



REPUBLIC OF THE PHILIPPINES
SECURITIES AND EXCHANGE COMMISSION
SEC Building, EDSA, Greenhills
City of Mandaluyong, Metro Manila

Company Reg. No. CN200504041

**CERTIFICATE OF FILING
OF
BY-LAWS**

KNOW ALL PERSONS BY THESE PRESENTS:

THIS IS TO CERTIFY that the By-Laws of the

**INSTITUTE OF ELECTRONICS ENGINEERS
OF THE PHILS., INC.**

copy annexed, adopted by majority of the members on July 21, 2005, certified to by the majority of the Board of Trustees and countersigned by the Secretary of the corporation, was approved by the Commission in accordance with the Corporation Code of the Philippines (Batas Pambansa Blg. 68), approved on May 1, 1980 and attached to the other papers pertaining to said corporation.

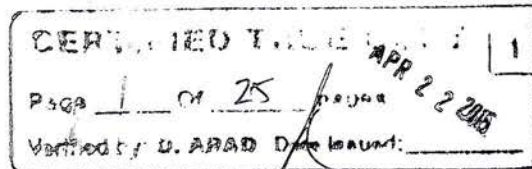
IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of this Commission to be affixed at Mandaluyong City, Metro Manila, Philippines, this 16th day of April, Two Thousand Seven.


BENITO A. CAYARAN

Director

Company Registration and Monitoring Department

AC/nelly





Republic of the Philippines
 DEPARTMENT OF FINANCE
 SECURITIES & EXCHANGE COMMISSION
 SEC Building, EDSA, Greenhills
 City of Mandaluyong, 1554



PAYMENT ASSESSMENT FORM

No. 03202007-801588

DATE 03/20/2007	RESPONSIBILITY CENTER (DEPARTMENT) CRMD
PAYOR: INSTITUTE OF ELECTRONICS ENGINEERS OF THE MANDALAYONG CITY	

NATURE OF COLLECTION	ACCOUNT CODE	AMOUNT
PENALTIES/FINES	609	250.00
LRP (A0823)	131	10.00
BY-LAWS	806	500.00

Php 760.00

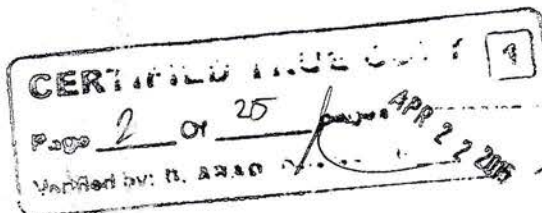
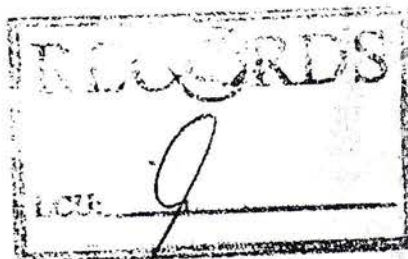
TOTAL AMOUNT TO BE PAID

Assessed by:
AMCAPE

OR# 0041726 Mar 20, 2007 09:40AM SEC No: null
 08mpagdanganan PHP 760.00*****

Machine Validation:

001-0022-211



COVER SHEET

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CN 200504041

S.E.C. Registration Number

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INSTITUTE OF ELECTRONICS
ENGINEERS OF THE PHILIPPINES
IMC

(Company's Full Name)

UNIT 712 CITYLAND SHAW TOWER
SHAW BLVD MANDALUYONG CITY

(Business Address: No. Street City / Town / Province)

ROSULA SJ ROYAS

Contact Person

687-7187

Company Telephone Number

12 31
Month Day
Fiscal Year

FORM TYPE

12 07
Month Day
Annual Meeting

Secondary License Type, if Applicable

Dept. Requiring this Doc.

Amended Articles Number/Section

Total No. of Stockholders

Total Amount of Borrowings
Domestic Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document I.D.

Cashier

STAMPS

Penalty
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Page 3 of 25 pages
Verified on APR 22 2005

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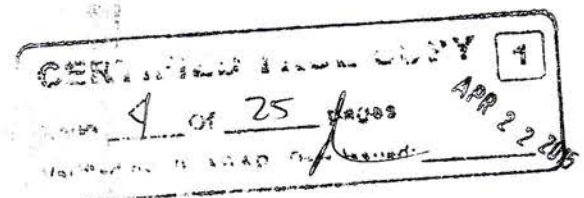
**BY-LAWS
OF
INSTITUTE OF ELECTRONICS ENGINEERS OF THE PHILS, INC.**

PREAMBLE

We, who are dedicated to the task of applying to human needs the principles of electronics engineering and its allied and convergent fields, bound by a common desire to promote the advancement of our people and humanity, and knowing that only through concerted efforts can we most effectively be of service to our country, do bind ourselves together into a body, the **INSTITUTE OF ELECTRONICS ENGINEERS OF THE PHILS, INC.**, and do hereby promulgate and ordain these by-laws.

**ARTICLE I
GENERAL PROVISIONS**

- SEC. 1. Pursuant to RA 9292 Sundry Provision article V section 32, the **INSTITUTE OF ELECTRONICS ENGINEERS OF THE PHILS, INC.**, shall be one (1) integrated and Accredited Professional Organization of Professional Electronics Engineers, Electronics Engineers and Electronics Technicians in the country, which is registered with the Securities and Exchange Commission as a non-stock, non-profit corporation and recognized by the Board, the Commission and all government agencies as the one and only integrated and accredited national organization for the said professionals. **INSTITUTE OF ELECTRONICS ENGINEERS OF THE PHILS, INC.** is hereby referred as **IECEP**.
- SEC. 2. The terms, definitions and interpretations are exactly the same as RA 9292 General Provision article 1 section 3.
- SEC. 3. **IECEP** is committed to serve the needs of its members in their performance of their electronics professions as defined in RA 9292 General Provision article 1, section 5 that states nature and scope of practice of electronics engineer and technician professions and in their pursuit of career growth in global arena through ASEAN and APEC Engineers Registry as mandated by World Trade Organization (WTO).
- SEC. 4. As an integrated institute, **IECEP** will operate based on the principle of "unity in diversity", empowering its chapter members to direct programs and activities towards the common good of its chapter members and **IECEP** in general.
- SEC. 5. There shall be the following classes. of meetings of the Institute:
- a. **ANNUAL GENERAL MEETING** - which shall be held during the Annual Convention. The Annual Convention shall not exceed a maximum duration of three (3) days and shall be held during the last Friday of November of each year at principal office or place within Philippines to be determined by the Board of Directors. In the Annual General Meeting, the presence of fifty (50) voting members shall constitute a quorum, unless the law requires a higher percentage.
 - b. **REGIONAL MEETING** - regional meetings shall be held as necessary at the discretion of the respective Regional Directors.
 - c. **CHAPTER MEETING** - chapter meetings shall be held by the respective chapters at least once a month or as often as may be deemed necessary
 - d. **SPECIAL MEETINGS** - which shall be held when there are matters of general interest on which urgent action is required and cannot wait for the annual meeting. Special meetings may be called by the Board of Directors upon its own resolution, or at the



written request filed by at least twenty-five voting members. Unless the law requires a higher number, the presence of at least thirty (30) voting members shall constitute a quorum in special meetings.

- e. **BOARD MEETINGS** - The Board of Directors shall hold monthly meetings or as often as necessary at the discretion of the Chairman or at the request of a majority of its members for the purpose of transacting official business of the Institute.
- f. **COMMITTEE CONFERENCES** - The different committees or sub-committees may hold their respective meetings as often as may be required by the urgency of the business on hand.

SEC. 6 All meetings shall be conducted in accordance with accepted practices, but in case of any question as to correct procedures, the latest edition of "ROBERT'S RULES OF ORDER" shall be followed.

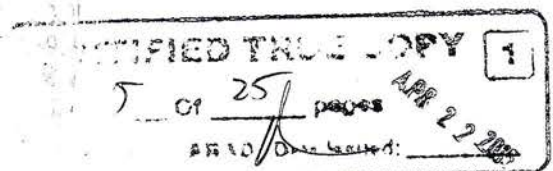
ARTICLE II ORGANIZATIONAL STRUCTURE AND MEMBERSHIP

SEC. 1 The organizational structure of the Institute shall be as follows:

- a. A National organization composed of the national officers and directors.
- b. Four (4) regional organizations comprising of the following:
 - 1. Luzon
 - 2. Metro Manila
 - 3. Visayas
 - 4. Mindanao
- c. Local chapters in cities, large municipalities and urban centres and/or provinces with their own chapter officers and directors.
- d. Foreign-based chapters in any countries with their own chapter officers and directors.
- e. Regional organization is registered with the Securities and Exchange Commission (SEC) with IECEP by-laws incorporated in their by-laws.
- f. Regional Electronics Engineering Students Chapter (RESC) and Regional Electronics Technician Student Chapter (RTSC) Organization shall be directly under the regional IECEP chapter organization and shall not be registered with the Securities Exchange Commission (SEC).
- g. Regional Electronics Engineering Student Chapter (RESC) and Regional Electronics Technician Student Chapter (RTSC) Organization shall be directly under the regional IECEP organization.
- h. The RESC and RTSC shall be composed of college or university based student-chapter's organizations with at least one faculty adviser who is a licensed electronics engineer and member of IECEP in good standing.
- i. The primary directive of RESC and, RTSC is academic and skill excellence.

SEC. 2 Membership in the Institute shall be through the local chapters or foreign-based chapters. There shall be no direct individual membership in the national and regional organizations. In case there is no existing chapter in a Member's domicile, he can join the chapter of his choice nearest his residence or place of work or, for the time being, retain his membership in the national organization until such time when a local chapter shall have been organized in his domicile.

SEC. 3 The Institute shall be governed and managed by a eleven (11) National Board of Directors.



Five (5) of the eleven (11) National Directors shall be elected at large every other Annual General Membership Meeting with a term of office of two (2) years from January 1st of the first year to December 31st of the second year; provided, however, that for the purpose of the transition period, eleven (11) National Directors shall be voted upon during the first Annual General Membership Meeting of the Institute, with the first six (6) garnering the highest number of votes to serve for a period of two (2) years, while the next five (5) to serve for a period of one (1) year. A new set of five (5) National Directors shall then be voted upon during the next Annual General Membership Meeting, and so on.

ARTICLE III **OFFICERS/BOARD OF DIRECTORS**

SEC. 1 Within fifteen (15) days after the election of the new directors every year to complete the eleven-man composition of the Board of Directors, they shall then meet to elect by secret ballot from amongst themselves the following National Officers, as follows:

1. President
2. Vice President-Internal
3. Vice President-External
4. Vice President-Education
5. Secretary General
6. Treasurer
7. Auditor

However, the President shall be elected only from among the eleven (11) National Directors and he or she shall hold office together with the rest of the elected National Officers for a period of one (1) year from January 1st to December 31st. No National Officer or National Director shall serve in the same position for more than two (2) consecutive terms.

SEC. 2 The Immediate Past President shall be ex-officio member of the Board of Directors without the right to vote and shall be entitled to attend every meeting of the Board. There shall also be a non-voting representative from the RESC and RTSC student Chapters, in the person of the incumbent President of the RESC and RTSC Student Chapters and whose term as student representative to the regional IECEP Board shall be co-terminus with their term of office of their respective Presidents.

SEC. 3 The National Headquarters governed by the Board of Directors shall be the overall policymaking body of the Institute with the President as the Chief Executive. Among others, it shall have the following powers over all chapters and regional directorates:

- a. Approve By-Laws and extend formal recognition to a duly organized city, municipal and/or provincial chapters;
- b. Fix membership dues and incidental fees;
- c. Advise and act on all matters that may be submitted to it or those that may come to its knowledge, particularly matters of local, regional, and/or national significance and interest, which could affect the members and/or the EcE profession/practice;
- d. Approve applications for membership in the Institute;
- e. Establish policies, rules and regulations in accordance with the IECEP By-Laws;

SEC. 4

The Regional Headquarters shall be located in the city, municipality or province where the local chapter in which the Regional Director is a member has its offices. Each region shall be headed by a Regional Director elected into office in accordance with Section 3 and 4 of Article II above. There shall also be a non-voting representative from the RESC and RTSC student Chapters, in the person of the incumbent President of the RESC and RTSC Student Chapters and whose term as student representative to the regional IECEP Board shall be co-terminus with their term of office of their respective Presidents.

SEC. 5

Local Chapters - Local chapters may be organized and given due recognition by the National Headquarters in cities, municipalities or urban centres and/or provinces, subject to the following guidelines:

- a. A chapter shall have an initial membership of at least fifteen (15) voting members at the time of organization.
- b. The eleven-man Board of Trustees from among who shall be chosen the Chapter Governor and such other Chapter officers as may be necessary shall govern the Chapters. The immediate past Governor shall be an ex-officio member of the Board of Trustees.
- c. The Chapter shall operate under a Certificate of Recognition issued by the National Headquarters By-Laws duly approved by the Board of Directors of the Institute.
- d. The Chapter shall accept process, screen and subsequently transmit application for membership together with pertinent comments or recommendations and the membership fees inclusive of nomination fees, as applicable, to the National Headquarters for proper action by the Board.
- e. Election of Chapter Board of Trustees and Officers shall be held during the month of April every year.

SEC 6

Foreign-based chapters - Foreign-based chapters may be organized and given due recognition by the National Headquarters in cities of any country, subject to the following guidelines:

- a. A foreign-based chapter shall have an initial membership of at least ten (10) voting members at the time of organization.
- b. The Chapter Governor and other officers as may be necessary shall govern the Chapters.
- c. The Chapter shall operate under the Certificate of Recognition issued by the National Headquarters.
- d. The Chapter shall accept process, screen and subsequently transmit application for membership together with pertinent comments and recommendations and the membership fees inclusive of nomination fees, as applicable, to the National Headquarters for proper action by the Board.
- e. Election of Chapter Board of Trustees and Officers shall be held during the month to be determined appropriate in the country where they are, within the first quarter of each year.

ARTICLE IV
QUALIFICATION, DUTIES, MANNER OF
NOMINATION AND ELECTION OF OFFICERS

SEC. 1

Qualifications of Directors

- a. Only members with the grade of Fellow, Charter Member, Life Member or Member shall be eligible for candidacy and election to the Board of Directors.

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- b. No member of the grade of Honorary Member, Associate Member or Student Member (except as provided for in Art. III, Sec.2 in the case of the student representative to the IECEP Board) shall be eligible to any elective or appointive position except that an Associate Member may be appointed member of a committee, sub-committee or working group.

SEC. 2 Duties and Powers of the Board of Directors

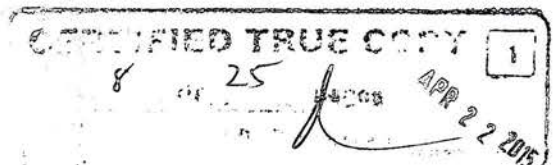
The Board of Directors shall exercise all corporate powers of the Institute in accordance with law; may create or dissolve committees or sub-committees and confer upon such committees or sub-committees any power not in conflict with law and the By-Laws of the Institute.

SEC. 3 Duties of the President - It shall be the duty of the President to:

- a. Act as Chairman of the Board of Directors
- b. Preside over all regular and special meetings of the Board of Directors
- c. Preside over all regular and special annual general conventions of the Institute
- d. With the concurrence of the majority of the Board of Directors, formulate policies of the Institute and issue such directives, circulars, or memoranda to any or all members for the proper implementation of the same
- e. Upon prior approval of the Board, sign all-important correspondences, legal documents and contracts, thereby binding the Institute legally as a corporate body
- f. With the concurrence of the majority of the Members of the Board of Directors, appoint all Chairpersons of standing committees and sub-committees, except those of the Membership Development and Chapters Committee and the Finance Committee
- g. Approve or disapprove expenditures in accordance with the current budget of the Institute
- h. Submit to the members of the Institute during the annual convention his/her annual report on the activities and accomplishments, as well as the financial condition of the Institute during his incumbency
- i. Proclaim immediately after election all newly elected Members of the Board of Directors; and
- j. Represent or cause the Institute to be represented in:
 - (1) All affairs wherein it has an interest
 - (2) All functions to which the Institute may be invited to participate, if in his judgement such participation will be to the advantage of the Institute

SEC. 4 Duties of the Vice Presidents

- a. Either the External or Internal Vice President may be designated by the President to assume the duties of the latter in case of his absence or incapacity.
- b. The VP - Internal shall assume responsibility in Membership and Organizational Development and perform the duties appertaining thereto, and serve as Acting President of the Institute when so designated.
- c. The VP - External shall serve as the Institute's Official Representative to various organizations and/or associations both local and international wherein IECEP is a member of, such as: PTC, PFFPA, PETEF, ASEAN and APEC Engineer Registry etc. He/She shall also serve as Acting President of Institute when so designated.



- d. The VP - Education shall serve as the Institute's Official Representative to academics and educational communities, organization and institutes and to the Professional Regulation Commission and to Commission of Higher Education in curriculum development and continuing education of professional. VP- Education shall manage the Regional Student Chapters for technician, technologist, and engineering student. He/She shall also serve as Acting President of Institute when so designated.

SEC. 5

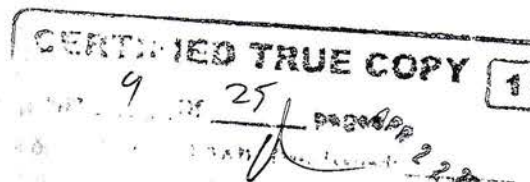
Duties of the Secretary General - It shall be the duty of the Secretary General, to:

- a. Send notices of all Board Meetings and regular and special meetings, including the annual convention of the Institute sufficiently in advance to all officers and members concerned
- b. Attend regular and special meetings of the Board of Directors as well as the annual convention of the Institute, and prepare the business agenda and keep records of the proceedings thereof
- c. Keep all members informed of all amendments to the By-Laws as soon as these are adopted
- d. Handle the correspondence of the Institute and keep complete records of the same
- e. Submit to the President one month before the annual convention a consolidated list of all those admitted as new members and those approved for transfer to higher grades in the Institute since the previous annual convention
- f. See to it that the implementation of the policies and programs laid down by the President is properly carried out
- g. Coordinate the activities of the different committees of the Institute to prevent overlapping of functions and insure efficiency and success in all their undertaking
- h. Sign all correspondences of the Institute
- i. Inspect from time to time, but at least once at the close of the fiscal year, the records of the Institute, see to it that they are properly kept, and submit a report of findings to the President
- j. Prepare and maintain the Minute Book of the Institute and keep on file every approved application for membership
- k. Report to the Securities and Exchange Commission immediately should any officer or director die, resign or in any manner cease to hold office.

SEC. 6

Duties of the Treasurer - The Treasurer shall:

- a. Have general supervision of the financial affairs of the Institute
- b. Be responsible for and exert diligent efforts for the prompt collection of fees and all amounts due the Institute
- c. Issue official receipt for each and every payment and/or collection received
- d. Effect proper disbursements of all authorized expenditures of the Institute and keep records of the same
- e. Keep and have custody of the books of accounts of the Institute and furnish from them such information as may be required by the Board of Directors or any officer of the Institute for official purposes



- f. Submit to the Chairman of Canvassers, fifteen (15) days before the day of election a complete list of Members, indicating therein their delinquency
- g. Submit from time to time a list of delinquent members to the Board of Directors showing therein the respective amounts and periods of their delinquency, for such action as the Board of Directors may decide to take thereon
- h. Be ipso facto Chairman of the Finance Committee, devise ways and means of raising necessary funds to finance the various programs, projects and activities of the Institute to ensure their proper implementation
- i. As Property Custodian of the Institute, have custody of all properties of the Institute and be accountable for the same
- j. Serve as Financial Adviser to the President
- k. Prepare monthly and annual financial reports for the approval of the Board of Directors and/or the members during the regular Board Meeting and annual convention respectively
- l. Submit to the Securities and Exchange Commission the Cash Book, General Journal and Ledger Book for certification and stamping which shall be the only ones to be utilized by the Institute
- m. Prepare an Annual Report of the Institute's activities showing among others the funds received during the preceding year the purpose for which the same were spent and the Cash Position of the Institute as of the date of the report and furnish the Securities and Exchange Commission two (2) copies thereof and that particularly the financial aspects thereof must be sent out or made known to the members.

SEC. 7

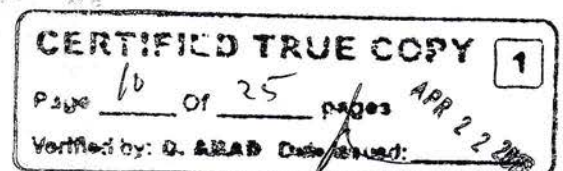
Duties of the Auditor - It shall be the duty of the Auditor to:

- a. Pass, after proper audit all disbursements of the Institute
- b. Audit the books of the Institute as often as necessary but not less than once every quarter
- c. Cause the books of the Institute to be examined and certified to by an independent Public Accountant at least one month before the annual convention and submit the report thereon to the Board of Directors in time for inclusion in the annual report of the President
- d. Act as Property Inspector of the Institute and as such make periodical checks of all properties of the Institute to see that they are properly and safely taken care of and/or used
- e. Take inventory of the same at least every six months, submitting a report thereon to the Board of Directors

SEC. 8

Nomination and Election of the Board of Directors

- a. With the concurrence of the Board of Directors, the President shall appoint a Nomination Committee composed of at least five (5) past Presidents and/or Officers of the Institute.
- b. Nominations to the Board of Directors shall be submitted to the Nomination Committee through the IECEP Secretariat in writing at least sixty days before the Annual Convention
- c. The Nomination Committee shall screen the nominees to determine their qualifications and prepare a final list of qualified candidates. In case the minimum number of candidates for the Board is not attained, the Nomination Committee shall be authorized to complete the nomination.



officers and directors shall thereafter be inducted into office on a day and place they may so decide.

SEC. 12 Filing of Vacancies

- a. In the event that neither the President nor any of the Vice Presidents can properly perform the duties of the President, the remaining members of the Board of Directors shall elect from among themselves an Acting President, who shall act as President during the period of incapacity of the President and the Vice Presidents.
- b. If vacancies shall occur among by the trustees by reason of death, resignation or any other reason except removal or expiration of term, such vacancy shall be filled by the remaining Trustees if still constituting a quorum.
- c. Any officer or director who has resigned or has ceased to hold office shall be deemed to continue holding his position until the SEC shall have received information or notice of his resignation or withdrawal.

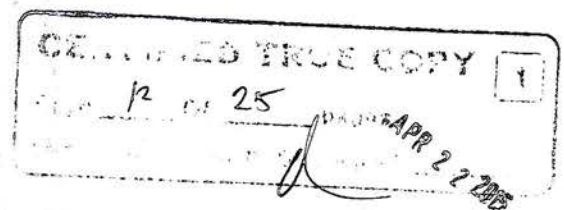
ARTICLE V
COMMITTEES

SEC. 1 The following are the Committees of the Institute:

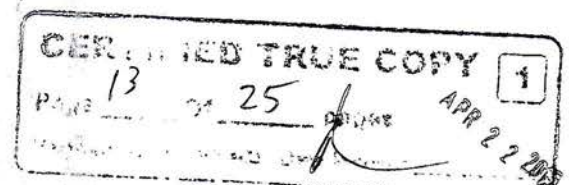
- a. Membership and Organizational Development and Chapters Committee
- b. Technical Development Committee
- c. Publication Committee
- d. Finance Committee
- e. Engineering Code Committee
- f. Education and Student Affairs Committee
- g. Legislative Committee
- h. Special Programs Committee

SEC. 2 Duties and Functions of Committees

- a. The Membership Development and Chapters Committee shall:
 1. Process all applications for membership in the Institute and make the necessary recommendations to the Board of Directors whose decision shall be final
 2. Initiate from time to time recommendations for the transfer of qualified members from the one grade to a higher grade for consideration and action by the Board of Directors. The Committee shall for this purpose request from the Secretary General the up-to-date personal record card of the member to be transferred for necessary evaluation of his qualifications
 3. Initiate the organization of local chapters in provinces, cities and/or urban centres as may be required in accordance with Article III, Section 5 of these by-laws and recommend to the National Board of Directors, the formal recognition of the newly organized chapter/s
 4. Coordinate and closely monitor the activities of all local chapters to ensure that such activities are consistent with the aims and objectives of the Institute.
- b. The Technical Development Committee shall:
 1. Conduct regular seminars, lectures, symposia and other technical training as part of the continuing education program of the Institute for the benefit and educational advancement of its members;
 2. Undertake research along electronics and science and technology



3. In coordination with the Publications Committee, arrange to publish in the IECEPistle or else where as may be suitable, papers and/or publications concerning new developments, products, equipment and engineering practices in the field of electronics.
 4. Study and make plan for the improvement or advancement of the members of the Institute along educational and technological lines.
- c. The Publications Committee shall:
1. Take charge of the publication of the proceedings of the Institute and such other technical papers as may be deemed by the Board of Directors worthy of publications
 2. Initiate or gather such statistics, data, news or articles published in newspapers, magazines, etc., as may in its opinion be of service or interest to the members of the Institute or the public
 3. With the approval of the Board of Directors, publish the same in the official organ of the Institute, subject, of course, to the copyright laws
 4. Make full and proper use of the talents, skills and services of the publications staff employed for that purpose as well as ensure the regular and timely release and distribution of the official organ and other publications of the Institute.
- d. The Finance Committee shall:
1. Recommend from time to time to the Board of Directors ways and means of raising funds to meet the monetary requirements for the various activities of the Institute and implement the same when approved
 2. Take all necessary and proper steps to ensure a stable and sound state of the finances of the Institute
 3. Prepare the annual budget of the Institute and submit the same in time through the President for approval during the annual convention
 4. See to it that only those items of expenditures expressly provided for or which are clearly implied in order to carry out the objectives and the different activities of the Institute as stated in the Constitution and By-Laws, shall be included in the budget.
- e. The Engineering Code Committee shall:
1. Conduct regular or periodic review of all existing EcE Codes and update them to include new engineering standards and practices
 2. Take charge of the publication of the revisions to the EcE Codes and/or publish amendment bulletins for distribution to all listed holders of the EcE Codes
 3. Conduct research work and technical studies for the purpose of developing new or changes to or upgrades of the Engineering Code/s relative to the practice of the Electronics Engineering profession
- f. The Education and Student Affairs Committee shall:
1. Keep close liaison with the Director of Bureau of Higher Education and render such assistance as may be needed or requested for proper updating and standardizing courses in Electronics Engineering and/or allied disciplines offered by any school, institute, college or university
 2. Take charge of all activities of the Institute concerning all affiliated Student Chapters, and accept applications for recognition of new Student Chapters and recommend their formal admission to IECEP by the Board of Directors.

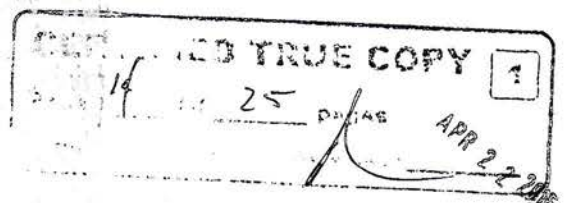


- g. The Legislative Committee shall:
1. Attend to the interpretation and/or resolution of any question regarding the provisions of the By-Laws;
 2. Take steps to accomplish the objectives of the Institute in accordance with the laws of the Republic of the Philippines
 3. Act on all legal matters of the Institute, and if necessary, but subject to prior approval of the Board of Directors, turn over any case to any practising attorney or law firm
 4. Keep close liaison with the Executive Branch Department and as well with Senate and Congressional Committees on Telecommunications and render such assistance as may be needed by said Committees on any regulation or legislation dealing with Electronics Engineers and/or Electronics Engineering.
- h. The Special Programs Committee shall:
1. Take charge of all works relative to the holding of the Institute's Annual General Meetings/Conventions and other special meetings
 2. In cooperation with other Committees concerned, assist in the implementation of programs and special projects approved and adopted by the Board of Directors.

ARTICLE VI
MEMBERSHIP AND QUALIFICATIONS

The following are the grades of membership in the Institute and their respective qualifications required, viz.:

- SEC. 1 Honorary Member - a person, who by his recognized social position or leadership in the community and eminence in the country, can, through his patronage, help enhance the progress and activities of the Institute, may be nominated to the grade of Honorary Member.
- SEC. 2 Fellow - this grade may be conferred on a Charter Member, Life Member based on the following qualifications:
- a. An engineer or scientist in electronics and/or allied fields. As such, he shall have attained sufficient distinction in his profession to qualify him to take responsible charge of important electronics, and/or allied activities. He shall have been active in the practice of his profession for at least twenty years and shall have managed an important electronics facility for at least ten years; or
 - b. A professor of engineering or physical sciences. As such, he shall have been an expounder of the theoretical or applied principles of engineering or of the science and technology of electronics, and/or allied fields. He shall have at least ten years experience as an instructor of electrical, electronics and communications subjects in an engineering school, institute, or college of recognized standing during five years of which he shall have had responsible charge of a course in electronics, and/or allied subjects; or
 - c. A person who has done notable original work which contributed to the advancement of engineering or to the science of electronics, and/or allied fields and has given him recognition equivalent to the requirements stated in paragraph a or b above; or
 - d. A person regularly employed in electronics, and/or allied fields for at least fifteen (15) years, at least five (5) years of which in a supervisory capacity.
- SEC. 3 Life Member - Upon due approval of his application with minimum of 7 years active membership in IECEP and payment of the required dues may be conferred the grade of Life Member.



SEC. 4 Member - This membership category shall be conferred on all holders of valid ECE licenses upon presentation of their identification and/or certificate of registration cards issued by the Professional Regulations Commission. An associate or student member shall automatically be upgraded to Member status upon successfully passing the ECE Board Examinations.

SEC. 5 Associate Member - A candidate for this grade shall be at least twenty-one years of age and shall be :

A technician in electronics, and/or allied fields who has been in active practice of his vocation for at least three years (For the purpose of this section, a "technician" is one who by training or experience can repair, maintain or adjust for proper operation of an electronics device or equipment);

SEC. 6 Affiliate Member- A candidate for this grade shall be at least twenty-one years of age and shall be:

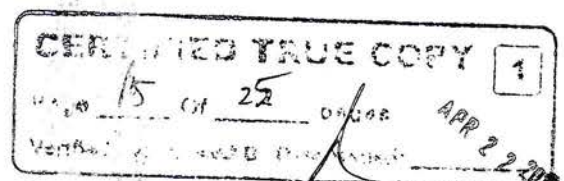
- a. A person regularly engaged in electronics, and/or allied fields who for at least three years had been engaged in the construction and/or installation of electronics and/or allied equipment under the supervision of a responsible and duly qualified person
- b. A person otherwise employed but who, for his vocation has been an active radio amateur, or has been engaged in experiments in electronics, and/or allied equipment under the supervision of a responsible and duly qualified person
- c. A person, who as an authorized manufacturer's representative, has for at least three years, been dealing with sale of electronics ,and/or allied equipment, and who has sufficient knowledge of the physical forms and specification of various electronics and/or allied equipment and/or components.

SEC. 7 Student Member - A candidate for this grade shall be a person regularly enrolled in a recognized school, college, institute or university studying electronics engineering and/or allied fields and should be at least in his last two years of study. A group of such students in the same school, college, institute or university or branch thereof may organize themselves into a student chapter of the Institute. In cases where the school, college, institute or university has more than one branch offering the EcE course, a student chapter may be allowed in each of the branch, each such chapter to be properly identified according to the branch of the school, college, institute or university, with its own set of officers and members, acting autonomously with respect to each other; provided, however, that no student member may belong to more than one student chapter; provided, further, that for purposes of representation in the Regional Student Chapter, the student chapters belonging to the same school, college, institute or university shall be entitled to only one (1) vote, and provided, lastly, that for purposes of representation in the National Interscholastic Quiz or similar competitions organized by IECEP, such student chapters shall conduct an elimination among themselves to determine a single representative of the school, college, institute or university.

SEC. 8 Institutional Member - a firm or person dealing in the manufacture, distribution, operation, maintenance, repair and/or sale of electronics, and/or allied equipment, device or components thereof, or a school, college, institute or university of recognized standing offering a regular course in electronics engineering, or any firm interested in the activities of the Institute.

SEC. 9 Admission as Members to the Institute shall be as follows:

- a. **Honorary Member** - Nomination to this grade shall be by invitation, unanimously approved by the Board of Directors, which shall send such invitation sufficiently in



advance before the annual convention of the Institute. Nominations to this grade shall be considered valid only when accepted in writing by the nominee. The Secretary General before the members shall read such letter of acceptance publicly during the annual convention of the Institute. Any invitation, which remains unanswered for three months, shall be filed and no further action taken thereon. Not more than two Honorary Members shall be conferred each year

- b. **Fellow** - Charter Members, Life Members and/or Members may be nominated to this grade upon recommendation of the Membership Development and Chapters Committee to the Board of Directors. The Chairman of the Membership Development and Chapters Committee shall inform the nominees in writing after approval by the Board. A maximum of five (5) may be conferred the grade of Fellow in a year
- c. **Charter Member** - Charter Members are the founders of the Institute
- d. **Life Member** - This membership is conferred on qualified members based on the recommendation of the Membership Development and Chapters Committee and approval of the Board of Directors and upon payment of the required life membership fee
- e. **Member** - Any person who successfully passes the Board Examinations for Electronics Engineering automatically becomes a Member of the Institute. Membership to the Institute is formalized simultaneously during the oath taking ceremonies for newly licensed EcE's
- f. **Associate Member** - Nominee for this grade shall be required to fill-up an application form to be provided by the Institute. The application has to be approved by the Board of Directors upon the recommendations of the Membership Development and Chapters Committee
- g. **Student Member** - Nomination to this grade shall be in accordance with and as specified by the duly recognized Student Chapter in the applicant's own school, college, institute or university, provided the nominee meets the qualifications stated in Section 7 of this Article
- h. **Institutional Member** - Nomination to this membership category shall be by invitation as approved by the majority of the Board of Directors.

SEC. 11 **Membership Certificates** - Every member, irrespective of grade or rank shall be furnished, free of charge, with a membership certificate prescribed for that grade by the Board of Directors, duly affixed with the official seal of the Institute and signed by the President and Secretary General.

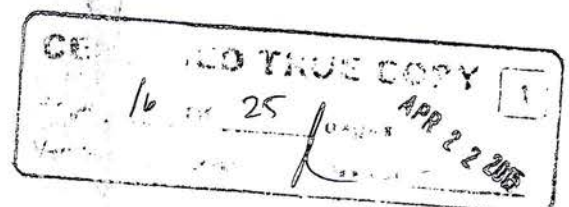
SEC. 12 **Appointment Certificate** - Every appointed officer shall be furnished with an appointment certificate, duly signed by the President, indicating the position of office, the effective date and the period or term of office, and bearing the seal of the Institute.

SEC. 13 **Official Roll Book** - All members shall be listed in an official Roll Book be kept and indicating the names, addresses and signatures of the members which shall be kept by the Secretary. With the exception of the Charter Members or Founders, the date of Membership shall be the date of invitation or of approval of the application for admission, as the case may be.

ARTICLE VII DUTIES, RIGHTS, PRIVILEGES OF MEMBERS

SEC. 1 **Duties of Members** - Members of the Institute shall comply with the following duties:

- a. To abide by the By-Laws and Code of Ethics of the Institute at all times;



- b. Except for Honorary Members and Institutional Members, to attend all regular and special meetings of the Institute. In case of inability to attend, the reason/s therefore shall be communicated to and must reach the office of the Secretary General of the Institute within two (2) days before the scheduled date of the meetings;
- c. When elected or appointed to an office, to discharge diligently and faithfully the duties appertaining thereto;
- d. To obey all rules and regulations of the Institute;
- e. To pay all fees and dues regularly and promptly;
- f. To pay in advance subscription to the official publication of the Institute;
- g. To conduct themselves at all times in such a manner as to reflect honour and credit on the Institute, and to report to the President or any other officer of the Institute any member who fails to comply therewith;
- f. To bring to the immediate attention of the Institute, in writing, any remark made unfavourable to, or action done against the Institute or any of its activities so that the same may be appropriately acted on by the Institute with the least delay;
- i. To keep the Secretariat posted on all phases of his/her (member's) professional activities, such as change of address, accomplishments, promotions and such other data as may be pertinent to the evaluation of his membership standing in the Institute.

SEC. 2

Rights and Privileges of Active Members - Active membership in the Institute entitles members to the rights and privileges herein below specified:

- a. To attend all general and special meetings, and to actively participate in the deliberations and proceedings of the Institute, except in the case of Honorary and Institutional Members, who may attend such meetings, with the understanding that they may join in the discussions at their option;
- b. With the exception of the Honorary, Institutional, Associate and Student Members, to vote in accordance with the By-Laws, provided that in the case of Student Members, their right to vote shall apply only to the election of officers and official proceedings of their respective student chapters;
- c. To receive any and all publications of the proceedings of the Institute and such other pertinent papers as may from time to time be published by the Institute;
- d. All of the above mentioned rights and privileges automatically cease upon the member's separation from the Institute, whether temporary or permanent and whether voluntary or otherwise and the same shall not be resumed or availed of again until the member concerned has been readmitted to the Institute.

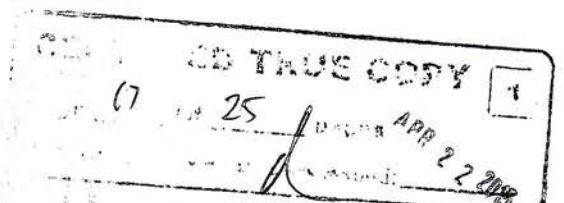
ARTICLE VIII
CONTINUING PROFESSIONAL EDUCATION

SEC. 1

Pursuant to the provisions of Presidential Executive Order No. 266 dated 25 July 1995 and the implementing rules and guidelines thereof as embodied in PRC Resolution No. 381 and PRC Memorandum Circular No. 95-08 dated 24 October 1995, the incumbent President of IECEP shall concurrently be a member of the CPE Council for Electronics Engineering, with a term of office co-terminus with his or her incumbency as President of IECEP.

SEC. 2

In the absence or incapacity of the incumbent President, the Board of Directors shall formally designate a replacement as Member of the CPE Council from among the incumbent members of the Board of Directors; likewise, with a term of office co-terminus with his or her incumbency as director of IECEP.



SEC. 3 Through its Technical Development Committee, and in coordination with and with the approval of the CPE Council, IECEP shall prepare an annual CPE program consisting of regular and/or special seminars, lectures, symposia, etc. on any or all subject matters related to the Electronics Engineering profession and practice.

SEC. 4 All CPE programs shall be properly disseminated to all members and/or local chapters of the Institute, together with pertinent information on topics or contents, schedules, venues, speakers, fees, etc., as well as the necessary registration forms.

SEC. 5 CPE programs prepared by the local chapters for their own members shall be submitted to the Technical Development Committee of the national organization, who shall then be responsible for coordinating the same with the programs of other chapters and/or the national organization and for securing the necessary approvals from the CPE Council.

ARTICLE IX **SEPARATION, SUSPENSION OR DISMISSAL OF MEMBERS**

SEC. 1 Any member including officers and directors, may at his own request, be separated from membership with the Institute either temporarily or permanently, upon approval of the Board of Directors, provided that before any action is taken upon said request, the member concerned shall have paid his current account with the Institute in full and shall have been cleared of any money or property accountability.

SEC. 2 A member may also be suspended or expelled from the Institute or warned/reprimanded for any of the following causes, depending on the gravity of the offence/s:

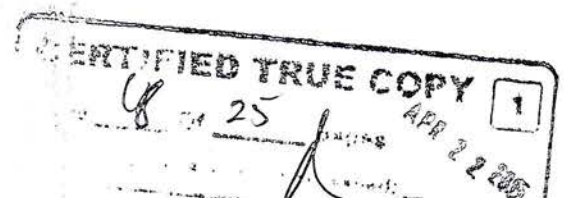
- a. Non-payment of dues and fees continuously for a period in excess of one-year;
- b. Continued and unexplained absence from meetings for a period in excess of one year;
- c. Violation of the By-Laws of the Institute;
- d. Conduct unbecoming of the office or position or failure to perform satisfactorily the duties pertaining thereto;
- e. Unethical practices of the profession or violation of any provision of the ECE Code of Ethics; and
- f. Conviction by a legally constituted court of justice for any crime involving moral turpitude, dishonesty, etc.

Provided, however, that before any action is taken against a member, officer or director, under paragraph c, d and e of this section, there shall be formal charges filed with the Board of Directors against him, signed by at least ten members, and a thorough investigation held in which the member so charged shall be given every opportunity to defend himself, including the presentation of written evidence and/or witnesses in his favour.

SEC. 3 The hearing shall be held not less than one month after the member concerned is informed of the charges in writing.

SEC. 4 A suspended member may be reinstated upon the expiration of the suspension period, and provided that the Board of Directors is satisfied that the member concerned has shown by his conduct that he will not repeat the same or similar offences in the future.

SEC. 5 No expelled Member shall be reinstated, except, however, when through a rehearing of his case, his innocence is proven in which event, his reinstatement to membership in the Institute shall automatically take effect; provided however, that the reopening of the case shall be instituted not later than six months after a decision is rendered. A member is entitled to one rehearing only.



ARTICLE X
FEES, DUES, ACCOUNTS AND EXPENSES

SEC. 1 The Board of Directors shall prescribe membership fees per category and has the power to adjust or revise them as the need arises.

The Board of Directors shall prescribe the Funds appropriation among chapters and has the power to adjust or revise them as the need arises.

SEC. 2 Transfer fees shall be payable in advance or at the time a member is recommended for transfer to any grade.

Application/Nomination fee shall apply to all applications for membership or to all nominations for candidacy for the Board of Directors and shall be payable in advance or at the time the application/nomination is approved or found in good order; provided that, the fee applicable to a student member shall be only half of the regular application fee.

SEC. 3 Annual dues may be paid in one lump sum in advance at the beginning of the calendar year or in quarterly instalments within the first five days of each quarter, provided that, when a member is admitted after the month of November he shall pay the dues corresponding to the one-half of the year only. Members shall endeavour to pay their dues on time.

SEC. 4 All payments may be made in cash, money order, cheque, or electronics cash in favour of the Institute.

SEC. 5 Official receipts, indicating thereon the amount paid, the purpose for which payment is made, and in case of dues, the period covered by the payment, shall cover all payments to the Institute. The Treasurer and the Secretary General are authorized to accept payment and issue official receipts therefore.

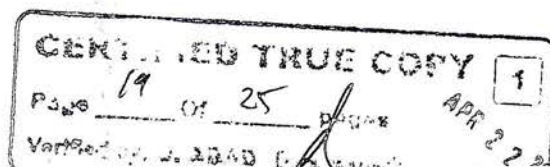
SEC. 6 It is the duty of the Treasurer to see to it that all fees and dues are collected up-to-date. In case of delinquency for a period of over a year on the part of any member a report thereon shall be submitted to the Board of Directors, stating the length of time and the amount of delinquency for such action as the Board of Directors may take towards the possible suspensions of the member or members concerned, provided, however, that such report shall be made only after the member has been appraised in writing of his delinquency and still failed to pay after a reasonable length of time.

SEC. 7 All moneys received by the Institute from fees, dues or from any other source shall be deposited with a reputable bank designated by the Board, withdrawals from which shall bear the signature of the President or Acting President or any Vice President and the Treasurer.

SEC. 8 Moneys accruing to the Institute may be used for the following purposes:

The Board of Directors authorize rentals and other necessary expenses as follows.

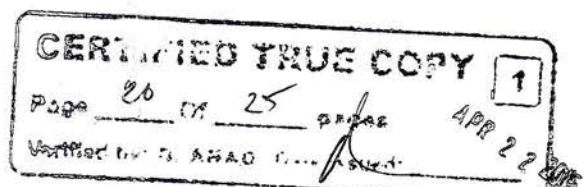
- a. Operating expenses, including salaries of the employees.
- b. Grants to individual members or groups of members for expenses in conducting research and other technical work in connection with the application of electronics to various fields of activities.
- c. Publication of the proceedings of the Institute including technical papers, reports, educational materials and such other matters in which the Institute is engaged.



- d. Acquisition of equipment, patents, rights, copyrights and other real property of every description.
- e. Awards to deserving members or individuals or organizations as may be approved by the Board of Directors.
- f. Payments of membership fees and dues in any society or organization/federation.
- g. Payments of the premiums on the bond of the Treasurer and of such other officers of the Institute as may be found necessary to be bonded.
- h. Expenses for food and refreshment during meetings and for other official banquets given by the Institute on such special occasion.
- i. Travelling expenses and per diems of officers and members of the Institute on official business as authorized by the Board of Directors; and
- j. Such expenses of the Institute for the effective implementation of the programs and projects of the Institute.
- k. Appropriate vouchers that must specify the purpose and nature of expense must accompany all disbursements.

ARTICLE XI
WELFARE AND TRUST FUNDS

- SEC. 1 A Welfare Fund shall be established for disabled members of the Institute and/or the heirs of deceased members.
- SEC. 2 The sources of the Welfare Fund shall come from:
 - a. Ten (10) percent of the membership dues
 - b. Donations or grants
 - c. Fund-raising campaigns
- SEC. 3 The Board of Directors shall administer the Welfare Fund in accordance with such rules and regulations as it may promulgate.
- SEC. 4 The Welfare Fund shall be accounted for separately from the other funds of the Institute. A separate statement shall be prepared and reported to the Board monthly and to the general membership annually, for consideration and approval. The Welfare Fund shall, however, be included in the Balance Sheet, which is to be reported monthly and annually.
- SEC. 5 Benefits to be given to the heir/s of a deceased member or disabled member shall be determined by the Board of Directors.
- SEC. 6 A trust Fund shall be established separately accounted for from the Welfare Fund and General Fund of the Institute. This Trust Fund shall consist of all Life Membership dues paid by the members and deposited in a trust account in a reputable bank to be determined by the Board of Directors.
- SEC. 7 The Trust Fund shall not be disbursed or used to finance the operations of the Institute and the interests and/or earnings of this fund shall be allocated primarily to finance the Scholarship Grants to be given to deserving EcE students as may be decided by the Board of Directors.



ARTICLE XII
ADVISORY COUNCIL

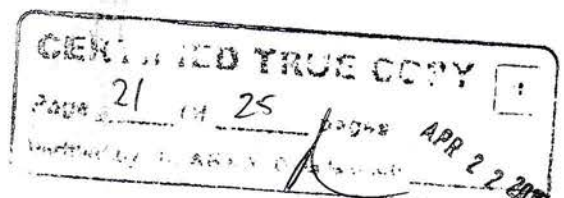
- SEC. 1 Advisory Council shall be created composed of all past Presidents of the Institute and the incumbent members of the Board of Electronics Engineers, which shall serve in an advisory capacity to the Board of Directors.
- SEC. 2 The Advisory Council shall act as a body and shall be presided over by a Chairman who shall be elected from among the members thereof. The tenure of office of said Chairman shall be one year.

ARTICLE XIII
NOMINEES TO THE BOARD OF
ELECTRONICS ENGINEERING

- SEC. 1 As provided by law, the Board of Directors has the duty and responsibility to recommend nominees for appointment as members of the Board of Electronics Engineers to fill existing or probable vacancies. It is the duty of the Board of Directors to submit the name of its nominees, together with all requisite-supporting papers; to the appropriate government office not later than ninety (90) days after a vacancy is created.
- SEC. 2 Until otherwise changed, modified or amended, the qualifications of nominees for appointments as members of the Board of Electronics Engineering shall be as set forth in Republic Act 9292, otherwise known as the "Electronics Engineering Law of 2004".

ARTICLE XIV
AWARDS

- SEC. 1 During the Annual Convention, awards may be given to deserving members, individuals, and/or firms, subject to the approval of the Board of Directors.
- SEC. 2 An award for the "Most Outstanding IECEP Member" may be given to any member who, through his unselfish efforts, continued dedication, active participation and support to the Institute, has proven to be instrumental in pursuing the goals and objectives of the Institute for the benefit of its members.
- SEC. 3 An award for the "Most Outstanding ECE" may be given subject to the following:
- a. Must be nominated by any member of the Institute;
 - b. Must be an active member of the IECEP in good standing;
 - c. Must have an outstanding achievement in the field of Electronics Engineering that benefited the profession, industry, association, or resulted in exemplary service to community;
 - d. To determine an outstanding achievement, as cited in paragraph c above, the following guidelines shall be observed:
 1. Profession - must have developed through his own initiative an original invention, theory, design, etc., by research, experimentation, computation and other means which have been recognized and accepted as contributing to the advancement of science, technology and the profession and proved to be beneficial to the nation and people in general.
 2. Industry - must have developed or improved processes, devices, controls, etc., which will improve quality, economy, safety, etc. of production, operation and maintenance of electronics products, services and facilities which will redound to the benefits of the industry, the nation and the people.



3. Humanitarian - must have performed extraordinary services to his fellow human being in emergency or beyond the call of duty without regard to his personal life or safety.
4. Others - Anyone who has significantly or substantially contributed, participated in any undertaking in the field of electronics which resulted to the betterment of the profession and the industry and has helped promote the good image or prestige of the Institute and of the nation.
- e. Successful nominee may receive a trophy with a written citation of his achievement and/or cash reward to be fixed by the Board of Directors.

SEC. 4

A Certificate of Recognition may be awarded to recognize a commendable performance or contribution to the profession or industry for enhancing prestige to the association.

- a. Unless otherwise provided by the Board of Directors, the following may receive this award:
 1. Top Three Examinees of the Electronics Engineering Board Examination;
 2. Any nominee to the Outstanding IECEP Member or Outstanding EcE who was not chosen but deserves to be commended for certain achievement or performance.

SEC. 5

A Certificate of Appreciation may be awarded to an individual, institution, etc., who has helped the association in form of services, financial assistance, contributions, etc., in all its undertakings.

- a. Unless otherwise provided by the Board of Directors, the following may be recipient of this award:
 1. Guest speakers, lecturers, etc.
 2. Donors of Special Prizes, gifts, souvenirs, media coverage, entertainment, etc.
 3. Sponsors of conferences and seminars.

SEC. 6

IECEP Service Pins may be awarded to members in recognition of their continued practice of the EcE profession for a number of years, provided, however, that their application for said award shall be submitted to the Secretary with the necessary certifications as to the details and number of years of active practice for due recognition and disposition.

- a. **Silver Pin** - 25 years of active practice, of the Profession and 10 years of continuous and active membership.
- b. **Gold Medal** - For 35 years of continuous active practice of the profession and 15 years of continuous and active membership in the IECEP.
- c. **Platinum Pin** - For 45 years of active practice of the profession and 20 years of continuous and active membership in IECEP.

ARTICLE XV

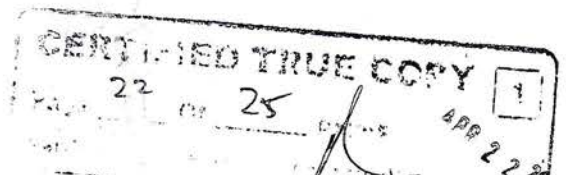
FISCAL YEAR AND SEAL OF THE INSTITUTE

SEC. 1

The fiscal year of the Institute shall be from January 1st to December 31st of the year.

SEC. 2

Until otherwise modified or changed by the Board of Directors, the official seal of the Institute shall be hexagonal in form and two inches in diameter with embossed lettering "INSTITUTE OF ELECTRONICS ENGINEERS OF THE PHILS, INC." inscribed around



the border with year "1950" being on the base of the said border immediately below the map of the Philippines shown in the partial world map.

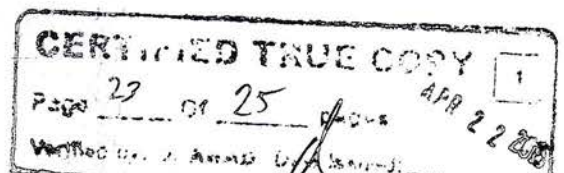
ARTICLE XVI
AMENDMENTS

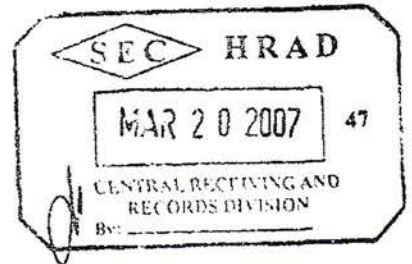
- Sec. 1 **BOARD RESOLUTION.** Proposals to amend or repeal the Articles of Incorporation or Constitution and By-Laws shall be made by a resolution of the Board of Directors. However, the power to amend, modify, repeal or adopt new by-laws maybe delegated to the Board of Directors by the affirmative vote of not less than two-thirds of the general memberships.
- SEC 2 **PUBLICATION.** The proposed amendment of the IECEP By-Laws shall be published in the official website of IECEP or mailed to voting members at least thirty (30) calendar days before any regular or special meeting called for the purpose.
- SEC 3 **APPROVAL.** IECEP By-Laws may be amended or repealed by the affirmative vote of at least a majority of the Board of Directors and a majority vote of the members.

ARTICLE XVII
MISCELLANEOUS PROVISIONS

- SEC. 1 Unless otherwise provided for in these By-Laws, for purpose of uniformity of interpretation, the following terms, whenever used herein shall be taken to mean as specified below:
- a. **ACTIVE RADIO AMATEUR** - A person licensed by the government as an amateur operator and who us currently operating a duly licensed amateur radio station.
 - b. **BOARD** - The Board of Directors of the Institute.
 - c. **COMMUNICATIONS** - The process of sending and/or receiving intelligence between two or more points, by radio, telephone, electronics, or other electrical means or devices.
 - d. **ELECTRONICS** - the science dealing with the development and application of devices and systems involving the flow of electrons in vacuum, in gaseous media, plasma and in semi-conductors.
 - e. **ELECTRONICS ENGINEER** - a person holding an academic degree of at least the grade of Bachelor of Science in Electronics Engineering, or equivalent, conferred by an engineering school, college, institute or university of recognized standing; duly registered with the Board of Electronics Engineering.
 - f. **ALLIED FIELDS** - all other unclassified activities contributory to or derived from electronics.
 - g. **VOTING MEMBERS** - Members who are in good standing and who are not delinquent in their accounts with the Institute.
 - h. **ACTIVE PRACTICE** - Installation, operation and maintenance and related aspects.

In witness whereof, a majority of the members of the Institute of Electronics Engineers of the Phils., INC., placed their signature & adopted this By-Laws this July 21, 2005 at Multi Purpose Hall, National Telecommunications Commission, Agham Road Diliman Quezon City.




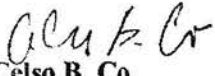


TRUSTEE'S CERTIFICATE

KNOW ALL MEN BY THESE PRESENTS:


That We, the undersigned, being the Trustees of the **INSTITUTE OF ELECTRONICS ENGINEERS OF THE PHILIPPINES, INC.**, and Secretary thereof, do hereby certify that the adoption of new By-Laws of the said corporation was approved by at least two-thirds of the members and majority of the Board of Trustees at a meeting held on July 21, 2005 at Multi-purpose hall, National Telecom Commission, Agham Rd., Diliman, Quezon City


Rosalia SJ Reyes
President & Director
CTC No. 2005 12607795,
Issued : QC./ 01/12/06
TIN: 115-901-745

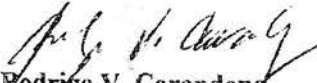

Celso B. Co
VP-External & Director
CTC No. 2005 12696684
Issued: QC./01-26-06
TIN: 111-569-381

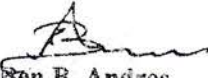
Joel B. Bajador
VP- Education & Director
CTC No. 24004593
Issued: San Pedro Laguna/3-03-12-06
TIN: 172-752-027

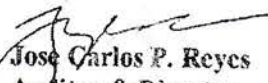
Enrico Claro R. Delmoro
Treasurer & Director
CTC No. 2111379
Issued Laguna, 01/18/06
TIN: 120-617-541

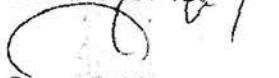

Cynthia L. Posadas
Director
CTC No.01215843
Issued Baguio City/07/03/06
TIN: 106-651-577

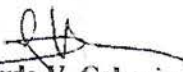
Emmanuel Lazaro R. Estrada
Director
CTC No. 22008137
Issued Paranaque City/01/20/06
TIN: 111-149-657

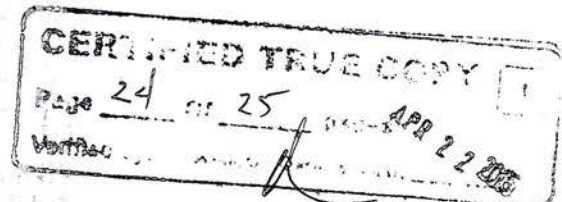

Rodrigo V. Carandang
VP-Intrernal & Director
CTC No. 12682569
Issued: QC./ 01-19-06
TIN: 106-960-193


Ben B. Andres
Secretary General
CTC No. 21621742
Issued: QC/ 03/23/06
TIN: 111-263-408


Jose Carlos P. Reyes
Auditor & Director
CTC No. 2769012
Issued: Manila/03-26/06
TIN: 105-837-720


Ornan S. Vicente
Director
CTC No. 07774569
Issued Pasay /02/21/06
TIN: 152-143-833


Edgardo V. Cabarios
Director
CTC No. 965432
Issued QC/03/30/05
TIN: 111-149-118

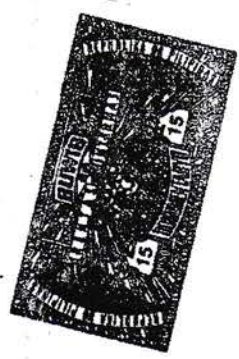


SUBSCRIBED AND SWORN TO BEFORE ME this FEB 27 2007 day of QUEZON CITY in the City of Quezon Philippines, affiants exhibiting to me their respective Community Tax Certificates as above-indicated.

[Signature]
ATTY. DELEIN B. ACCADILL JR.
NOTARY PUBLIC
NOTARY PUBLIC

PTA NO. 8451939
IBF NO. 679914
TIM NO. 144-519-066
DATE ISSUED: 1/27/07
ISSUED AT QUEZON CITY
VALID UNTIL DEC. 31, 2007

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Notary: *[Signature]*

[Handwritten mark]