternoon.

We are forwarding the confirmation email from PEMC **re: NMMS Web Services Training on November 28, 2017 (Tuesday) 9am to 11am at PEMC-Ortigas**, for your proper information, guidance and action.

Thank you and best regards.

Krizzia Alyanna G. Angeles  
Trading Asst.

*7th Floor Citibank Center  
8741 Paseo de Roxas, Makati City*

Telephone Number(s):  
Direct Line: 810-5899;  
Trunk Line: 810-4474 to 810-4477  
Mobile Number: 0917-559-2207

----- Forwarded Message -----

**From:** Andrea May T. Caguete <amtcaguete@wesm.ph>

**To:** spc\_trading13@yahoo.com <spc\_trading13@yahoo.com>

**Cc:** Josell F. Co <jfco@wesm.ph>; Edward I. Olmedo <eiolmedo@wesm.ph>; Maricel A. Portillo <maportillo@wesm.ph>; Rosemarie C. Ravena <rcravena@wesm.ph>; Lizette D. Sebuc <ldsebuc@wesm.ph>

**Sent:** Friday, November 24, 2017, 4:24:44 PM GMT+8

**Subject:** RE: NMMS Web Services Training

Hi Krizzia,

This is to confirm your additional participants for the November 28 NMMS Web Services Training.

Thank you!

Regards,

Rhea

**From:** Andrea May T. Caguete

**Sent:** Thursday, 23 November 2017 1:32 PM

**To:** 'spc\_trading13@yahoo.com' <spc\_trading13@yahoo.com>

**Cc:** Josell F. Co <jfco@wesm.ph>; Edward I. Olmedo <eiolmedo@wesm.ph>; Maricel A. Portillo <maportillo@wesm.ph>; Rosemarie C. Ravena <rcravena@wesm.ph>; Lizette D. Sebuc <ldsebuc@wesm.ph>

**Subject:** RE: NMMS Web Services Training

Hi Krizzia,

As of the moment, we are currently still awaiting confirmation from the participants for the November 28 NMMS Web Services Training until tomorrow, November 24, 2017 (Friday). May I request you to follow-up with us tomorrow, around 4:00pm for final confirmation of the additional participants?

Thank you so much for your understanding!

Regards,

Rhea

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**From:** Andrea May T. Caguete  
**Sent:** Monday, 20 November 2017 10:52 AM  
**To:** 'spc\_trading13@yahoo.com' <[spc\\_trading13@yahoo.com](mailto:spc_trading13@yahoo.com)>  
**Cc:** Josell F. Co <[jfco@wesm.ph](mailto:jfco@wesm.ph)>; Edward I. Olmedo <[eiolmedo@wesm.ph](mailto:eiolmedo@wesm.ph)>; Maricel A. Portillo <[maportillo@wesm.ph](mailto:maportillo@wesm.ph)>; Rosemarie C. Ravena <[rcravena@wesm.ph](mailto:rcravena@wesm.ph)>; Lizette D. Sebuc <[ldsebuc@wesm.ph](mailto:ldsebuc@wesm.ph)>  
**Subject:** RE: NMMS Web Services Training

Hi SPC,

We acknowledged the receipt of your confirmation of the SIPC and SPC Participants for the NMMS Web Services Training.

However, as of the moment, we only allotted a maximum of 2 participants per company for the training. We will endeavor to accommodate your additional participants as soon as we consolidated the confirmation of the expected participants.

Should you have any further question, please don't hesitate to inform us.

Thank you!

Regards,

Andrea May T. Caguete

Trading Operations Department

Philippine Electricity Market Corporation

Tel. No. (632)-6318734 loc 297

[amtcaguete@wesm.ph](mailto:amtcaguete@wesm.ph)

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**From:** SPC Power Corporation / SPC Island Power Corporation [[mailto:spc\\_trading13@yahoo.com](mailto:spc_trading13@yahoo.com)]  
**Sent:** Friday, 17 November 2017 6:50 PM  
**To:** WESM Info <[info@wesm.ph](mailto:info@wesm.ph)>; training <[training@wesm.ph](mailto:training@wesm.ph)>  
**Cc:** Cesar Villegas <[ces\\_villegas@yahoo.com](mailto:ces_villegas@yahoo.com)>; Lot Caminero <[lot\\_caminero@gmail.com](mailto:lot_caminero@gmail.com)>; Arturo Pepito <[ad\\_pepito@yahoo.com](mailto:ad_pepito@yahoo.com)>; Arturo Pepito <[arturopepito56@yahoo.com](mailto:arturopepito56@yahoo.com)>; SPC NAGA <[spc\\_naga@yahoo.com](mailto:spc_naga@yahoo.com)>; John Seigfred G. Saludar <[sjohnseigfred@yahoo.com](mailto:sjohnseigfred@yahoo.com)>; Dionisio Abarquez <[dba82261@yahoo.com.ph](mailto:dba82261@yahoo.com.ph)>; Kristine Libot <[kkayrilibot@gmail.com](mailto:kkayrilibot@gmail.com)>; Sipc\_bdpp TS <[sipcbdpp.ts@gmail.com](mailto:sipcbdpp.ts@gmail.com)>; SIPC BDPP <[sipc\\_bdpp@yahoo.com.ph](mailto:sipc_bdpp@yahoo.com.ph)>; Rommel Jalbuena <[rofuja@yahoo.com](mailto:rofuja@yahoo.com)>; Panay Diesel <[panaydiesel@gmail.com](mailto:panaydiesel@gmail.com)>  
**Subject:** Re: NMMS Web Services Training

Sir/Madam,

Good evening.

Relative to your electronic mail for the above subject re **NMMS Web Services Training**. The following names are SPC & SIPC representatives for the said training:

**For SPC Power Corp. (SPC)**

- \* Richard O. Arcenal
- \* Mark Wilson I. Marundan
- \* Rhedan P. Bandalan
- \* Krizzia Alyanna G. Angeles
- \* Michael Polinar
- \* Victor Cantillas

**For SPC Island Power Corp. (SIPC)**

- \* Rocky S. Alegrado
- \* Marlene Joy E. Muega
- \* Michael De Guzman
- \* Nilo Miculob
- \* Kristine Kay R. Libot
- \* John Seigfred G. Saludar

Kindly acknowledge receipt. Thank you and regards.

Krizzia Alyanna G. Angeles  
Trading Asst.

Trace Number: 215.11.17.2017

*7th Floor Citibank Center  
8741 Paseo de Roxas, Makati City*

Telephone Number(s):

Direct Line: 810-5899;

Trunk Line: 810-4474 to 810-4477

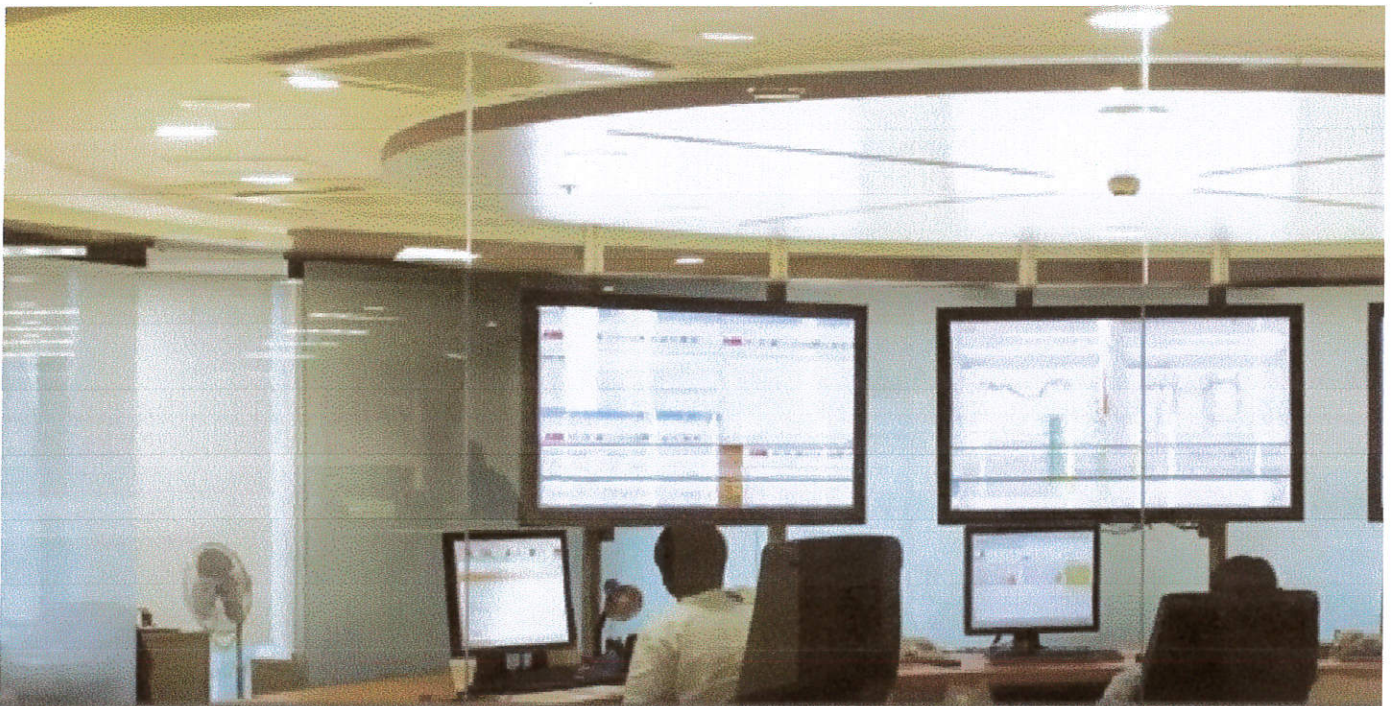
Mobile Number: 0917-559-2207

Dear All,

In line with the efforts of PEMC to provide further engage Trading Participants with details on the Implementation Enhanced WESM Design via the New Market Management System (NMMS), we would like to invite you to the "NMMS Web Service Training" on **28 November 2017 from 9:00 AM to 11:00 AM.**

This activity is in line with the roll-out activities of the NMMS that aims to train and familiarize the Luzon and Visayas Trading Participants with the use of a web service to enable automation of submission of offers/bids, and retrieval of market results.

We are allotting a maximum of 2 persons per Company for this activity. Preferably, at least one of them is well-versed with software development. Please send us the names of your nominated attendees on or before **20 November 2017.**



## NEW MARKET MANAGEMENT

*Live Parallel Operations Platform*

### NMMS WEB SERVICES TRAINING

*for*

### WESM TRADING PARTICIPANTS

16F PEMC OFFICE, RETCC BLDG., ORTIGAS CENTER

*Kind regards,*

*Mancel A. Portillo*

Institutional Relations Section

**PHILIPPINE ELECTRICITY MARKET CORPORATION (PEMC)**

9th & 18th Floors Robinsons Equitable Tower, ADB Avenue

Ortigas Center, Pasig City 1609 Philippines

Telephone: +63.2.318.WESM (9376)

Website: [www.wesm.ph](http://www.wesm.ph)

**\*\*\* Please do not reply to this email.\*\*\***

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Subject: **Re: Fw: FW: Public Consultation on draft Department Circular on Causer Pays Mechanism (CPM) and Independent Market Operator (IMO) Arrangements - Cebu**

From: pmdd.wesm@gmail.com  
To: spc\_trading13@yahoo.com  
Cc: rofuja@yahoo.com; arturopepito56@yahoo.com; ces\_villegas@yahoo.com  
Date: Tuesday, April 3, 2018, 9:10:41 AM GMT+8

Ms. Krizzia,

This is to acknowledge receipt of email and attachments.  
Thank you very much for your confirmation.

**Kevin Lloyd C. de los Santos, REE**  
Science Research Specialist I  
Power Market Development Division  
Electric Power Industry Management Bureau  
Department of Energy

On Mon, Apr 2, 2018 at 5:31 PM, SPC Power Corporation / SPC Island Power Corporation <[spc\\_trading13@yahoo.com](mailto:spc_trading13@yahoo.com)> wrote:

Sir/Madam,

Good afternoon.

Please see the attached registration form for the Public Consultation on Draft Department Circulars on Causer Pays Mechanism (CPM) and Independent Market Operator (IMO) Arrangements (**April 11, 2018 at Cebu Parklane International Hotel, Cebu City**).

Kindly acknowledge receipt. Thank you and regards.

Krizzia Alyanna G. Angeles  
Trading Asst.

Trace Number: 95.4.2.2018



7th Floor Citibank Center  
8741 Paseo de Roxas, Makati City

Telephone Number(s):  
Direct Line: 810-5899;  
Trunk Line: 810-4474 to 810-4477  
Mobile Number: 0917-559-2207

----- Forwarded Message -----

**From:** Dennis T. Villareal <[dtvillareal@spcpower.com](mailto:dtvillareal@spcpower.com)>  
**To:** [spc\\_trading13@yahoo.com](mailto:spc_trading13@yahoo.com) <[spc\\_trading13@yahoo.com](mailto:spc_trading13@yahoo.com)>  
**Sent:** Tuesday, March 27, 2018, 11:19:10 AM GMT+8  
**Subject:** FW: Public Consultation on draft Department Circular on Causer Pays Mechanism (CPM) and Independent Market Operator (IMO) Arrangements - Cebu

FYI

**From:** PMDD EPIMB <[pmdd.wesm@gmail.com](mailto:pmdd.wesm@gmail.com)>

**Sent:** Monday, March 26, 2018 1:54 PM

**To:** Dennis T. Villareal

**Subject:** Re: Public Consultation on draft Department Circular on Causer Pays Mechanism (CPM) and Independent Market Operator (IMO) Arrangements - Cebu

Sir/Madam,

Greetings from the Department of Energy!

We are pleased to invite you or your representative/s to a Public Consultation on **11 April 2018** at **Cebu Parklane International Hotel, Cebu City** on the following topics:

1. **Draft Department Circular on Causer Pays Mechanism (CPM); and**
- 2 **Draft Department Circular on Independent Market Operator (IMO) Arrangements.**

The said activities are in line with the DOE's mission to formulate and implement policies and programs to ensure sustainable, stable, secure, sufficient, accessible and reasonably-priced energy.

Attached herewith are the registration form and provisional agenda for your reference. We look forward to your active participation in this undertaking.

Kindly acknowledge upon receipt of this email. Thank you.

**Power Market Development Division**  
Electric Power Industry Management Bureau  
Department of Energy

--

This email was Virus checked by UTM 9. <http://www.sophos.com>

Subject: Re: Grid Reliability Monitoring System (GRMS) Workshop/Refresher Course Invitation

From: spc\_trading13@yahoo.com

To: rmamable@gmc.org.ph; gmcreliability@gmc.org.ph

Cc: rtgarcia@gmc.org.ph; totievivero@gmc.org.ph; egdimaliwat@firstgen.com.ph; EGDimaliwat@firstgas.com.ph; ces\_villegas@yahoo.com; lot.caminero@gmail.com; arturopepito56@yahoo.com; ad\_pepito@yahoo.com; spc\_naga@yahoo.com; jnreuyan@yahoo.com; sjohnseigfred@yahoo.com; rudybacs@yahoo.com; dba82261@yahoo.com.ph; kkayrliobot@gmail.com; sipcbdpp.ts@gmail.com; sipc\_bdpp@yahoo.com.ph; rofuja@yahoo.com; panaydiesel@gmail.com; spc\_trading13@yahoo.com; bandalanrhedan@gmail.com; spc\_bandalan@yahoo.com

Date: Monday, August 28, 2017, 8:06:49 PM GMT+8

Good evening Miss Regine,

Following are the final and updated representative/s in every generating plant **re: Grid Reliability Monitoring System (GRMS) Workshop / Refresher Course Invitation** to be held on August 31, 2017 (Thursday) at 9:00 AM - 2:00 PM at the AVA Conference Room, GMC office (20F Pacific Center Building, San Miguel Avenue, Ortigas Center, Pasig City) for your proper information, guidance and reference.

**Cebu Diesel Power Plant 1 (CDPP1)**

1. **Rodolfo V. Bacalso** - Shift Engineer

**Bohol Diesel Power Plant (BDPP)**

1. **Gilbert Y. Eumage** - Results Engineer - B

**Panay Diesel Power Plant (PDPP)**

1. **Genniel T. Saba** - Electrical and Instrumentation Supervisor
2. **Marlene Joy E. Muega** - Results Engineer - B

**Makati Office**

1. **Rhedan P. Bandalan** - Trading Specialist - B

Kindly acknowledge receipt. Thank you and God bless.

**Rhedan P. Bandalan**

Trading Specialist - B



7th Floor Citibank Center  
8741 Paseo de Roxas, Makati City

Telephone Number(s):  
Direct Line: 810-5899;  
Trunk Line: 810-4474 to 810-4477  
Mobile Number: 0917-559-2207

On Thursday, August 3, 2017, 4:49:29 PM GMT+8, Regine M. Amable <rmamable@gmc.org.ph> wrote:

Good day Sirs and Ma'ams!

The Grid Management Committee (GMC), Inc. would like to invite you on the upcoming **Grid Reliability Monitoring System (GRMS) workshop/refresher course** (free of charge). The workshop will be held on **August 31, 2017 (Thursday) at 9:00 AM - 2:00 PM here at the AVA Conference Room, GMC office (20F Pacific Center Building, San Miguel Avenue, Ortigas Center, Pasig City).**

The GMC will be providing the AM Snack for all the participants and everyone will be given enough time to take their lunch, at their own expense, outside the GMC office.

Should you have further questions regarding the above matter, please contact the undersigned person.

Thank you very much and see you at the workshop!

*Note: Bring your own laptop!*

**Kindly acknowledge receipt of this email.**

Warm Regards,

**Regine M. Amable**

Engineer – Reliability Subcommittee

Grid Management Committee (GMC), Inc.

Tel: 6378500 Loc. 213 Fax: 6364886 Mobile: 09974321028

Email: [rmamable@gmc.org.ph](mailto:rmamable@gmc.org.ph)

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