

THE LATEST NEWS AND UPDATES FROM PORAC BANK FAMILY



WHAT'S INSIDE?

- 2 Employee Vaccination
- 3 HR Activities & Webinar
- 4 Retirement Party
- 5 Team Spotlight
- 6 Outstanding Employees
- 7 Outstanding Employees
- 8 Loan & Deposit Awardee
- 9 Training & Development
- 10 New Hires
- 11 Employee Pulse
- 12 Mindset
- 13 Movers & Shakers
- 16 Milestones

[See more](#)

WORKPLACE VACCINATION #EMPLEYADONGBAKUNADOPROTEKTADO

Porac Bank has always been committed to foster a workplace culture that embraces the health and safety of its employees. Under the auspices of the Office of the Governor thru the endorsement of the Pampanga Federation of Rural Banks headed by our very own President Lourdes Connie Tayag, around 90 courageous bank warriors lined up at Bren Z. Guiao Convention Center on 03 July 2021 and took their first jab towards the attainment of herd immunity for our beloved Porac Bank and a great stride to our hope for normalcy. Whereas, 60 brave souls took their jab of the single-dose Janssen vaccine last 24 July 2021. Indeed, this is a major milestone for Porac Bank as 96% of employees have already been fully vaccinated as of third quarter of Year 2021. With the majority of our employees already inoculated, we are much hopeful to leave behind a global pandemic that has taken an economic, physical and emotional toll on everyone.



EMPLOYEE VACCINATION

“ For this quarter, workplace safety has become one of the main priorities.



*Workplace health and safety has become one of the priorities for this quarter as we remained steadfast and resolute to our core value of providing **#Malasakit** for our employees whom we consider as Porac Bank's greatest asset.*



HR ACTIVITIES & WEBINAR

REGISTRATION OF PAGIBIG LOYALTY CARD

Upon Coordination with Pagibig Nepo Branch Office, the HR Department was able to organize & schedule the first batch of employees who secured their Loyalty Card in a swift & seamless queue last 07 August 2021. Indeed, it was another productive Saturday added to the list of HR Activities.



REGISTRATION OF PAG-IBIG CARD | AUGUST 2021



NATIONAL ID REGISTRATION | JULY 2021

NATIONAL ID REGISTRATION

It was a productive Saturday for 170 PB employees, directors, shareholders and family members as they braved the rains and headed to PSA-Balibago Branch last 24 July 2021 and responded to their national duty of securing their National ID with the efforts of the HR Department upon endorsement of the MABA thru SVP for Operations Wilfred Joseph David.



FLU VACCINATION | SEPTEMBER 2021

VIRTUAL ON-BOARDING

The HR Department held a virtual employee on-boarding on 11 August 2021 to officially welcome and orient 10 newly hired colleagues who are passionate, driven and goal-oriented. It was another fun day as we were given an opportunity to virtually socialize with the new employees and integrate them into Porac Bank's culture of excellence.



ON-BOARDING | AUGUST 2021

FLU VACCINATION

Porac Bank management endeavors to promote health and wellness programs for employees and has prudently allocated a budget for their health and well-being. On 09 September 2021, no less than the Bank's board chairman/company physician Dr. Benjamin Dizon administered the shots for the employees' annual flu vaccination program as a booster and added layer of protection to reduce the risk of Covid-19 infection.

“ Having someone like you as an employee has been no less than a gift. You epitomize utmost loyalty in service and your honesty, dedication and trustworthiness is something to emulate.

38 YEARS OF SERVICE

HAPPY RETIREMENT MR. JOSELITO DIZON!

Another night to remember as Porac Bank hosted a surprise Retirement Party honoring our outgoing colleague Joselito Dizon. It was a joyful night as we witnessed the heartwarming messages and tribute of former colleagues, family members and workmates of “cong Joey” as we bid him goodbye from the corporate world and send him good wishes for his new journey in life.

OUR TRIBUTE MESSAGE

You have been with Porac Bank for so long and we could only imagine how difficult it would be to say goodbye from your daily routine. For an unsurpassed thirty-eight years, you have worked hard to build your career at the Bank starting out as a Messenger. And now, you can step back and appreciate how far you have come.

Having someone like you as an employee has been no less than a gift. You epitomize utmost loyalty in service and your honesty, dedication and trustworthiness is something to emulate. To your former colleagues and current workmates who have become your lifelong friends, kumpares and kumares, you have made the whole workplace experience more remarkable and happier by your presence, which we will always cherish.

You are a great example of a good colleague. You are the best senior co-worker anyone can ever have. You stir others to work hard in silence and motivate your workmates to become a better and stronger version of themselves, like who you've become. Your demeanor, optimism and exuberance is contagious. You are leaving behind a legacy of grit, commitment, devotion and endurance.

And now as your retirement begins, we wish that you pursue all the things that you kept in the queue line. May you relish the things that you have always wanted to do but couldn't. Cherish every moment and enjoy your unlimited free time with your family and friends on your dream mini-farm. Keep your retirement days rolling and seize the beautiful and exciting times ahead.



Joselito P. Dizon, Employee Number 2008-03-023, signed off!



“ Given the prevailing situation brought about by the novel COVID-19 crisis, Concepcion Branch was able to retain customers’ trust by ensuring the seamless delivery of essential banking services.

TEAM SPOTLIGHT

THIRD QUARTER: CONCEPCION BRANCH

As we are past the third quarter period and a few months left for audit season, we have decided to feature and highlight the Branch/Department which garnered exceptional audit scores. For this edition of “Team Spotlight”, we are proud to announce that **CONCEPCION BRANCH** is the only unit that was able to attain **EXCELLENT** Internal Audit Rating as of the Third Quarter of Year 2021.

Upon confirmation and verification with Internal Auditor Ana Teresa Banawa, she conveyed and elucidated how Concepcion Branch surpassed the stringent examination standards of Internal Audit and surmounted against the rigorous documentary scrutiny of the audit team.

Ms. Banawa articulated that Concepcion Branch’s “approach to operational risk management is based on well-established control activities. Its employees see to it that all standards are applied consistently across all processes. Their control consciousness is reinforced by building operational resilience, establishing full accountability, focusing on clear expectations and collective oversight in the pursuit of their responsibilities.”

IA Banawa also disclosed that, “given the prevailing situation brought about by the novel COVID-19 crisis, it was able to retain customers’ trust by ensuring the seamless delivery of essential banking services.

The implementation of internal control systems is sufficiently comprehensive and appropriate to the size and complexity of the branch. Few exceptions to established policies and procedures were identified and based on the current level of risk, Concepcion Branch’s processes are generally effective in mitigating risks.”

In order to further take a grasp and be cognizant of how Concepcion Branch was able to successfully achieve its outstanding audit scores, here are some tidbits of information on the operational standards they have espoused and adopted to outshine other branches and business units:

What was your audit rating in Year 2020 and in previous years?

Our last audit was year 2019 and our audit score is 71.

What were the recommendations provided by the Internal Audit team which you implemented?

The Internal Audit team always reminds us to pay attention to the identification cards of the clients that must match the names and addresses.

What specific measures have you adopted to ensure compliance with our operational standards?

The Branch makes sure that all operational procedures are strictly followed and complied with so that no audit findings will be seen. And most of all it is not difficult to ask the Audit team at any time regarding the documents brought by the client if we are not sure before processing the transaction.

What strategies have you adopted to retain customer trust even in the midst of pandemic?

Marketing Assistants are a great help in maintaining the trust of our clients. They always make them feel that they don’t have to worry about their transactions. And they have entrusted their money even more since we offer them fund transfers and bills payment.

What was your loan portfolio level in December 31, 2020 and as of September 15, 2021?

December 31, 2020	P1,284,894.56
September 15, 2021	P15,841,521.06 (1,132% growth)

What was your deposit level in December 31, 2020 and as of September 15, 2021.

December 31, 2020	P18, 134,574.40
September 15, 2021	P25,455,519.33 (40.37% growth)

Considering that you have attained an Excellent audit rating for the year, what else do you aspire to attain by year-end?

We aspire to attain more loan releases and to win more clients around the area. We also want people to know more about Porac bank throughout Concepcion, Tarlac.

Inspired by the guidance and direction of Area Manager Napoleon Tedd D. Limjoco and under the leadership of Management Trainee Marie Cris Q. Viray, together with the outstanding efforts, grit and resolve of Concepcion Branch staff consisting of Branch Operations Officer Rita T. Javier, former Branch Teller Mary Joy F. Valenzuela, current Branch Teller Gayle Therese R. Basilio Marketing Assistants Anthony John M. Lopez and Ramgine M. Sanchez with Utility Personnel Angelo G. Polintan, this amazing team deserves the accolade for their meritorious audit rating and be regarded with high esteem.

OUTSTANDING EMPLOYEES

EMPLOYEE OF THE QUARTER



Veronica M. Espanol
Credit & Collections Manager
Corporate Office

“ Ms. Veronica Espanol is the epitome of a Stand-Out Performer who willingly accepted and successfully hurdled the challenges and complications of her new position. In a short span of her designation as COCM, she exemplarily executed her assigned tasks and performed her duties beyond expectation.

Even if she has a big shoe to fill in because of the demands of the position itself brought about by the pandemic, not to mention the reboot of the department, she has proven her competence and capability to handle complex situations.



Nerfe J. Musni
Marketing Assistant
Porac Branch

“ Mr. Musni displays a high level of determination in his pursuit to attain his sales goals. He possesses a variety of business etiquettes in responding to questions from his customers and is capable of strengthening and extending sound working relationship with them. He also demonstrates good teamwork skills and is able to work well with his co-employees.

He is consistent in attaining his target every month. You can depend on him to look for clients.

PROMOTED EMPLOYEES

Hats off to this quarters' promoted employees! Staying true to our mission of fostering a working environment that recognizes individual growth, development, and outstanding performance. We are happy to once again announce the following promotions:



PRINCESS SARAH JOCSON
Executive Assistant
Corporate Office



ANTHONY PANGILINAN
Compensation & Benefits Spec
Corporate Office



DIANNA SANTOS
Human Resource Assistant
Corporate Office



FRANCESKA VILLAROSA
Credit Support Staff
Corporate Office



KHATE GADDI
Branch Service Associate
Magalang Branch



STEPHANIE DUQUE
Branch Loan Assistant
Corporate Office



ELIZABETH DE DIOS
Operations Support Spec
Corporate Office



JERICKSON MANDAP
Collection Specialist
Corporate Office

OUTSTANDING EMPLOYEES

TOP GROSSER

JULY

01 MYLYNN MALINAO
She was able to generate P3 million new loan releases.



02 HAZEL NEPOMUCENO
She was able to generate P1.97 million new loan releases.



03 ESTRELLITA DICIPULO
He was able to generate P1.865 million new loan releases.



AUGUST

01 MARIE CRIS VIRAY
She was able to generate P14.6 million new loan releases.



02 ANALIZA MALLARI
She was able to generate P13 million new loan releases.



03 ALFREDO NACU
He was able to generate P6.1 million new loan releases.



SEPTEMBER

01 ALFREDO P. NACU
He was able to generate P7.4 million new loan releases.



02 MYLYNN MALINAO
She was able to generate P4 million new loan releases.



03 LUCY BETH PABALATE
She was able to generate P900,000 new loan releases.



TOP DEPOSIT CONTRIBUTORS

JULY

01 JERICKSON MANDAP
Nepo Branch



157.73% accomplishment
13 new accounts

02 NERFE MUSNI
Porac Branch



153.72% accomplishment
15 new accounts

03 ANTHONY LOPEZ
Porac Branch



152.08% accomplishment
20 new accounts

AUGUST

01 NERFE MUSNI
Porac Branch



156.63% accomplishment
13 new accounts

02 ANTHONY LOPEZ
Concepcion Branch



150.51% accomplishment
14 new accounts

03 DUNALD PERALTA
Nepo Branch



145.57% accomplishment
20 new accounts

SEPTEMBER

01 Nerfe Musni
Porac Branch



180.74% accomplishment
16 new accounts

02 Anthony Lopez
Concepcion Branch



140.11% accomplishment
16 new accounts

03 Jhonathan Ramil
Tarlac Branch



136.36% accomplishment
20 new accounts

LOAN AMBASSADORS & DEPOSIT ANVIL AWARDEES



Lindsel Quiazon
Deposit Pearl Awardee
(Deposit Referral: P827,278.98)

Last 12 July 2021, Porac Bank management has awarded, via Zoom virtual ceremony, the respective Plaque of Recognition to employees who were able to meet the criteria and qualified in the Productivity Incentive Program of the Bank for Year 2021. Two employees were recognized as Loan Ambassador- Bronze awardees while 3 employees garnered the Ruby Deposit Anvil award and 2 employees qualified for the Pearl category Deposit Anvil award.

These praiseworthy colleagues were able to contribute to the Bank's overall targets on savings and loan as of First Half of Year 2021.



Ronnie Lansangan
Deposit Pearl Awardee
(Deposit Referral: P500,000.00)



John Michael R. Lim
Loan Ambassador (Bronze)
(Loan Referral: P2.3 Million)



Mark Jay Gatus
Loan Ambassador (Bronze)
(Loan Referral: P1.5 Million)



Rico Caligagan
Deposit Ruby Awardee
(Deposit Referral: P1,308,750.00)



Jojo Capati
Deposit Ruby Awardee
(Deposit Referral: P2,614,900.00)



Nerfe Musni
Deposit Ruby Awardee
(Deposit Referral: P1,041,600.00)

REACHING FOR EXCELLENCE

No matter what state the economy is in, Porac Bank strives to foster a workplace of excellence through continuous learning. In today's ever-changing work landscape, the importance of job training and development has never been greater. Hence, as the third quarter of 2021 approached us, a brimful of webinars for Porac Bank employees were conducted towards employee empowerment and increased workplace engagement.



TRAINING & DEVELOPMENT

JULY

RBAP Practical Guide for Disclosure Preparation

8-9 JULY 2021

Participants: Klein Rodriguez, Lizielle David, Mary Rose Mercado

JULY

RBAP Risk Control Self-Assessment for Rural Banks

13-14 JULY 2021

Participants: Emily Guanzon, Ana Banawa, Daisy Mallari, Klein Rodriguez, Jeremy Sun, Dewy Dionisio, Paul Jaranilla, Kimberly Pabustan, Katrina Aranas, Veronica Espanol, Jeff Sason

JULY

Webinar on Basic OSH Training for Safety Officer

15-16 JULY 2021

Participants: Wilfred Joseph David, Rona Mechaella De Mesa

AUG

CCLRB Webinar on Strengthening Audit & Compliance Function

02-03 AUGUST 2021

Participants: Audit and Compliance Team

AUG

Financial Statement Analysis: A tool in Credit Decision Making

12-13 AUGUST 2021

Participants: Kimberly Pabustan, Regine Candelaria, Michelle Loanzon, Katrina Aranas, Mark Montoya, Franceska Villarosa, Lindsel Arceo

AUG

Data Privacy Compliance Training

27 AUGUST 2021

Participants: Ana Banawa, Paul Jaranilla, Sarah Jocson, Anthony Pangilinan, Lizielle David, Emily Guanzon

SEP

CCLRB Webinar on PCA Clinic/ Strengthening Bank Operations

10 SEPTEMBER 2021

Participants: Lourdes Connie Tayag, Wilfred Joseph David, Napoleon Tedd Limjoco, Emily Guanzon, Ana Banawa, Paul Jaranilla

SEP

RBAP Complaints Management Training

16-17 SEPTEMBER 2021

Participants: Wilfred Joseph David, Branch Managers, Paul Jaranilla, Sarah Jocson, Veronica Espanol, Arthea Ronquillo, Lindsel Quiazon

SEP

Webinar on Updating Customer Records

28-September 2021

Participants: BMs, BSAs, BOOs, Audit and Compliance, OSS

WHAT DO YOU LIKE MOST ABOUT WORKING FOR PORAC BANK?



Diana Rose Roxas

Porac Bank is a family oriented company I must say. A type of workplace that value the welfare of the labor and learning is infinite as I've observed during my first month under Credit Department. Huge gratitude to the clever Credit Analyst's for continuously guiding me to learn the things I ought to learn. Working under pressure is surreal but a benefit in disguise as I am working with good and witty people, knowing and meeting kind clients and most specially a pleasure to be part of a respected company - just a several factors to like or rather love working in Porac Bank.



Gayle Therese Basilio

What I like most about working with Porac Bank is the positive culture which creates a family environment where everybody is there for each other to support. Also It was a very light-hearted atmosphere that encouraged and motivate me to go to work everyday.



Angela Duero

What I like about Porac Bank is that my coworkers, they are generous and patience specially in teaching me what to do in my work. The environment is very light-hearted and with that it helps to encourage me to work everyday and to do my work better.

WELCOME TO THE TEAM!



Gayle Therese Basilio
Teller
Concepcion Branch



Angela Duero
Teller
Plaridel Branch



Diana Rose Roxas
Credit Support Staff
Corporate Office



Kenneth Mendoza
Sales Officer
Corporate Office



Elizabeth De Dios
Operations Support Spec
Corporate Office



Rexon Ocampo
Marketing Assistant
Dolores Branch



Joe Ponce
Messenger
Magalang Branch



Aiko Celso
Teller
Porac Branch

EMPLOYEE PULSE

WHAT ONE IMPROVEMENT IN YOUR LIFE DO YOU WISH TO ACCOMPLISH?



ESTRELLITA DICIPULO
Branch Manager
Tarlac Branch

Leadership Skills

It's a great opportunity that Porac Bank management entrusted me the management of Porac Bank Tarlac City Branch. And I want this branch to grow and gain more clients. I believe that improving my leadership skill is a very important key to attain my goals for the branch to make it grow and successful. I am very much willing to step out of my comfort zone and challenge myself to improve myself professionally and more capable and competent. I also believe if I am good at leadership, I would be able to help my staff to be more motivated in their assigned tasks and perform better for the growth and success of our branch. I am looking forward to the opportunity that may improve more my skills in leadership in particular to banking management and be a part of the success of the banking industry.



ANGELICA MARCELO
Accounting Specialist
Corporate Office

Relinquish what you can't control

Steve Maraboli says "You must learn to let go. Release the stress. You were never in control anyway." We obtain control in our lives mostly because of fear and insecurity. Life is uncertain and terrifying. We always possess the ability to choose to fight, to believe, to strive, to dream, and finally to overcome. I often try to predict and prevent things that are beyond my control. I am too focused on the possibilities and possible outcome that might hurt my feelings but also the feelings of my loved ones. Empowering myself to change what I can, and let go of the unnecessary things. Focus more on yourself to become a better person and don't waste your energy trying to control others.



ZOREN CAPITULO
Independent Credit Reviewer
Corporate Office

Continuing Education

Education is something that never loses its value. In one's life and career is it one of the most important tool for you to grow. Being successful means you need to be good on whatever you do and the easiest way to ensure this is by continuous learning or education. For me, adapting to the growing needs of our employment means equipping yourself with bunch of tools explicitly more knowledges and more experiences. As for now, I am still looking forward this and weighing my decisions to continue my study to broaden my knowledge into the different fields of my profession.

To be yourself is the greatest accomplishment

Being asked what improvement you wish to accomplish may probably be one of the most challenging questions to answer. Growing up, finishing my studies, landing my first job, continuously achieving my plans and so on - it's actually a pretty overwhelming ride. The improvement in my life that I wish to accomplish is my everyday progress. From the smallest to the biggest step ups I am achieving, all these makeup who I am today and who I will be in the next days. Life is a constant work-in-progress and I am just fortunate enough right now that I am still able to continue dreaming and reaching for my goals despite these trying times. With the pandemic we are facing now, there are many plans delayed and dreams shattered, and there are times I am losing hope for a brighter tomorrow. But I know that some day, one day, all of the fears, doubts and worries will turn into bittersweet memories for the future I am looking forward to. I believe that facing all of these will take a lot of work and a lot of courage, but I will keep going and always believe in myself that I am going to achieve all my goals and be the best version of yourself.



SHEY DE JESUS
Teller
Balibago Branch



KAMILLE QUEVEDO
Teller
Dolores Branch

The thing that I want to improve in my life is to be more optimistic. In our situation these days, I am slowly getting dazed and worried for my future. I badly wanted to be successful in life, sino bang may ayaw, diba? This pandemic is really testing me, my goals and abilities. To see the "brightest" side of life and more focused are ways that can help me to be more optimistic.



DENNIS LIM
Marketing Asst
Arayat Branch

One improvement in my life that I wish to accomplish is to give more time with my kids, spending more time with them, biking, playing video games, and watching movies, etc.



MICHELLE LOAZON
Credit Analyst
Corporate Office

Currently, the one improvement in my life that I wish to accomplish is my knowledge when it comes to the practical work experience of the jobs related to accounting. I want to broaden my knowledge in that field.



PAUL VERGARA
Branch Operations Officer
Florida Branch

At my age think if there's one wish that I would want to accomplish in my life is to have a good healthy body. With a healthy body you can do so many things. How can you keep up with the young millennials and the changing times if your body is failing you? Health is wealth as people often say. With a healthy body, a strong mind, a rejuvenated spirit, and an ever caring heart.

Mindset

Occasionally in life, we can get so overwhelmed with all of the things we have to do to get to the future and reach our goals (whilst avoiding the present moment). Or maybe we have faulty thoughts or distortions playing in our minds, saying we are not "good enough" to be the person we would like to be.

We must remember in life that we only have this moment and can take one step or moment at a time. We need to be content with small steps. That's all life is. Small steps that you take every day, so when you look back down the road, it all adds up, and you know you covered some distance.

Growth means slowly and carefully crafting yourself towards your goals. Little steps are always a good start until you are comfortable, kind, and gentle enough with yourself while loving the process. Everything may seem small at the moment but look how far you've come. You are almost there!

PROGRESS NOW IS BETTER THAN NO PROGRESS AT ALL

We are often in a hurry to reach our goals and dreams, and when we don't get the result we want, we are disappointed with ourselves. Because of that, we forget the small accomplishments and progress that we have already made. Life is a journey full of failures, but it is those failures that we should learn from and take the proper steps that we need. Those are what we call progress because we learn from those failures; they are part of the experience. So remember progress now is better than no progress at all. You will eventually reach your dreams one step at a time

As Winston Churchill once said, "Success is Walking from failure to failure with no loss enthusiasm."

**BE NOT AFRAID OF GROWING SLOWLY,
BE AFRAID ONLY OF STANDING STILL.**



**CELEBRATE EVERY WIN
NO MATTER HOW SMALL**



**FOR COMPLETING ONE
SESSION OF EXERCISE
FOR THE FIRST TIME IN A
WEEK!**



**FOR CLOCKING OUT OF YOUR
WORK ON TIME AFTER
FINISHING YOUR TASKS!**

**FOR EATING A PLATE OF HEALTHY
GREENS EVEN ONCE IN A WHILE!**



**FOR PRAISING YOURSELF THE
ADMIRATION YOU DESERVE TO
HEAR.**

YOU MADE IT!

UPSKILLING & UPGRADING: CONTINUING LEARNING

It's back to school season! For the third issue of our newsletter, we want to highlight and acknowledge the ardor and zeal of certain colleagues who pursue continuing learning. Their self-motivated pursuit of knowledge is anchored on their quest for personal and professional development. These commendable co-workers' mindset is to acquire new and relevant competencies thru their upskilling and upgrading initiatives. The only person you are destined to become is the person you decide to be.

MOVERS AND SHAKERS

KHATE GADDI, BSA

What course/degree are you currently taking up?

I am currently taking up Master of Business Administration at Pampanga State Agricultural University.

When did you start taking this course/degree and when will you finish the course/degree?

I started taking my Master's Degree last year in October 2020. Hopefully, I will finish it by the next year 2022.

What prompted you to take this course/degree?

Actually, it was my father who urged me to study again. And by the time that I was thinking about it, my friends are also planning to take the same course. And because I realized that while I'm still young, it is better for me to continue my studies especially if given the opportunity to learn.

As a full-time employee, what is the biggest hindrance/challenge you faced in pursuing your advanced degree/formal education?

The biggest hindrance or challenge that I faced so far is the lack of money to enroll, although in taking my Master's Degree it was not my priority at all, but my family to support. In my willingness to learn, I have to save money from my salary and income from my online business just to continue my education.

What are the lifestyle changes you have adopted to focus on your course/degree?

In a year of taking my Master's Degree, it is vital to know your priorities and adopt some lifestyle changes to balance your time and be able to focus on your studies.

In your pursuit of continuing education, what personal development and new skills have you acquired and developed?

Having my Master's Degree in Business Administration is a major step and a big challenge for me. However, this program helped me to acquire important skills like leadership, analytical thinking, and communication. My understanding of business and management organization provided me my knowledge in areas such as production and operations, finance, customers, markets, business policies and different strategies.

Do you think that pursuing continuing education has enhanced your image and promotability? Why or why not?

Yes, continuing my education has broadened my knowledge and understanding, specifically in terms of managing an organization and analyzing situations that I can use and apply to my current position.

What advice can you give your colleagues who are also contemplating on pursuing advanced learning or continuing education?

Every hardship leads to beautiful triumph. Don't stop studying since my father once said that if time doesn't stop, we shouldn't stop learning either.



JONEL CASTILLO, MA

What course/degree are you currently taking up?

Bachelor of Science in Accounting Information System.

When did you start taking this course/degree and when will you finish the course/degree?

August 2021 at mag tatapos sa taong 2023.

What prompted you to take this course/degree?

Ang isang senyales para kunin ko ang kursong ito ay para sa aking trabaho, dahil binigyan ako ng pagkakataon ng PB Management ng opurtunidad para makamit ang aking pangarap.

As a full-time employee, what is the biggest hindrance/challenge you faced in pursuing your advanced degree/formal education?

Bilang isang full-time employee, wala naman naging sagabal para sa akin, ang hamon ay medyo nahihirapan pagsabayin ang trabaho at

- at pag-aaral pero lahat ng mga pagsubok ay mapagtatagumpayan para sa aking pamilya.

What are the lifestyle changes you have adopted to focus on your course/degree?

May mga pagbabago sa pamumuhay ukol sa aking pag-aaral ay ang pagbibigay ng pagkakataon na magtrabaho at matugunan ang aking pag-aaral.

In your pursuit of continuing education, what personal development and new skills have you acquired and developed?

Sa pagpatuloy ng aking edukasyon ay nagkaroon pa ako ng panibagong kaalaman at patuloy pang mapalawak ang kaalaman.

What advice can you give your colleagues who are also contemplating on pursuing advanced learning or continuing education?

Ang mabibigay ko lang na advice ay pahalagahan at ingatan ang pagkakataon na ibinigay sa atin upang makapagtapos ng pagaaral at dadagdagan ng sipag at tiyaga para makamit ang pangarap.

MOVERS AND SHAKERS



What course/degree are you currently taking up?

Currently, I'm taking up a Bachelor of Science in Information System.

When did you start taking this course/degree and when will you finish the course/degree?

I started last January in year 2020. I'm expecting to finish my course by the year 2023.

What prompted you to take this course/degree?

Since we are working, I took up a course that can help me gain more knowledge and experience which I believe I can apply in our workplace.

As a full-time employee, what is the biggest hindrance/challenge you faced in pursuing your advanced degree/formal education?

As a full time employee, the biggest factor I encountered during my schooling is the use of my time. Being a student also requires time and effort like I do in working. There are circumstances that my classes starts during my working hours, so I need to maximize time to play my role as an employee and as a student at the same time without sacrificing any of the two.

What are the lifestyle changes you have adopted to focus on your course/degree?

Usually, after working, I spend my time watching television but when I started schooling, I usually make time to review my lessons after work. I make sure to finish my entire school tasks before having leisure time like I used to before.

OLIVER DEL FIN, MARKETING ASST

In your pursuit of continuing education, what personal development and new skills have you acquired and developed?

We are currently living in an environment where we are surrounded with modern technology, and my course helped me to gradually adapt with the changes especially in our working environment. Like in our lessons lately, we are taught some coding process.

Do you think that pursuing continuing education has enhanced your image and promotability? Why or why not?

Yes, being able to gain new knowledge and experiences can lead me to career growth. I strongly believe that learning is a continuous process and while I have the opportunity to grow, I'm willing to learn new things that can help me in the long run.

What advice can you give your colleagues who are also contemplating on pursuing advanced learning or continuing education?

One of the biggest thing I realized today is that if you still have the opportunity to learn, grab it. Age is not a basis for you not to learn. Always have the passion in your heart to pursue your dreams whatever it may takes. Because that passion can lead you to beautiful destinations.

BRYAN PALO, MARKETING ASST

What course/degree are you currently taking up?

Ako ay kasalukuyang nag-aaral sa Sta. Rita College at kumukuha ng kursong Bachelor of Science in Information System.

When did you start taking this course/degree and when will you finish the course/degree?

Ako ay nagsimula noong Agosto, 8 2020 at inaasahan kong makapagtapos sa taong 2022.

What prompted you to take this course/degree?

Ang kursong ito ay ukol sa aking trabaho. Malaki ang aking pasalamat sa Porac Bank management sa pag encourage sa akin na ipagpatuloy ang aking pag-aaral para sa aking pag-angat.

As a full-time employee, what is the biggest hindrance/challenge you faced in pursuing your education?

Bilang full time employee, hindi po madali ang magpatuloy sa pag-aaral. Madami po kailangan isakripisyo pero kailangan ko itong gawin at kakayanin para sa aking pamilya at sa aking trabaho.

What are the lifestyle changes you have adopted to focus on your course/degree? Binibigyan ko ng higit na atensyon ang aking trabaho at pag-aaral at iwas muna sa pansariling mga lakad at aktibidad.

In your pursuit of continuing education, what personal development and new skills have you acquired and developed?

Isang malaking challenge sa akin ang makapag-aral muli. Minsan ay parang gusto ko ng sumuko dahil mahirap pagsabayin ang pagiging full time ko sa trabaho at sa aking pag-aaral. Pero sa aking pagpapatuloy sa pag-aaral ay nadagdagan ang aking kaalaman na pwede kong gamitin sa aking trabaho.

What advice can you give your colleagues who are also contemplating on pursuing advanced learning or continuing education?

Sa mga nais na muling mag-aral, I encourage you. Kung kaya ko, mas higit na kaya ninyo. Kahit medyo mahirap mag focus sa trabaho at pag-aaral, laban lang. Higit ang aking pasalamat sa Porac Bank management sa pag push sa akin na ipagpatuloy ang aking pag-aaral para higit kong matupad ang aking pangarap para sa aking pamilya.



MOVERS AND SHAKERS

ANNE SAN GABRIEL, HR

What course/degree are you currently taking up?
I'm taking up Masters in Psychology.

What prompted you to take this course/degree?
I think, it was my will and desire to attend to my own improvement day by day.

As a full-time employee, what is the biggest hindrance/challenge you faced in pursuing your advanced degree/formal education?

Pursuing my masters degree while working is definitely a challenge. Balancing graduate school life and work took a lot of effort, especially for me, who likes to focus on one task at a time. I didn't realize at first how intense the work-school balancing act would be in my life until I was in the middle of my trimester and had no other choice but to juggle both of them. It put my scheduling skills to the test.

What are the lifestyle changes you have adopted to focus on your course/degree?

I had to build a system. Scheduling, prioritization, even my hobbies had to adjust. But, I had this mindset that - commitment to the process will determine the progress, which helped me get through the adjustment period.

In your pursuit of continuing education, what personal development and new skills have you acquired and developed?

Pursuing this path has taught me one rule: Learn, Apply, Learn, Apply. If you learn something new today, reflect on what you have learned, and apply it as soon as possible. Engage with it!

What advice can you give your colleagues who are also contemplating pursuing advanced learning or continuing education?

Faith it until you make it, was I think, the proper start-up not just for me, but for all of us. If continuing education has crossed your mind, then it's worth taking the risk. The thing with life is that it always seems hard before it's easy; the sooner we realize this, the better we can pursue our dreams. We may stumble along the way, but that's OKAY. It's the only way to learn, especially if we appreciate that missteps are an inevitable and essential part of life. So give it a go lang po! :)



Trust in the Lord with all your heart
and lean not on your own understanding;
in all your ways submit to him,
and he will make your paths straight.

Proverbs 3:5-6

JOE PONCE, MESSENGER

What course/degree are you currently taking up?
I am Currently in Grade 11 with a strand of Humanities and Social Sciences at Rodolfo V. Memorial National Highschool.

When did you start taking this course/degree and when will you finish the course/degree?

I started last September 13, 2021. I'll be done with my Senior High School by the year 2021. Then College na po.

What prompted you to take this course/degree?
It is my drive to excel personally and professionally.

As a full-time employee, what is the biggest hindrance/challenge you faced in pursuing your advanced degree/formal education?

Time Management po talaga.

What are the lifestyle changes you have adopted to focus on your course/degree?

I had to lessen unnecessary activities such as "gimiks" for me to focus on my school.

In your pursuit of continuing education, what personal development and new skills have you acquired and developed?

I think, for the most part, it was my communication. Before, one of my weaknesses was my communication. However, when I started attending school again, we had this subject called "essay writing" that has honed my communication skills and learnings.

Do you think that pursuing continuing education has enhanced your image and promotability? Why or why not?

Yes po. Before, when I was working in the retail industry, my lack of education hindered me from attaining a higher position even though I had an extensive retail background. Hence, I believe that "Education is the primary ticket for a person to be successful."

What advice can you give your colleagues who are also contemplating pursuing advanced learning or continuing education?

I have a Philosophy that I embody- "Good, Better, Best. Never Let it Rest 'til your Good is Better and your Better is Best." We need to have the perseverance to keep trying and trying despite difficulties.

Porac Bank management puts great importance in recognizing and celebrating the personal milestones of employees. For this edition of our newsletter, we give special shoutout and value to our employees who hurdled the challenges of pursuing continuing learning and successfully finished their degree by third quarter of Year 2021. We also share the joy and pride of our colleagues for the exemplary distinction and accolade received by their children during graduation and moving up. And we also value the bliss and happiness of our colleague who recently tied the knot with his beloved.

MILESTONES

BECAUSE EMPLOYEES MATTER MOST

GRADUATION EDUARDO YUSI

Mr. Eduardo Yusi, one of our Inspector/Collectors, graduated last July 2021 with the degree on Bachelor of Science in Real Estate Management. Congrats Mr. Eduardo for living out one of your dreams!



GRADUATION JERICKSON MANDAP

Mr. Jerickson Mandap, one of our Collector Specialists, graduated last July 16, 2021 with the degree on Associate in Computer Technology. It was a joyful moment as hardwork finally has finally paid off! Congrats, Mr. Erick!



GRADUATION JANA DAVID

Ms. Jana David, daughter of SVP Wilfred Joseph David, graduated last July 2021 with a degree on BS Biology. It was a proud moment for David Family as this young lady graduated as SUMMA CUM LAUDE at Angeles Univeristy Foundation.



GRADUATION REIGN DAVID

Ms. Reign David, daughter of SVP Wilfred Joseph David, graduated from Senior High School last July 2021 at Angeles City National Highschool. Another milestone for David Family as this young lady graduated with Highest Honors.



MOVING UP LANCIS TUBANGUI

Mr. Lancis Tubangui, son of Clearing staff Francis Tubangui, was also awarded with Highest Honor for his moving up ceremony at HAU. Congratulations and keep it up, Lancis!



WEDDING MATTHEW FUENTES

Best wishes for Mathew Fuentes and Syrel Ann Fuentes's as they finally tie a knot last September 04, 2021. Wishing you both a joy, love and happiness as you begin your new life together.



MILESTONES



BECAUSE EMPLOYEES MATTER MOST



THE QUARTERLY RUNDOWN

HUMAN RESOURCES DEPARTMENT NEWSLETTER

ISSUE 3:
JULY TO
SEPTEMBER 2021

THE LATEST NEWS AND UPDATES FROM PORAC BANK FAMILY



BE PART OF OUR NEWSLETTER

We love hearing your feedback. With your suggestion, we can do better!

hrd@poracbank.com



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3

4

5

6 Outstanding Employees

7 Outstanding Employees

8 Loan & Deposit Awardee

9 Training & Development

10 New Hires

11 Employee Pulse

12 Mindset

13 Movers & Shakers

16 Milestones

See more

Federation of Rural Banks headed by our very own President Lourdes Connie Tayag, around 90 courageous bank warriors lined up at Bren Z. Guiao Convention Center on 03 July 2021 and took their first jab towards the attainment of herd immunity for our beloved Porac Bank and a great stride to our hope for normalcy. Whereas, 60 brave souls took their jab of the single-dose Janssen vaccine last 24 July 2021. Indeed, this is a major milestone for Porac Bank as 96% of employees have already been fully vaccinated as of third quarter of Year 2021. With the majority of our employees already inoculated, we are much hopeful to leave behind a global pandemic that has taken an economic, physical and emotional toll on everyone.

