



SBCGP TODAY

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SBDMC ANNOUNCES NEW CORPORATE PRESIDENT

SBDMC Chairman Chin Der Ou witnessed the turnover of the management and supervision of business affairs of SBDMC, Inc. to Mr. Willy Wang (from left: Mr. Willy Wang, Dr. Chin Der Ou, Mr. Jeff Lin).

SBDMC, Inc. has appointed Mr. Willy Wang as its new president. Wang took over the helm from Mr. Jeff Lin starting October 1, 2018. SBDMC Chairman, Dr. Chin Der Ou, led the turnover ceremony on October 3, 2018 at SBDMC Formosa Hall to welcome Wang.

Wang came to Subic Bay in March 2018 as TECO Group's Representative to the Philippines to consolidate and manage all TECO's investment and subsidiaries in the country.

Wang is a veteran of TECO Group holding various positions. TECO is a well known conglomerate in Taiwan with US\$1B sales and business scope covering over 100 cities in more than 40 countries in the five major continents. He started his career as General Manager of Overseas Operations of Taian Electric Co., Ltd. followed by his stint in Hubbell-Taian Company and TECO Information System. In 1999, he moved to the USA as President of Advanced Innovative Marketing. He was appointed Managing Director of TECO Australia Pty. Ltd. starting 2001. He likewise concurrently served as General Manager of AV Business Division of TECO Electric & Machinery Co. Ltd. from 2006-2008 and Managing Director of TECO Electric & Machinery B.V. from 2008-2009. As Managing Director, he oversaw the Europe Head Office and three other European subsidiaries of TECO in United Kingdom, Germany and Spain. He became Special Assistant to TECO Chairman in 2016.

Wang graduated from Taipei Technology University with a degree in Electrical Engineering. He also earned a Bachelor's Degree from Fu Jen Catholic University in 1995, with double major in Business Administration and English Literature. He completed a Master's Degree in Global Operations Management from the State University of New York in 2012.

Lin, who had served as the president of SBDMC since September 2003, stayed on as Advisor to assist the company during the transition period. Lin was the longest-serving President of SBDMC steering its transformation and success through his dedication, hard work, and dynamic leadership throughout his 15 years in the company. Wang took the opportunity to share his vision and the company's new direction with its employees during the turnover ceremony. "I see many investments opportunities for SBDMC such as Gateway Park Phase III (Tupo area), partnership with Taiwan International Ports Corporation (TIPC), Redondo Peninsula and its connecting bridge or tunnel to the SBFZ Mainland, etc.," announced Wang. "I intend to focus energy and resources on working on these new projects."

EISMA: COMPLEMENTATION KEY TO CL TOURISM GROWTH

October 23, 2018



SBMA Chairman and Administrator Wilma T. Eisma poses with members of the Pampanga Press Club after guesting at the "News@Hues" press conference hosted by PPC at the Park Inn by Radisson Clark.

CLARK FREEPORT – The Subic Bay Metropolitan Authority (SBMA) is seeking to integrate tourist destinations in the neighboring provinces of Pampanga, Tarlac, Bataan and Zambales to further sweeten the pot for the cruise tourism program of the Subic Bay Freeport and create inclusive growth in the region.

In a briefing here with the Pampanga Press Club at the Park Inn by Radisson Clark recently, SBMA Chairman Wilma T. Eisma said there is a need for local communities in Central Luzon to open up more attractions and strengthen each other's tourism offerings through tactically-coordinated programs.

"Our strategy is for Subic to become the anchor cruise ship destination, but it's actually not only for Subic but for the inclusive growth of all of us as well," Eisma explained. She pointed out that cruise ship passengers disembarking in Subic have frequented various destinations in Clark Freeport, as well as attractions like Las Casas De Acuzar in Bataan and mango farms in Zambales.

"The idea is to come up with curated experiences that we can commonly sell to tourists," Eisma said. "Zambales will have agro-tourism, Bataan and Tarlac their historical sites, while we can bring cruise ship passengers for a food trip in Pampanga to sample the popular local cuisine." "There is a lot of opportunity, and a lot of dreams that we can realize through the cruise ship program. The key is complementation and the strategy is to sell your own destinations as well as those of your neighbor's," she added.

As of now, the SBMA's cruise ship tourism program is running smoothly, Eisma said, with Subic hosting 17 ship arrivals since February and expecting up to 10 more arrivals before the end of the year. She added that Subic has already confirmed the arrival of 20 trips for next year, including "Spectrum of the Seas", a 5,000-capacity cruise ship being built for launching next year by Royal Caribbean International, one of the biggest cruise lines in the world.

Last month, the Central Luzon Regional Development Council cited the SBMA for developing Subic into a premier cruise ship destination in the country and noted that cruise ship arrivals in Subic this year had generated more than P85-million worth of economic activity. These came in the form of income from cruise ship passengers' visits to theme parks, local transportation costs, port fees, purchase of local products, dining, and other services provided by tourism-related establishments.

To further build up the Subic cruise ship program, Eisma said the SBMA is seeking the approval of a visa-free scheme for tourists arriving at the Subic Bay Freeport that would also invigorate the tourism industry in neighboring areas. She said the Subic agency is now working with the Office of the President and concerned agencies to amend EO 271 signed by President Fidel Ramos in 1995 that allows foreign nationals visiting Subic to stay within the free port for a maximum of 14 days without visa.

"I'm very, very hopeful that our visa-free proposal will be granted soon, because once that happens Central Luzon can expect a deluge of tourists and we would surely get our hands full," Eisma said. She said the SBMA is continuously working with officials of Clark Freeport and government executives in Zambales, Bataan, Pampanga and Tarlac to plan out tourism cooperation programs, including the hosting of the Southeast Asian Games next year.

In the same forum, SM Clark Public Relations Manager Venus Manalang noted that the renowned mall chain has been accommodating cruise ship passengers who arrived from the Subic Freeport and expressed support to SBMA plans to promote tourism in Central Luzon.

"If the SM Olongapo City branch opens their doors earlier than the scheduled work hours to accommodate cruise ship passengers, the SM Clark branch will also find ways to heighten the interests of cruise ship passengers who will visit our branch," Manalang said.

TAIWANESE COMPUTER GIANT TO REOPEN SUBIC PLANT

December 6, 2018

SUBIC BAY FREEPORT -- Wistron Infocomm Corp., formerly one of the biggest export manufacturers in the Subic Bay Freeport Zone, will soon resume production operations here.

Subic Bay Metropolitan Authority (SBMA) chairman and administrator Wilma Eisma on Wednesday said the Taiwanese computer giant conducted recruitment activities here for two days last week to hire workers for some 2,500 positions at its Subic facility. Wistron's return to Subic came as a direct result of the emerging trade war between the super-economies of the United States and China, as well as of the threat by the Trump administration to withdraw from the North American Free Trade Agreement (NAFTA).

"You can say that this again validates the inherent strength of Subic as a strategic business location, because when other countries lose their initial advantages in terms of cheap labor or distribution cost, companies opt for Subic," Eisma said.

She also said that the SBMA expects more global companies affected by the trade war to consider moving out to Subic or other economic zones in the country.

According to SBMA Labor Department manager Severo Pastor, Wistron processed more than 4,000 applications during the two-day schedule of exams and job interviews last week, with 900 workers passing the qualifiers on the first day alone.

"They wanted HOTS -- hired on the spot, so Taiwanese personnel from the company personally conducted the interviews. The SBMA labor personnel simply assisted on the second day to help process the growing number of applications," he said.

Wistron Infocomm started out in Subic in 1995 as Acer Information Products (Philippines), Inc., a computer manufacturing outfit of Acer, Inc., Taiwan's biggest computer firm.

It earned its current name in 2006 when Acer, Inc. spun off its Subic operations and infused fresh capitalization of USD36 million to include a Mobile Operations Unit (MSU).

In 2008, Wistron contributed more than a fourth of Subic's USD977.84 export total with export production of USD274.88 million, leading the top 10 Subic exporters when Korean shipbuilder Hanjin, now the biggest exporter, was just a fledgling operation with USD61.74 million worth of exports.

In 2010, however, Wistron closed its hand-held device plant in Subic, shifting all of its production here to a facility in Zhongshan, China, but leaving its design automation center here.

The move displaced some 700 workers, at least 200 of whom, however, were reportedly sent off to a Wistron plant in the border-town facility of Juarez, Mexico.

In a clear reversal of fortune, Pastor said the newly-opened positions in Subic are the result of the company's plan to relocate their operations from Mexico due to the threat by President Donald Trump to withdraw from NAFTA, which he has criticized for allowing Mexico to "steal" jobs from the United States and opening the border to cheap, tariff-free goods. - Malou Dungog, PNA



SUBIC FIRM PARTNERS WITH TESDA TO TRAIN AUTO WORKERS

October 18, 2018

TESDA Zambales provincial director Benhur Baniqued (left), TESDA provincial training center administrator Eugene Peñaranda, and Subictrak president Ferdinand Tangan (right) conclude a partnership for training for workers in the automotive industry.

SUBIC BAY FREEPORT — A company engaged in trading of motor vehicles here has sealed an agreement with the Technical Education and Skills Development Authority (TESDA) for the training of workers in the automotive industry.

Subictrak International Inc., a Subic-registered enterprise engaged in importation, remanufacture, rebuilding and re-export of motor vehicles and heavy equipment, will join TESDA for an in-plant Dual Training System to help increase standards in truck rebuilding.

Subic Bay Metropolitan Authority (SBMA) Chairman and Administrator Wilma T. Eisma said the partnership exemplifies the culture of community involvement that the agency is cultivating among stakeholders in the Subic Freeport.

Under the agreement, TESDA will execute the training program designed by both parties in accordance with the Dual Training System Act of 1994, while Subictrak will provide the facility for the in-plant Shielded Metal Arc Welding NC2 class and Automotive Servicing NC2 class.

The memorandum of agreement (MOA) was signed by Subictrak president Ferdinand Tangan and TESDA provincial training center administrator Eugene Peñaranda.

TESDA Zambales provincial director Benhur Baniqued lauded Subictrak for partnering with TESDA to help address job mismatch in the community.

Baniqued said TESDA Zambales encourages such partnerships to strengthen the interaction between the industry and the academe. "By doing so, we are able to somehow minimize the so-called job mismatch, if not eliminate it," he added.

Subictrak's chief executive, meanwhile, expressed support to the government's objective of improving the quality of life of the Filipino workforce through the development of technical skills and proper work values.

He said the Subictrak-TESDA partnership will ensure that the employees they will hire in the future would be well-trained for the job.

"We expect that with this partnership we will improve a lot in the company, as we expect TESDA to teach us well. And we will gladly accept the trainees you will bring to us," Tangan also said.

Subictrak is a 40% Chinese-60% Filipino owned corporation registered in the Subic Bay Freeport since July 2004.

LOCATOR'S PROFILE 5



SUBIC SUPERFOOD INCORPORATED

Subic Superfood Inc. (SSI) is a food manufacturing facility inside Subic Bay Gateway Park Phase I complying with the highest international food safety and quality standards as attested by its Good Manufacturing Practice (GMP) and Hazard Analysis and Critical Control Points (HACCP) certifications.

SSI is engaged in the business of conducting and maintaining the trade or business of importation, local sourcing, processing and manufacturing of ingredients and/or finished products for food and related industries, to trade the same locally and for export in wholesale distribution with focus on Pili nuts at present.

The company makes use of naturally grown Pili nuts which are known for their remarkable super food benefits. Pili nuts are high in heart-healthy magnesium, low on the Glycemic Index, rich in healthy fats and Omega 9 oils, naturally high in protein and fiber, healthy for the skin, with the highest levels of vitamin E and have the lowest in net carbohydrates of any nut.

Under the brand name Mount Mayon Premium Pili Nuts, SSI offers premium Pili nuts complemented with simple ingredients to create three award winning, complex flavors – Ecuadorian Cacao Premium Pili Nuts, Himalayan Pink Salted Premium Pili Nuts and Kyoto Matcha Premium Pili Nuts. The Pili nuts are slow-dried and individually hand processed to preserve their delicate flavor. The products are certified non-GMO, Halal, Kosher, and Vegan.

Ecuadorian Cacao Premium Pili Nuts are rolled in antioxidant-rich Ecuadorian Cacao and organic coconut sugar. Himalayan Pink Salted Premium Pili Nuts combines the dynamic flavor of the Pili Nut with the distinctive taste of Himalayan Pink Salt. Kyoto Matcha Premium Pili Nuts are coated in the finest organic Kyoto Matcha and organic coconut flower sugar. Although relatively new in the market, Mount Mayon Premium Pili Nuts has already been recognized internationally by the French Snacking D'Or Awards, the International Quality and Taste Institute and The Guild of Fine Food Great Taste Awards. On June 11, 2018, the Ecuadorian Cacao Premium Pili Nuts bested 12,634 products that were entered in this year's The Guild of Fine Food Great Taste Awards in London and won the Supreme Champion Award 2018.

Atty. Wilma T. Eisma, Chairperson and Administrator of the Subic Bay Metropolitan Authority (SBMA) also presented SSI with a Certificate of Appreciation on October 22, 2018 to recognize its invaluable contribution and excellence in producing the internationally recognized Mount Mayon Premium Pili Nuts and for its passion for the Philippines and the Pili nut.

Mount Mayon was created by a small group of friends who came together and blended their skills, knowledge, creativity, love for the Philippines and obsession for nutrition and fine food to develop the world's most perfect nut.

It was love at first bite when Dr. James Costello and Dr. Steve Costello tasted the raw Pili Nut on intelligence gathering, deep in the Mount Mayon region over ten years ago. The brothers, who have degrees from Minnesota in biochemistry and dentistry, found a way to preserve the nut's exquisite qualities, so it could be shared with the rest of the world. They applied their science including ancient Chinese pre-sprouting methods to the Pili Nut, which proved to be miraculous. With the help of friends, co-founders Cara and David Weil, mountains of research, and years of development, the world's smoothest nut was born.

SSI prides itself not only in creating world-class products with remarkable health benefits but also in initiating, financing and implementing the first cooperative for Pili farmers in the provinces around the Mount Mayon volcano. SSI strives to show farmers how to consistently produce premium quality nuts, naturally and sustainably, as the global export market becomes newly available to them.

The company's goal is to work with the new export industry to support a large network of farmers and laborers in the region, ensuring that the quality of their lives improves as our initiative develops.

Mount Mayon premium Pili nuts are mainly exported to Macau. Fortunately, locals can now also enjoy luxury snack industry's best kept secret as SSI started selling its products in Duty Free Philippines outlets in Ninoy Aquino International Airport (NAIA) terminals 1, 2 and 3 as well as Royal Duty Free Shops in Subic Bay Freeport Zone.

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PHOTO GALLERY



Orientation for Recycling Facilities - July 27, 2018



International Coastal Clean-up - September 22, 2018



**Christmas Tree
Lighting Ceremony
November 15, 2018**

PHOTO GALLERY 7



**The Export-Import
Bank of ROC Briefing on
How to Apply for Bank Loan
December 10, 2018**

**Visit of Creative Sensor Inc.
December 19, 2018**



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PHOTO GALLERY



**Visit of Primax
Electronics Ltd.
December 13, 2018**



**Perfect Attendance
Jonathan Ong**



**5 Years
Service Awardee
Lyn Custodio**



**Best SS Practitioner
Finance & Acctg. Dept.**



**15 Years
Service Awardee
Engr. Eduardo Reyes, Jr.**

4th Quarter Staff Assembly



**Best Department
Finance & Acctg. Dept.**



**Outstanding Employee
Clarita Dumaguit**



**Perfect
Attendance
Marte Borromeo**

SBDMC CONDUCTS RELIEF OPERATIONS



Subic Bay Gateway Park (SBGP) locators teamed up with SBDMC, Inc. in the relief operations conducted on August 10, 2018 for families affected by flooding on July 22, 2018.

According to news reports, Olongapo City was placed under a state of calamity after continuous torrential rains triggered by the southwest monsoon and enhanced by tropical depression Josie caused flooding in 16 of its 17 barangays. SBMA Ecology Center reported that it was the heaviest rain that fell in Subic since January 2013.

SBGP locators once again showed their concern and support to the local community by supporting the outreach activity of SBDMC. A total of 1,100 families were assisted thanks to their cash and non-cash donations on top of the Php161,500 donated by SBDMC.

Subic Superfood Inc. (SSI), Juz Electronic Processing Plant, Inc., Wistron InfoComm (Phils.) Corp. and Suntech Pacific Logistics Corp. were the top 4 donors.

Seven hundred packs were distributed to families from Brgy. New Kalalake, Brgy. Pag-Asa and Brgy. East Bajac-Bajac in Olongapo City in coordination with the Olongapo

City Mayor's Office. The remaining 400 packs were turned over to Ms. Arlene Pangilinan, Public Relations Officer II of the SBMA Public Relations Office, for affected SBMA employees.

Each relief pack contains 2-kilo rice, 7 packs of instant noodles, 2 cans of corned beef, 2 cans of sardines, 5 sachets of 3-in-1 coffee and 1 can of tuna flakes. Five hundred of the packs also contain one can of dark cocoa dusted volcanic Pili nuts each.

Employees of Wistron, SSI, JCE Brokerage Services, TECO (Philippines) 3C and Appliances, Inc. and SBDMC distributed the relief goods in Rizal Triangle Multi Purpose Center, assisted by Special Events Office led by Mr. Rommel "Mega" T. dela Vega. The relief goods for SBMA were delivered to the Subic Bay Exhibition and Convention Center (SBECC) by the SBDMC management team.

Total cash donations reached Php289,500. Non-cash donations included Pili nuts, bed sheet, blanket, instant noodles, pancit canton, cookie sandwich, 3-in-1 coffee, sardines, corned beef, beef loaf, rice and used clothes.

10 COMMUNITY SERVICE

SBDMC, Inc. gratefully acknowledges the support of the following generous donors:

CASH DONORS

Wistron InfoComm (Phils.) Corp.
 Suntech Pacific Logistics Corp.
 Asahi Group Int'l Corp.
 Transequip Co. Ltd.
 Apollo Subic Int'l. Trading Corporation
 Tao Hang Corporation
 UPower Building Corp.
 Lucky Dale Subic International Inc.
 Subic 999 Corp.
 Subictrak International, Inc.
 Dong Yang Food Machinery Phil

NON-CASH DONORS

Subic Superfood Inc.

Tong Lung (Phils.) Metal Industry Co., Inc.

Juz Electronic Processing Plant, Inc.

Contex Corp.

Kaneou Global Environmental Phils. Inc.
 TECO (Philippines)

3C and Appliances, Inc employees.

SBDMC, Inc. employees

500 cans of dark cocoa dusted volcanic Pill nuts

48 packs of Lucky Me Beef Instant noodles

12 packs of Lucky Me Chicken Instant noodles

12 packs of Lucky Me pancit canton

60 packs of Bingo Double Choco cookie sandwich

60 sachets of Kapiko Blanka twin pack coffee

12 cans of Mega sardines

12 cans of Bingo corned beef

12 cans of Bingo beef loaf

105 boxes of Payless instant noodles

10 sets of bed sheet

10 pieces of blankets

50-kg. rice

Used clothes

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The smallest act of kindness is worth more than the grandest intention - Oscar Wilde



RESPONSIBILITY PAYS

By Mr. Ralph Jefferson Ico

Most of the time if you ask someone if they're getting paid what they're worth, I can guarantee you most of the time they would say "No, I deserve more. I should get a better pay. I should have a bigger bonus."

Think about it. The question I would like you to ask yourself is if you were the entrepreneur, if you were the leader, would you hire you? If your answer would be, "Yes, of course. It's totally worth it." It's easy to talk. It's easy to say that, "Well I'm worth a whole lot more", but the question is if you were really to be open and transparent and step out of your own shoes for a second and ask yourself honestly what it is that I bring to the table and if I was the owner right now and I'm going to pay myself that amount, that salary every single month, what do I need to get out of me in order to justify that amount?

Think about it. If you are the entrepreneur, obviously the only reason why you would hire somebody is because the pay is going to be significantly less than the value that's generated. Ask yourself your value right now, the responsibility that you have in your organization. Is that at least three times more than you're paid? Ask yourself really honestly and transparently because only you can do that.

At the end of the day, responsibility pays. Here's the problem. Most people look at responsibility as a bad thing. Nobody wants to take responsibility, when in fact I'm not talking about the person to be blamed, but rather the person that's responsible. The CEO probably has the biggest responsibility in the organization, but that doesn't mean that the CEO is doing everything. It just means that they have the biggest responsibility.

At the end of the day, responsibility pays. Responsibility is in direct proportion to your pay. The next time you're thinking about how to get a bigger pay, ask yourself, "Would you hire you and would you give yourself that bonus?" Are you able to increase your level of responsibility?



ABOUT RALPH JEFFERSON T. ICO

Mr. RJ Ico has been working at SBDMC Inc. as a Marketing Assistant for 1 year and 8 months. Aside from assisting potential investors and selling TECO appliances, he does modeling at mall events and joined some male pageants in the past.

"I chose this topic because I want employees like me to think first "what do I have in order to get paid with that amount or do I deserve a better pay?" And then you will realize how you can justify your demanded salary. Just stay positive. Work hard. And make it happen."

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SBDPMC, INC., VISION / MISSION Statement

VISION: To make Subic Bay Gateway Park
(SBGP) a premier business destination
in Asia Pacific

MISSION: To develop a globally-competitive
Subic Bay Gateway Park (SBGP) that will
meet the needs of the foreign and local
investors through excellent service and
infrastructure, providing a rewarding work
environment for our employees and the
best value for our shareholders.

QUALITY POLICY

*SBDPMC is dedicated to providing quality
services to meet the expectations of our
customers and in fulfillment of the compa-
ny's mission and vision by: • Continuously
improving our management system oper-
ating in accordance with ISO 9001, and
other business practices with the highest
ethical standards; • Complying with legal
and regulatory requirements; and • Nur-
turing our employees in their pursuit of
excellence by providing them with positive
working environment and the needed
training and resources.*

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