



# FINEX FOCUS

Official Newsletter of *FINEX*

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**BRINGING SOLAR ROOFTOPS TO EVERY HOME** [p. 03](#)



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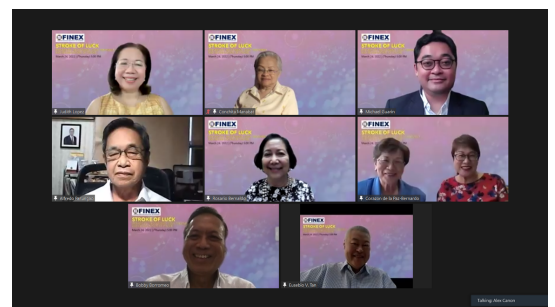
## FINEX IN ACTION



Economic Briefing [here](#).



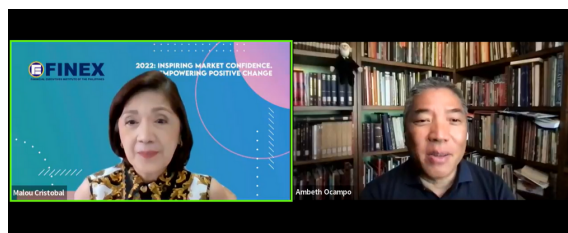
Dialogue with BSP: Addressing Digital Vote Buying [here](#).



Stroke of Luck [here](#).



Basics and More: Income Tax Filing & SEC Online Filing To Dos [here](#).



Interrogating Presidential Papers: The Ferdinand Marcos Diaries [here](#).



[2022 Calendar](#)

# EDITOR'S NOTE

by Mark Brian J. Nicdao



April ushers in Summer for us living in the Tropics, and Spring for those in the Northern Hemisphere. As days get warmer and longer, we tend to feel more inspired with an extra hop and skip in the way we walk.

As the lockdown has been eased, we find ourselves slowly picking up the pieces of normalcy and find the very precious things we missed during the Pandemic Surge, truly quite blissful.

For some, the move to go back to work and face-to-face gatherings can be quite overwhelming, not to mention the traffic one meets once again, can also be anxiety-inducing.

For some of our members, April paves the way for biking adventures, basketball games, beach trips, local and international travel and family reunions.

I wish you many precious moments of New Beginnings and the patience to traverse all the new changes that the Next Normal brings us.

Please take good care of your physical, mental, spiritual, emotional and social health, as well as your teams!

## FINEX FOCUS

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# GUEST SPEAKERS' PROFILE

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## JOSE M. LAYUG, JR.

SENIOR PARTNER, PUNO & PUNO LAW OFFICE

Atty. Jose M. Layug, Jr. or "Jay" is currently a Senior Partner at Puno & Puno Law Office. He recently served as Chairman of the National Renewable Energy Board from 2016–2018. Jay was the Undersecretary of the Philippine Department of Energy (DOE) from 2010–2012 and headed the Renewable Energy Management Bureau, Energy Resources Development Bureau, Energy Utilization Management Bureau, Oil Industry Management Bureau and Legal Services.

Prior to his DOE position, Jay was a Senior Counsel for the Negotiations and Legal Department of the Australian Strategic Business Unit of Chevron Corporation and served as the Malampaya Legal Manager of Chevron Malampaya LLC located in Manila, Philippines from 2007–2010. As Chevron counsel, he received the first ever William T. Coleman Award in 2008 – the highest recognition given by Chevron Corporation to a Chevron in-house counsel worldwide – besting all other Chevron lawyers worldwide.

He previously served as an international legal consultant of the Asian Development Bank and a Senior Associate at SyCip Salazar Hernandez & Gatmaitan. In 2000 up to 2002, Jay practiced law in New York and worked as a Foreign Lawyer at Sullivan & Cromwell in New York. He currently serves as the Dean of the University of Makati School of Law.

Jay obtained his Bachelor of Science in Business Economics with cum laude honors in 1992 and his Bachelor of Laws (1996) from the University of the Philippines. He finished his Master of Laws degree with honors in 2000 (fall semester) from Cornell Law School in New York, USA. Jay is licensed to practice law both in the Philippines (since 1997) and in New York (since 2000) having passed both Philippine and New York State bar examinations.

## GUIDO ALFREDO A. DELGADO

CHAIRMAN & CEO, GAAD INC.

Guido Delgado is the Chairman of GAA Delgado Inc., a firm that provides advisory services in power and energy sectors and develops renewable energy products.

Born and raised in Mindanao, Guido is currently the President of Southern Philippine College, one of the leading private co-educational institutions based in Cagayan de Oro City. He was the President of National Power Corporation (NAPOCOR) from 1994 to 1998, improving the power situation in the country by implementing various programs and projects.

He holds a Bachelor of Science in Agricultural Business from the University of the Philippines where he graduated Cum laude as well as a Master's degree in Management Science from the University of Manchester in the United Kingdom.

## ILLAC ANGELO DIAZ

EXECUTIVE DIRECTOR, MYSHELTER FOUNDATION; FOUNDER, LITER OF LIGHT

Illac Diaz is a social entrepreneur working to empower communities in the Philippines and around the world through several pioneering programs. Illac founded the MyShelter Foundation in 2006 to promote grassroots sustainable development through capacity-building and employment-generating projects. MyShelter Foundation has pioneered projects such as the Pier One Seafarer's Dormitory, the Design Against the Elements (DA+E) competition, and the Bottle School Project which builds classrooms and clinics made of recycled materials like plastic bottles. His latest venture, Liter of Light (Isang Litrong Liwanag), is the world's first grassroots green lighting program bringing low-cost, zero-carbon solar bottle bulbs to underprivileged communities worldwide. Since 2013, Liter of Light has empowered the lives of over one million people a year across 32 countries. Each of these hand-built solar lights reduces carbon emissions by 1000 kg and allows each of us to have a stake in creating a cleaner, greener future.

Illac holds a Masters Degree in Social Entrepreneurship from the Asian Institute of Management (AIM), a Masters Degree in Urban Studies and Planning from the Massachusetts Institute of Technology (MIT), and a Masters Degree in Public Administration from the Harvard Kennedy School. He is also a professor at the Open Online Academy leading students in the creation of post-disaster architectural designs. Illac is the first Filipino to win the Zayed Future Energy Prize, considered to be the Nobel Prize for clean energy, in 2015.



[WATCH FULL VIDEO HERE STARTING AT <47:35>.](#)

# PRESIDENT'S CORNER

by Michael Arcatomy H. Guarin



*Now that we are just a few weeks away from the elections, and the start of a new administration within the next 3 months, it is the period for reflection and taking stock of what we have achieved and where we are now. What future do we want to realize for your country, economy and companies.*

Good afternoon my dear FINEX members, welcome to our 4th General Membership meeting.

For those of you here in New World, it is great to see you again after such a long time. Good afternoon as well to our guests – Mr. Guido Delgado, Mr. Illac Diaz, and Atty. Jay Layug. Thank you for accepting our invitation and we look forward to hearing and learning from today.

Recall that our last GMM was March 16.

1. Since then, we've continued the efforts of FINEX to support this year's national and local elections. Last March 21, 2022 – FINEX initiated a Dialogue with the BSP, involving Deputy Director of the BSP's Financial System Integrity Department, Atty. Ruel Bumatay, and Mr. Melchor Plabasan, Director of the BSP's Technology, Risk, and Innovation Supervision Department. It was an engaging session which we hope paved the way for a cleaner election for us.

2. Then on March 25, we initiated a letter to the COMELEC which was co-signed by 17 other business organizations. Given the new commissioners that recently joined the COMELEC, we reiterated our willingness to disseminate election-related materials to ensure a more

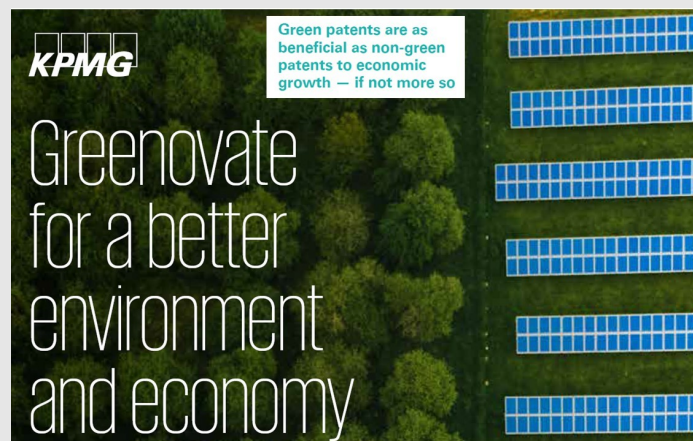
aware and educated voter base. And of course we wanted to demonstrate that private organizations deeply care about what they do and how they perform their tasks.

3. In addition to this, I hope you all had the chance to read my personal request to volunteer to the PPCRV. They need all the help they can get. The handling and monitoring of the elections will only become effective if they are properly supported by volunteers. I know that it will be an investment in our time but this election is that important and I truly feel that it will be time well spent for the volunteers. So to remind us all – the PPCRV is in need of volunteers to their Command Center at UST's Quadracentennial Pavilion. It will be from 9 May, election day to around 2 weeks after that. You or your company can choose which day or days to volunteer to.

Your committees have likewise been very active.

1. Last 18 March 2022 – the Professional Development Committee rolled out its first Economic Briefing for the year. The main speaker was BPI AMTC's Chief Investment Officer, Mr. Smith Chua. It was then followed by a panel discussion together with SGV Partner Ian Lauron and Ms. Angel Pacis, President & CEO of Philam Asset Management. Thank you to the officers of the PDC – Chair Edith Viray Estacio, and Chair or Vice Chair Paul San Pedro. And Liaison Director – Ned Goseco.

Watch the complete President's Message [here](#) (at 9:00).





# MEMBER IN FOCUS

Get up close and personal with our FINEX members.

## Mharicar Castillo-Reyes

Mharicar Castillo-Reyes is the President and CEO of Asticom Group of Companies, a Philippine-based shared services company under the Globe Group, and parent company to four subsidiaries: Asti Business Services Inc. (ABSI), HCX Technology Partners Inc., Fiber Infrastructure and Network Services Inc. (FINSI), and BRAD Warehouse and Logistics Services Inc., which belong to the IT-BSO, HR and Digital Solutions, Engineering, and Logistics industries respectively.

Mharicar, or Cai as her colleagues call her, began her career in an HR consulting and headhunting firm. Ten years later, she rose to become its Chief Operating Officer. Equipped with a wealth of experience in HR, she then moved on to head the Talent Acquisition group of Globe Telecom, a leading telecommunications company in the Philippines. Later on, she became Director of HR Employee Services of the said company, serving for almost five years. In 2015, she took over Asticom Technology Inc. as General Manager and three years later, became President and CEO of Asticom Group of Companies up to the present.

She is a psychology graduate from the Philippine Normal University, who is also a chartered business administrator. Cai has earned several HR certifications in compensation and benefits, Labor Relations, and Talent Acquisition. She completed the Ayala Group Leaders Program in Harvard Business School, and finished Digital Business Strategies in Columbia Business School.

Cai is a seasoned leader whose expertise in HR, recruitment, and shared services spheres brought growth and success to companies. Under her leadership, Asticom reached its Php 2-billion revenue mark in just six years of operations, spawned three subsidiaries, and acquired a new company. A visionary and people-focused leader, she brings Asticom's purpose to life: supporting businesses in their growth and creating opportunities for Filipinos through its diverse business portfolio.

While she considers work as her passion, Cai also finds joy in supporting her husband Paul and daughter Marga in their own passions in life. Her family enjoys traveling to their favorite weekend getaway Tagaytay and eating good food.

For Cai, helping businesses grow and improving people's lives give her a sense of fulfillment.

▪ What have you learned during the pandemic? **As said by Winston Churchill, never waste a good crisis. In Asticom, we took advantage of the crisis and decided to accelerate our growth by setting up our 3 new subsidiaries ABSI, FINSI and BRAD and also acquired a company from Ayala Corporation HCX Technology Partners during the pandemic.**

▪ What motivates you the most? **People. When I see people grow and enjoy what they do. As leaders, I believe it is our role to help our people find their personal purpose and to continue to help them fuel their passions.**

▪ What is the best advice you ever received? **From my mom, Be kind to people; treat people as you would like to be treated.**

▪ What do you wish you learned sooner? **Driving.**

▪ What is your go-to WFH attire? **Joggers, Capris, Shirts and Jackets :)**

▪ Fave thing about WFH? **I can have lunch and dinner with my family everyday.**



▪ What new skill have you learned during the pandemic? **Leading a remote workforce. The pandemic taught us that we can trust our people to be productive even at a remote set up. I learned new technologies that will enhance the team's working environment. I also learned that importance of self care and mental health for my family and our employees.**

▪ What place would you like to visit given travel restrictions are easing up? **Europe (Paris).**

▪ What is one thing you cannot live without? **My family and coffee.**

▪ One thing you would like FINEX members to know about you? **I have no finance background but I had to learn given my role as a CEO.**

▪ What is your greatest strength? **Having a clear vision and purpose for myself and the company. As leaders we always need to define why we do things in order to influence and inspire people to define their own vision and purpose for themselves.**

▪ Who is your role model? **My Mom raised and taught me to be a strong woman. The life skills I learned from her I still use as a wife, mother, sister and a business leader. Respecting and taking accountability of my own decisions and thinking about the impact on people. As a woman i can do what others can with no limitations.**

▪ Who would you want to meet in real life? **Mother Teresa :)**

▪ Shoes or bags? (you can choose another indulgence if you wish) **Both!!**

▪ What gets you out of bed? **My family and my work.**

▪ What keeps you awake at night? **1. Safety and security of my family 2.**

**Business: Sustainability of the business .**



▪ If you had a full day off, what would you do? **Spend more time with my family. Enjoy a nice meal and conversation.**

▪ What occupies your day? **During workdays: Meetings and weekends; Family time (Lunches and movie nights).**

▪ What's the last book you read? **Speak up by Megan Reitz and John Higgins**

▪ What's the last movie or series you watched? **Succession.**

▪ Hidden talent? **I can identify a good talent in less than 5 minutes :) I also learn painting on the side with my daughter.**

▪ What new skill would you like to learn? **Play music instruments piano and cello.**

▪ If you were not doing your current job, what would you be doing? **I would be a teacher.**

▪ What is your favorite age so far? **35 When I had my daughter, which is the biggest gift we received as a family.**

▪ What item is worth spending more money on? **Education and Health.**

▪ What movie or book do you enjoy quoting the most? **Movie: "There's no place like home." -The Wizard of Oz, 1939 and "Well, nobody's perfect." - Some Like it Hot, 1959.**

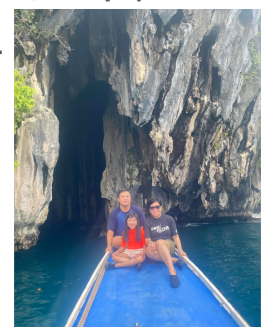
▪ What never fails to make you laugh? **My husband.**

▪ What is your go-to karaoke song? **Crazy For You.**

▪ What is not a big deal to other people but is a torture to you? **When people commit and promise but never deliver.**

▪ What are the least-likey three words someone would use to describe you? **silent, introvert, reactive.**

▪ Work or play? **Work because I dont consider it a job but my passion.**





# Povidone-Iodine

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sa bibig at lalamunan sa  
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**Your strong mouth  
and throat defense!**



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