

 VIRTUAL

3rd Annual Representative Assembly



"where people invest their trust"

THEME:

“Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge”

As the challenge continues, the conduct of the face-to-face **3rd Annual Representative Assembly in 2020** was deferred due to the **Covid-19 Pandemic**. This is what drives Tagum Cooperative to hold the **3rd ANNUAL REPRESENTATIVE ASSEMBLY** via Zoom Conference in 2021. The intention is to inform the members that Tagum Coop complies with the government's **Inter-Agency Task Force (IATF) Resolution No. 11 dated March 12, 2020**, regarding the Preventive Health Measures against the Spread of Covid-19 and in consonance to **Cooperative Development Authority Memorandum Circular No. 2020-3, Series Of 2020**.

Holding the Annual Representative Assembly Online shows that even with the **Global Challenge**, the wonderful history continues to unfold. Nothing speaks excellence more than one of **the best Cooperatives in Asia, the one and only Tagum Cooperative**.



"where people invest their trust"

MISSION

Tagum Cooperative is committed to significantly contribute in improving and sustaining the social and economic well-being of members and the community by providing highly innovative and relevant products and services.

CORE VALUES

Trustworthiness

Accountability

God-Centered

Unity

Member-Friendly

Competence

Optimism

Openness

Passion

VISION

Tagum Cooperative: The icon of trust and excellence in social and financial services.

What's Inside

- 2 About The Theme & The Cover
- 3 Formal Programme
- 5 Chairperson's Message
- 6 Chief Executive Officer's Messages
- 7 Messages
- 23 Awards and Recognitions
- Photo Presentation of the:*
- 24 2020 Tagum Cooperative Board of Directors
- 26 2020 Tagum Cooperative Elected and Appointed Committee Officials/ Tagum Cooperative Key and Senior Management Officers
- 28 Expanded Management Team
- 32 2020 Board of Directors and Management Report
- 44 2020 Audit Committee Report
- 46 2020 Election Committee Report
- 49 2020 Conciliation and Mediation Committee Report
- 50 2020 Ethics Committee Report
- 70 2020 Education Committee Report
- 72 2020 Gender Equality Committee Report
- 73 2020 Youth Development and Succession Program Committee Report
- 74 Proposed 2020 Joint Officials' Recommendations
- 75 External Auditor's Report
- 114 Operational Budget for the Year 2021
- 115 2020 Tagum Cooperative Management and Staff Directory
- 120 2020 Tagum Cooperative Awardees
- 121 2020 3rd Tagum Cooperative ARA Working Committees
- 123 Advertisements
- 130 Tagum Cooperative Products' and Services' Marketing Promotions
- 134 In Memoriam 2020

ABOUT THE THEME:

This year's theme flaunts the multi-billion, multi-awarded Tagum Cooperative's resiliency to adversity and adaptability to the changing times brought about by the Covid-19 Pandemic. "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge" is that one statement that encapsulates the fact that nothing fazes Tagum Cooperative as it continues to sail amid the worldwide health concern while it aptly adjusts to the ever-dynamic demands of the community coupled with the evolution of modern culture. With the transition to Online Set-up for Members' Education, Online Membership, and updates on TC Mobile Application's features among others, TC continues to thrive by advancing through digital transformation as an answer to the needs of the people it serves.

The unexpected rise of the present global situation affects not only the community but as well as different forms of businesses. Bearing the community's interest in mind, Tagum Cooperative sees to it that even when times are tough, it will continue to serve and provide excellent service to give each and every member a delightful experience.

About the COVER

This year's cover serves to accompany the theme by giving color to the present journey of Tagum Cooperative and its promising relationship with its members and the surrounding communities, anchored on trust, advancement, and intuitive and superior services.

The Cover displays two hands in digital form reaching out to one another which demonstrates the significance of human connection despite the shift into digitalization. As people are compelled to be physically distant due to the pandemic, the cover conveys a message that technology still links everyone and Tagum Cooperative helps bring the connection by using technology to help the community.

Green as a dominant color of the cover signifies the continuous effort to prosper no matter what comes through the changing tides of the modern era; while the dark green accent shows that it recognizes the power of the challenges it faces in the present, to propel Tagum Cooperative to consistently work hard in sustaining the trust given by its members.

What seems to be a camera lens in the background exhibits Tagum Cooperative's digital transformation as one of the essential changes in the delivery of its products and services that makes it easier for the members to connect and avail them even in the comforts of their own homes.

Overall, as TC is moving far from its humble beginnings, the trust and confidence of its members remain the constant force that binds the relationship together as both continues to grow and prosper even with the ever-changing times.



PROGRAMME

TAGUM COOPERATIVE
[Virtual] 3rd Annual Representative Assembly
March 28, 2021 (Sunday)

PROGRAMME

Theme: “EMBRACING RESILIENCY AND DIGITAL TRANSFORMATION: THRIVING AMIDST GLOBAL CHALLENGE”

PART I :	PRELIMINARY ACTIVITIES	
10:00 – 11:00 A.M.	Eucharistic Celebration (through Facebook Live)	Rev. Fr. ARNULFO C. TIPLACA Oeconomus and President Catholic Schools, Diocese of Tagum City Venue: Queen of Apostles College Seminary (QACS) Chapel
11:00 A.M. – 4:00 P.M.	Registration	
1:00 P.M.	Acknowledgment of Guests	JANET T. MATUGUINAS, CPA, DBA Director
	Acknowledgment of District Representatives	MONICA L. SALIDO, MM Director
	Acknowledgment of Officers and Former Chairpersons	ANTONIO C. ARAÑAS, MPA Director
	Welcome Address	NOEL O. QUIDILLA Vice-Chairperson
	Chairperson’s Message	ROSALINA S. ARGENT, MBA Chairperson
	C.Y. 2020 Operational Highlights	JURIS D. PEREZ, CPA, MBA Chief Executive Officer
	Video Recorded Messages of the Cooperative-Federations’ Chairpersons:	
	Provincial Cooperative Union (PCU)-Davao and Model Cooperative Network (MCN)	SOFRONIO V. TALISIC
	Mindanao Alliance of Self-Help-Southern Philippines Educational Cooperative Center (MASS-SPECC)	DORIS B. CALAPIZ
	CLIMBS Life and General Insurance Cooperative	Rev. Fr. ELMO M. MANCHING
	National Confederation of Cooperatives (NATCCO)	MARLENE R. CELO
	Philippine Cooperative Center (PCC)	GARIBALDI O. LEONARDO, DBA
	Awarding Ceremony	Awards Committee: ANTONIO C. ARAÑAS, MPA MILAGROS V. GUTTIEREZ, MPA JURIS D. PEREZ, CPA, MBA VENUS C. TABANAO
	Coordinators:	
	Chairpersons:	
	Closing Remarks	EDUARD C. AMOGUIS, Ed.D. Director

Masters of Ceremony:
JOY FRITZ H. JOSOL
LOURENCE T. CAGA-ANAN

PROGRAMME

PART II :

2:00 P.M. - 4:00 P.M.

BUSINESS ASSEMBLY PROPER

Call to Order

Proof of Due Notice

Declaration of Quorum

House Rules

Consideration and Approval of the Minutes of the 2nd Annual Representative Assembly

Business Arising from the Approved Minutes of the 2nd Annual Representative Assembly

Presentation of Tagum Cooperative Officials' Reports 2019 and 2020:

- a. Election Committee
- b. BOD and Management
- c. Audit Committee
- d. Conciliation and Mediation Committee
- e. Ethics Committee
- f. Education Committee
- g. Gender Equality Committee
- h. Youth Development and Succession Program Committee
- i. Proposed Joint Officials' Recommendations for Year 2019-2020

External Auditor's Report – Diaz, Murillo and Dalupan & Co.

CY 2020 and 2021 Budget Presentation

Approval of the 2021 Tagum Cooperative External Auditor

Declaration of Patronage Refund and Interest on Share Capital

PART III:

Presentation of Candidates, Election Proper and Adjournment

4:00 P.M. - 5:00 P.M.

Presentation of Candidates for Election

FLORDELIZA L. ALEGARBES

Vice-Chairperson, Election Committee

Election Proper

Closing Statements

NENITA R. MALBAS, CPA, MBA

Closing Prayer

ADMARIE D. MARCELO, CPA, MM

Adjournment

PART IV:

Raffle Draw

Coordinator:

Raffle Draw Committee:

MIRIAM R. BALOYO, CPA

EVELIA R. SATOR, Ed.D.

Chairpersons:

JOY FRITZ H. JOSOL

HARCHIN BATES R. GAMBUTA

Assembly Moderators/Hosts:

Lead Moderator: REGINA KATE T. BOJA

LESLIE S. CANUTO

ANN NIEVES T. MALINGIN

ERLYBETH F. PLAZA

Assembly Recording Secretary:

HENRIETA T. COBRADO

CHAIRPERSON'S MESSAGE

Warm greetings to everyone!

This year's theme: "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge" suits our present time.

Someday as we look back on the year 2020, we will remember it as one of the most memorable years in the history of the world and in Tagum Cooperative. As we were about to face what we thought was just another normal year, COVID-19 hit the Philippines and we were left to face the unknown. But as Tagum Cooperative is committed to serve the members and the community, we remained unfazed with our operations.

We adhered to the implementation of two (2) Bayanihan Acts to Heal as One, as mandated by our government, wherein payments of loan principal plus interest were deferred for four months. Despite uncertain economic times, it is still pleasing to report another good year of performance for Tagum Cooperative.

As part of our dream to introduce 20 Branches in 2020, we opened additional four Satellite Office in Samal Island, Surigao, Tandag and Gingoog making a total of 23 Business Centers in different regions in Mindanao.

As a result of the zealous effort of the Officers, Management and Employees and the dedication of the members to keep up with their obligations coupled with endless concern and participation to the success of the cooperative, I announce to you with pride that in January of 2020, we were awarded with the most-coveted GOLD plaque from the Asian Confederation of Credit Union (ACCU) through their ACCESS Program.

The improvement made on Tagum Cooperative's very own Mobile Application (TC Mobile App) is one way of keeping up with the demands of the modern times. Under what we now dub as the new normal, the updated features such as loan application and renewal, checking of balances and bills payment among others, will keep the members safe while transacting in the comforts of their own homes.

The 2020 Net Surplus was slightly impacted by market decline and with the implementation of two (2) Bayanihan Acts to Heal as One, the interest rate on Share Capital is a little bit lower compared to 2019.

As Tagum Cooperative is attuned to the needs of its members, our Emergency Ready Savings Product was carefully researched and developed. The Emergency Ready Savings will help the members prepare for whatever unforeseen financial challenge that will come their way.

Being one of the innovative cooperatives in the country, Tagum Cooperative continues to educate its members through online ownership meetings, trainings and webinars. Tagum Cooperative can now reach members even abroad without having to move around, and without having to conduct face-to-face events. To further prove the transition to digitalization, we are now also welcoming new members through our online Pre-Membership Orientations.

The Board of Directors and the rest of the Officers believe that our employees are one of the sources of strength of the multi-billion Tagum Cooperative. We wouldn't be standing here today without the dedication and passion of our employees, who continuously go about their daily tasks despite facing one of the most challenging years in our history. As the Chairperson, I am taking this opportunity to put in writing my heartfelt gratitude and salutations for their contribution to the success of our beloved Cooperative. As a way to protect them, and to be compliant with COVID-19 protocols, we also equipped our front liners with mask, face shields, hand washing facility, temperature scanners and safety barriers.

For 2021, we will continue our journey in order to achieve our goals and may all of us remain steadfast and active members for our sustainability.

I encourage everyone to continuously support and patronize our products and services so that we can be assured of a quality services that we all aimed for.

Thank you for your trust and confidence. Congratulations to all of us!

Mabuhay ang Tagum Cooperative!



rosalinta
ROSALINA S. ARGENT, MBA
Chairperson
Board of Directors

CHIEF EXECUTIVE OFFICER'S MESSAGE



2020 has been a year like none other in modern times, it brought us to a new level of disruption but at the same time bringing out the best in us, and with this, I extend my warmest congratulations to all the members, officers and employees of Tagum Cooperative for not just thriving, but for **emerging victorious** in 2020.

We were stricken with a pandemic that has impacted millions of people, cost hundreds of thousands of lives and caused a global economic crisis including our country and the cooperative sector for that matter. However, our agility and resilience paid off and was blessed by the Lord Almighty—the reason why all branches managed to continue operating and serving the members. Amidst the crisis, we achieved both financial and non-financial targets and bagged P655 Million net surplus that is 105% compared with the previous year. Assets continued to soar at P9.1 Billion, and the rest of the Key Result Areas are within the 6-year Strategic Plan including the successful opening of four (4) new Satellite Offices in Surigao City, Surigao del Norte; Island Garden City of Samal, Davao del Norte; Tandag, Surigao del Sur and Gingoog, Misamis Oriental.

One of the keys to TC's success and sustainability is its adherence to strict international prudential standards and cooperative regulatory standards. Tagum Cooperative is successful in maintaining its branding as the first and only GOLD A-one Competitive Choice for Excellence in Service and Soundness (ACCESS) awardee in the entire Asia, as well as a Platinum awardee of the Finance Organization achieving Certified Credit Union Standards (FOCCUS). These recognitions are living proof of the safety and soundness of Tagum Cooperative's operations and its commitment to continuously deliver quality products and services to its beloved members, regardless of the situation.

Tagum Cooperative was one with government in its goal to alleviate the sufferings of the Filipinos brought by the crisis by complying with Republic Act No.11469, "Bayanihan to Heal as One Act" and Republic Act No.11494, "Bayanihan to Recover as One Act". These issuances mandated the granting of grace period to borrowers causing an unfavorable impact to financial organizations—which rely on lending as the core business. Although this affected TC's operations but it has benefited many members and fortunately, the effect was manageable, thanks to the TC members who have already imbibed the habit of saving and paying their loans on time. The strength we gained and the discipline we embraced as a branded cooperative for many years now, helped us overcome the daunting task of rising up to the challenge.

Members' well-being is on top of our minds thus, using the Community Development Fund (CDF), TC released P25 Million Pesos Rice Subsidy to more than a hundred thousand members, promoted Mental Health Awareness through free online counseling services, and conducted massive information education campaigns about COVID-19. TC also donated personnel protective equipment (PPEs) and food snacks to front liners and extended financial assistance to coop federations, in-house security guards, and cleaners. In this fight against global health and economic crisis, no one should be left behind.

We organized our own COVID-19 Response Team that is in-charge in managing the implementation and monitoring of compliance with coop's guidelines and procedures in preventing the spread of the virus. Heightened precautionary measures were undertaken including the supply of facemasks, face shields, vitamins, alcohol, free shuttle services during the lockdown, as well as mental health awareness orientation, consultation and monitoring. Handwashing areas, barriers, and signages were likewise immediately installed plus rigid temperature checking and QR code scanning were strictly implemented including the implementation of alternative working arrangement (AWA) for our 516 employees across the branches, to ensure Tagum Cooperative's business continuity.

Switch to the digital mode of doing business is the new order of things as members prefer to transact at the comfort of their homes and office using their personal gadgets. Thus, the Tagum Coop Mobile App now in version 9.0 allows Fund Transfer (own and other accounts), Bills Payment, application & renewal of minor loans, the status of insurances availed, viewing of savings and loan balances. A wide array of digital platforms was implemented, such as Online Pre-Membership Orientation, Online Deposits, Online Ownership Seminars, and other platforms to promote contactless transactions.

We will never forget 2020 because it is the time when we reinvented our processes with much speed, and more intentional & purposeful development activities in line with the theme, "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge". It's an opportune time for Tagum Cooperative to review the relevance of its existing products, services, policies, programs, adopt digitalization, and aim for continuous improvement and innovation.

Let's work hand-in-hand side-by-side for a common goal and for the common good. There is nowhere we can go but upward and move to higher ground in 2021.

To God be all the glory!

JURIS D. PEREZ, CPA, MBA
Chief Executive Officer

MESSAGES



MALACAÑAN PALACE
MANILA



MESSAGE

My warmest greetings to **Tagum Cooperative** as it holds its **Virtual 3rd Annual Representative Assembly**.

For more than five decades, your organization has consistently shown a strong commitment to uplifting the lives of your stakeholders through various socio-economic initiatives. I laud your efforts to empower your members and their respective families in Tagum to lead more meaningful and dignified lives.

Through your programs that have gained national and international recognition, you continue to inspire others to uphold the values of social responsibility, solidarity and integrity. May this occasion further inspire you to continue developing and strengthening the capacity of our local communities, especially as we overcome the COVID-19 pandemic.

Together, let us work hand in hand for a better, safer and healthier future for all Filipinos.

I wish you a successful and fruitful event.

A handwritten signature in black ink, appearing to read "Rodrigo Duterte".

RODRIGO ROA DUTERTE

MANILA
28 March 2021

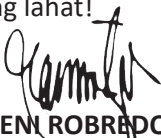
MESSAGES

Greetings of peace and solidarity to Tagum Cooperative as you come together for your 3rd Annual Representative Assembly!

The past year has been extraordinary difficult for all of us. But despite the challenges of 2020, you are here - finding ways to innovate and collaborate, learning from one another, helping each other out. These are the same qualities we need as we continue to face the challenges brought about by COVID-19. The tasks ahead of us do not change just because we shifted calendars. Now more than ever, we should continue looking after the most vulnerable of us by being constantly generous, open, and ready to help. As we bear down to do the work ahead of us, this gathering is a reminder that there is no better way through this crisis but together.

That is why it is truly inspiring to see Tagum Cooperative determined to empower your members through this assembly. Your theme, “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge,” is proof positive that you are committed to our collective goal of building a better normal for all. And as we continue to face the challenges of the pandemic, the imperative becomes clearer: We must embrace technology in a way that creates a fairer and more equitable world, so that no family, no community gets left behind. Use it to reimagine a future that works for all; to strengthen our communities, and build new pathways towards inclusiveness and growth.

May you emerge from this assembly with a deeper resolve to innovate more, collaborate more, be bridges where you can, and widen your circles of compassion. Maraming Salamat, mabuhay kayong lahat!



LEN ROBREDO

“COOPERATION IS THE COMPLETE CONVICTION THAT NOBODY CAN GET THERE UNLESS EVERYBODY GETS THERE”


My most sincere felicitations to the Members, Officers and Staff of TAGUM COOPERATIVE, as you celebrate your 3rd Annual Representative Assembly Meeting. With the theme: “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge” Indeed, your cooperative journey is already a great achievement especially to the PRIME MOVERS who labored to organize and establish TAGUM MPC many years ago.

Organizing a cooperative and nurturing its growth is never easy but TAGUM COOPERATIVE is able to surpass the challenges that had come along the way. I believe that all the intricacies of running the affairs of TAGUM COOPERATIVE have been learned and applied ensuring your sustainable growth over many years.

Amidst the many innovations and advances in technology we are always reminded of one thing. The basics in cooperativism and to ensure its lifetime success is our capacity and ability to SATISFY OUR MEMBERS. Inclusive growth comes with the motivation that NO ONE IS LEFT BEHIND despite this most trying time. This sets us apart and different from all other organizations we know of. It is our complete conviction that the growth of TAGUM COOPERATIVE is not for anyone else but for every member who have put their TRUST to your cooperative.

As your Representative in the Halls of Congress, it is my commitment to protect and advance the interest of all Cooperatives. It is also the role of the cooperative to protect, advance and uphold the interest of your cooperators. After all, MEMBERS MATTER MOST.

MABUHI ANG TAGUM COOPERATIVE! Mabuhi ang Sektor ng Kooperatiba!



HON. SABINIÑO S. CANAMA
Chairman-Committee on Cooperative Development
Representative, Coop-NATCCO Partylist



MESSAGES

As we face this pandemic, it showed the different positive quality of humanity, that is the resiliency of our kind. It also gave us the realization that no one is indispensable that is why, to follow protocols and the law is especially important and crucial nowadays.

With your theme for this year, “EMBRACING RESILIENCY AND DIGITAL TRANSFORMATION: Thriving Amidst Global Challenge”, fits the 3 (three) Service Principle of my office, that is EDUCATION, TECHNOLOGY AND AGRICULTURE wherein, we wanted to achieve Inclusivity in terms of growth, opportunities, freedom of choice and all our other endeavors using these pillars, and an assurance that no one will be left behind. I admire your cooperative not only because of your achievements but with the help that you are extending to both members and non-members. Technically, it is not easy to run this respective cooperative as it has grown to be one of the biggest and even the best in the entire Philippines, and it has shown that Dabawnons are truly creative, mindful, and careful with our works and that is a testament that we are embracing resiliency amidst the test of times. The transformation of your operations by adopting the digital level of rendering services are truly admirable as it gives comfort to all who wanted to avail through online via cellular phones, computers, tablet and laptops. The comfort that you are giving can somehow, ease the stigma of being exposed to crowded areas or face to face encounter of the clientele.

Please continue to be that beacon of light in helping and giving livelihood to different communities. The achievement and awards that you have received are the proof that you are on the right track. Again, my warmest congratulations!!!




ALAN 'ALDU' R. DUJALI, MPA, DFRIPAR
Congressman
2nd District, Davao del Norte

Madayaw!


On behalf of the City Government of Davao, I would like to congratulate the officers and members of Tagum Cooperative on the conduct of your 3rd Annual Representative Assembly anchored on the theme, “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge”.

Over the years, Tagum Cooperative has honored its mission of improving and sustaining the social and economic well-being of its members and the community by providing highly innovative and relevant products and services. As you celebrate this gathering, I trust that you will continue to uphold the values of integrity, accountability, and selflessness in carrying out the precepts of your office.

Let this milestone push you to stay true to your commitment in providing financial services to the members of your community to secure the improvement of their welfare and well-being. May you continue to put your members first before everything and implement essential programs for the betterment of the organization in the years to come.

Congratulations and more power to Tagum Cooperative!




SARA Z. DUTERTE
City Mayor

MESSAGES

On behalf of more than 40.1 million members of 32,742 credit unions in 23 countries in Asia, it gives me pleasure to send you a very sincere message of support and good wishes on your 3rd Annual Representative Assembly on March 28, 2021.

Cooperatives are weathering the impacts of the global pandemic. And the theme for this year: “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge” is indeed very relevant.

ACCU has consistently emphasized that looking after the wellbeing of members must remain the central principle of the coop’s recovery from COVID 19 – not only for business continuity but as well as the center of all they do as financial cooperatives. Recognizing that a significant number of members have slid back economically, cooperatives need to implement programs aimed at improving members’ financial resilience – multiple sources of income and financial buffer to withstand any unexpected crisis.

Cooperatives need to take steps to improve its ability to deal with sudden shocks and unexpected risks in the future. The well-stocked Institutional Capital (at least 10% of Total Assets) is one of the key capabilities of financial cooperatives to thrive in the new world order. It is commendable that Tagum Coop has been very conscientious to maintain its Gold ACCESS despite this difficult time.

COVID-19 has brought appalling anguish and suffering to large parts of the world. It is also a wake-up call for cooperatives to fundamentally rethink and review how we translate the principles of cooperatives in our operations. Principle 5 states that: “Financial education, training, and information - Credit unions are committed to providing financial education to their members and to the community at large - from budgeting basics to retirement planning and how credit works.” Had this been implemented successfully, cooperatives may not experience an increase in delinquency because their members have an emergency fund in times of crisis.

We are hoping that the COVID-19 experience provides us an opportunity to build our capabilities to become resilient financial cooperatives.

Congratulations to Tagum Coop for your achievements in 2020.



Sincerely yours,


ELENITA V. SAN ROQUE
Chief Executive Officer

Congratulations to Tagum Cooperative on its 3rd Annual Representative Assembly, now via Virtual Technology. The theme, “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge”, echoes the aspirations of the cooperatives.

Year 2020 saw COVID 19 affecting the lives of the members and the people in the communities, country and the world. From a health crisis, it has become an economic crisis which put the country and the world in recession. It is a global shock, like no other.

Cooperatives are not spared as lockdowns and community quarantines were instituted to ensure the safety of the population. It is comforting to know that while cooperatives grappled with the negative impact, on the average cooperatives have maintained high liquidity and the deposit liabilities have continued to grow.

Tagum Cooperative did not just survive the COVID19 debacle, but it has thrived. It has shown its resiliency and has remained true to its being the ONLY Golden ACCESS awardee in Asia. While generally cooperatives suffered from the decrease in profitability, which is so expected because of the current conditions, Tagum Cooperative even earned higher than 2019. It has kept its PAR 30 close to the standard of 5%; it is still overprovisioned at the end of 2020.

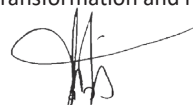
We thank Tagum Cooperative for becoming a model of resilience in these challenging times. Your achievements highlight how adherence to standards will ensure sustainability of the cooperative even in a world of volatility, uncertainty, complexity and ambiguity.

Please inspire the rest of the member cooperatives by continuing to be a big brother/sister to those which will still be working hard to achieve the standards you have set. Let us continue working together in the federation to advance digital transformation and network integration towards the resiliency of the cooperatives in the federation and the sector.



NATCCO NETWORK




ENGR. SYLVIA OKINLAY-PARAGUYA
Chief Executive Officer

MESSAGES

My warmest greetings to Tagum Cooperative on their 3rd Annual Representative Assembly!


On many occasions, our province was lauded for its strong cooperative industry. The cooperatives in our province are strong, stable and contributes a lot to our partners in uplifting the lives of the poor and in bringing the development to places where it is most needed. We, in the Provincial Government, puts high regard to our cooperatives. They are the embodiment of the bayanihan culture we are known for, they dispense opportunities for those who have less in life, and they make our economy more equitable.

Rest assured that the Provincial Government will always look at the welfare of our cooperatives.

A Golden Future for Cooperatives is a Golden Future for our Province!

Thank you very much.




JAYVEE TYRON L. UY, MPA
Governor

It is with pride and honor that the leading steward of the cooperative movement, the Tagum Cooperative, have operated in General Santos City, and became one of the frontlines in the community development and empowerment.

Being a multi-billionaire and multi-awarded enterprise serving over 170,000 members from the different regions in Mindanao, your impeccable reputation has brought you into various citations and you have been applauded for several accolades that inevitably have gained the trust and confidence of your members.

As you convene in this occasion, and with the theme, “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge,” I hope that the needs of communities are properly addressed, and that communities have the means and opportunity to participate in and shape decision-making that affects your members.

Consequently, let me congratulate you on your 3rd Annual Representative Assembly. Further, I am hoping that as you soar high, you will be reminded of your true mission which is to improve the socio-economic and spiritual lives of members and the community. That as a God-Centered financial institution, you will uphold respect and human dignity of your members.

And finally, may you instill cooperation among cooperatives. To continue to be the icon of trust and excellence in social and financial services.

Congratulations!




RONNEL C. RIVERA
City Mayor

MESSAGES

First and foremost, please accept my warmest congratulations to the energetic men and women of Tagum Cooperative for garnering the most coveted First and Only Gold Accreditation for the A-1 Competitive Choice for Excellence in Service and Soundness (ACCESS). It is indeed an indication that the cooperative is on the right track and managed by the right people.

Please allow me to also express my congratulations to the Officers, Management and Members of the Tagum Cooperative on the event of their 3rd Annual Representative Assembly on March 28, 2021 with the theme, "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge".

I commend the cooperative for staying strong and resilient despite the disasters and the pandemic that beset our country and for facing the challenges of the digital era. May you continue to stay firm and steadfast amidst this time of endless challenges and trials.

Once again CONGRATULATIONS and more power to everyone!




NANCY A. CATAMCO
Governor

Since time immemorial, we have been discovering success stories from all walks of life, from personal struggles to group effort such as cooperativism. We have learned lessons from rags-to-riches stories where many strived to replicate but to no avail.

The real-life story on how Tagum Cooperative started way back 1967, from an ordinary church-based people's organization to a now multi-billionaire business enterprise is certainly a compelling success story. You have won accolades and fame, you have been coveted by many, but above all, you are an epitome of success worthy of emulation.

Your enthusiasm to achieve more and reach higher horizons is evident in your theme: "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge". Resilience for one, is an uphill battle. Only the strong-willed individuals and groups such as yours can make it. Digital Transformation is a complicated and ambitious endeavor but will certainly bring ease and comfort in your transactions and delivery of services soon.

Your display of expertise and competence have won my appreciation. You are indeed amazing and extra-ordinary.

Congratulations and more success to come.




DOUGLAS RA. CAGAS, LLB, MBE, MNSA
Provincial Governor

MESSAGES

My warmest greetings to all the members and officers of the Tagum Cooperative on the occasion of your 3rd Representative Assembly. Your theme for this year's assembly says it all: "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge."

Sa pamamagitan ng inyong kooperatiba, buong pwersa kayong nagkakaisa tungo sa tunay na pagbabago. We believe in the cooperative. Alone, we are weak. But with others, we are strong. Kooperatibang may katatagan, sandigan ng sambayanan. Kapit kamay nating tahakin ang landas tungo sa magandang kinabukasan. Ipagmamalaki natin na tayo ay nagtutulungan at nagkakaisa.

Indeed, your long year of operations is making a lot of difference. It spells a whole lot of difference and change for your cooperative. Thanks to the pillars and members of your cooperative, you have found your own place in the sun, which is a unique symbol or mark of your outstanding achievement. Keep on making your members proud of your achievements. All the best to you!



NELSON L. DAYANGHIRANG
Provincial Governor



I would like to extend my warm salutations to Tagum Cooperative for realizing another historic milestone by convening its 3rd Annual Representative Assembly on March 28, 2021. It is remarkable for any organization to have survived one of the most challenging times in human history, the COVID-19 of 2020. Regardless of the hardships and struggles we all experienced in the previous year, you managed to continue to lead the cooperative movement not only in the region but also in the entire country.

You have proven your credibility through the national and international accreditations and recognitions you have received since your establishment in 1967.

In the course of the fast-changing world we are in technologically and environmentally it is but appropriate you adopt the theme "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge" for your gathering.

I am optimistic that you will have a fruitful assembly and rest assured Davao Occidental will continue to be your partner in progress and sustainable development.

Congratulations and more power.



CLAUDE P. BAUTISTA
Provincial Governor



MESSAGES

My warmest greetings to the Officers, Staff, and Members of Tagum Cooperative (TC) as you celebrate your 3rd Annual Representative Assembly on March 28, 2021 with the theme: “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge.”

Cooperatives in Mindanao play a big role in promoting socio-economic development and improving the lives of all Mindanaoans particularly the people and communities that they serve. Over the decades, your cooperative has been effective in empowering and enabling all member-cooperators to join hands in innovating more plans and programs towards achieving socio-economic growth across regions in Mindanao.

I believe that true growth is felt when one cooperative is able to expand and serve more members-cooperators. Your cooperative has truly grown and has been blessed with admirable economic numbers, and I commend each one of you for your untiring efforts to continuously improve, innovate, and promote the viability and growth of your cooperative. I am glad that your cooperative has opened another branch in our province particularly in Tandag City. This means that more members will get to improve their quality of life through various programs, products, and services offered by your cooperative.

As Governor of the Province of Surigao del Sur, it is my fervent hope that the Officers, Staff, and Member-Cooperators of Tagum Cooperative (TC) will strive hard to achieve all your individual and collective goals and will remain true to the spirit of cooperativism in your tireless and unending quest for prosperity, economic viability, and sustainable development.

I wish you more success in your future endeavors!




ALEXANDER T. PIMENTEL
Provincial Governor

COVID-19 has placed unprecedented stress on everyone’s lives and when the quarantine first began, most companies were caught off guard. Our cooperative sector was not spared as we tried our best to fare through the crisis.

Still, I would like to believe that as always, the cooperatives came out stronger and united. This was prominent in the consolidated effort we made in helping our fellow co-operators and communities through the activities we supported in partnership with private sector, civil society, industry players both local and international raising fund and supplies. CLIMBS, in part, we were able to do this, humbly, through volunteerism of our own employees with CLIMBS CARES’ distribution of safe drinking water, Adopt-A-Neighbor and Adopt-A-Hospital programs, among others.




Resilient is probably the most appropriate adjective we can describe how cooperatives went through 2020. Internally, we looked for ways on how we can continue to serve our members; remote and skeletal work arrangements, virtual meetings, online transactions and out of the box thinking complemented with commitment of leadership. And this has happened in between making sure we are afloat while keeping in line with regulations.

Amidst the chaos, as they say, when there is challenge, there is also opportunity. While COVID-19 has given businesses a wake-up call, it also gave an undeniable reason to redesign operations, increase efficiencies and undeniably digital solutions. While technology is not a new story, we are now in the tip of fully embracing digitalization: a chance to extend our interaction with our members and connect with new audience, benchmark performance for improved future business activities and ultimately, in order to be resilient and relevant.

As we push for 2021, CLIMBS joins Tagum Cooperative as you hold your Annual Representative Assembly, notably, your theme cannot be more emphasized as battle cry when we continue our fight on this pandemic. Congratulations and more power.

Mabuhay ang kooperatiba!




NOEL D. RABOY
President and CEO

MESSAGES

On behalf of the Cooperative Development Authority-Regional Office XI (CDA-RO XI), I would like to extend my heartfelt salutation to the officers and members of Tagum Cooperative in the celebration of its upcoming 3rd Annual Representative Assembly.

Your theme for this year: “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge” befits the current situation we are all in. The COVID-19 Pandemic is such a grave blow that put everyone at risk in losing their employment, health and even their own lives. However, as we held our ground and stand resilient in facing these challenges, you have soundly adapted and embraced the new normal both in health and digital concerns.

We would like to commend you still, for the “Bayanihan” spirit that you continuously live to ensure the well-being not only of your members, but also those who are around you, your immediate community. The essence of utilizing your Community Development Fund (CDF) has encouraged others to move on and strive harder despite the challenges. With this gesture, we have once again proven the strength of cooperativism, that we are a reliable social and economic partner of our community and the entire country.

Along this line, let us continue to enliven the cooperative spirit in us, to be a pillar of social development. We will strive to live with utmost caution, observing the necessary health protocols as the government requires and mostly, exist with a bolder and extraordinary leadership that will surpass what you have already achieved. Above all, your faith in the Almighty should be stronger as ever as you have proven His faithfulness all through the year, for protecting and preserving your lives and your cooperative enterprise, still, this year and beyond!

Mabuhay ang Kooperatiba!



A handwritten signature in black ink, appearing to read "Elma R. Oguis".

ELMA R. OGUIS, CSEE
Regional Director

Madyaw nga adlaw kanatong tanan!

The City of Butuan greets the Tagum Cooperative on its 3rd Annual Representative Assembly!

In this time where our people and the economy has been adversely impacted due to the Covid 19 pandemic, we recognize the role and presence of financial institutions as backbone of the government in keeping the economy afloat, sustaining the Micro, Small and Medium Enterprise.

We greatly appreciate your contribution to our people's financial empowerment, helping us to attain our agenda of a vibrant, sustainable and competitive Butuan!

As such, the City Government of Butuan commends the institution for its staying power despite global crisis brought about by the pandemic, giving our people the assurance of financing for their livelihood. Thank you for remaining our economic partner in fast-tracking economic development by offering alternative financing menu to our fellow Butuanons.

We also share your victory for the various awards and international recognitions and accreditations that you have earned, indicative of your unending thrust for service excellence! So, on behalf of the people and the government of Butuan, we extend our greetings for success to your entire endeavor.



A handwritten signature in black ink, appearing to read "Ronnie Vicente C. Lagnada".

ENGR. RONNIE VICENTE C. LAGNADA
City Mayor

MESSAGES

EAGLE WINGS Greetings!

To the Officers and Members of Tagum Cooperative, I am extending my warmest greetings for your 3rd Annual Representative Assembly. This activity is a great avenue to discuss further plans for the cooperative development. Cooperatives play a very vital role in this era of globalization where socio-economic shifts continue to move at a very fast pace. Yet even in this coronavirus crisis, your cooperative is striving for continue excellence that has proven particularly in your achievements and recognitions, which created a path to enable to generate more opportunities in uplifting lives of the many. Your success amidst this global recession we experienced has become a great beacon of hope for your members and other people that are in need of your help.



Through with the adaptation to the new normal opportunities and the movement of cooperativism, may you continue to reach the greater heights for the betterment of the cooperatives and your members guided with your theme, “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge”.

On behalf of the City Government of Tagum, this administration will take the lead of promoting cooperatives as part of my banner of EAGLE WINGS which is the totality of my service to my constituency.

I commend all the officers and members of Tagum Cooperative for your steadfast growth and unity.

Congratulations once again and Tagum Tagumpay!

Sincerely yours,

ALLAN L. RELON, DPA, PhD
City Mayor

To the members of the Tagum Cooperative, I would like to extend my congratulations on your 3rd Annual Representative Assembly.

Amidst the challenges the world has been facing, many have chosen to give up and give in to hopelessness and others have been seeking help from those who are able. It is great to know that the Board and Management have been sustaining the strength of its pillars to continue to provide its services to its people. You have been a strong tower giving haven and protecting those who have chosen to trust you.

To deliver progress to our people is one of our most important priorities. We can only exhibit this through our excellent services aligned with the vision and mission of this cooperative. With the theme that adheres to the calls of social development, we laud your cooperative for being consistent in uplifting and inspiring the lives of your members.

As you convene for your annual assembly, may you always be driven and motivated to work for the betterment of your members. Always remember that the true owners of your cooperative are the people, which is why you are obliged to take responsibility, ensuring that they will get the best service possible.

We wish you more success in the years to come. Carry on your good work and God bless you!



JOSE E. RELAMPAGOS
City Mayor

MESSAGES

My warmest greetings to the men and women of Tagum Cooperative in realizing another milestone as you celebrate your 3rd Annual Representative Assembly.

Together, rest assured that Bagong Koronadal will always be one of your steadfast allies in the quest to foster real, inclusive, and lasting progress. May you continue to work well and work together, as you chart your course in this assembly so that your undertakings may redound to benefit your members and our community.

Indeed, 'Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge,' especially that our nation is in the rough spring because of Covid-19 pandemic is something that we need as partners in progress and development. I am hoping that you will be growing bigger, better, and stronger. You may continue to reap more achievements as the first and the only gold Accredited Cooperative in terms of Excellence in Service and Soundness (ACCESS) and as one of the Hall of Famer Awardee in the Gawad Parangal of Cooperative Development Authority.

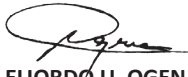
Pakatandaan ninyong ang katatagan ng inyong kooperatiba ay maihahantulad sa adhikain ng aking pamumuno sa Bagong Koronadal. Gaya ng parati kong sinasabi: The height of my dreams can be measured by the broadness of my vision. Susuportahan ko kayo sa isang pagtitipon kung saan ang pinakalayunin ay upang iangat ang pamumuhay ng ating mga kababayan. Sa muli, pagsaludo sa lahat ng pamunuan, kawani at miyembro ng Tagum Cooperative sa buong kapuluan.

Let us remain united and may you have a fruitful gathering to create a significant change.

Congratulations and Mabuhay!

Ururupod kita sa bagong Koronadal.



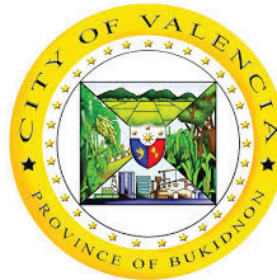

ELIORDO U. OGENA
City Mayor


I would like to congratulate the Tagum Cooperative (TC), the Board of Directors, Management Team, Employees and Members for holding the 3rd Annual Representative Assembly.

Tagum Cooperative has been of big help to the society especially during this time Pandemic. Indeed, your theme "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge", defines how you have sustained on helping your members, even with the health crisis and other

global challenges that we are facing today. Your organization is worthy of emulation of others. You might have passed through trials and challenges, but unity and cooperation from your members helped your organization triumph it all.

Congratulations and more power to you!!!




AZUCENA P. HUERVAS
City Mayor

MESSAGES

Madayaw!

Allow me to congratulate Tagum Cooperative for their 3rd Annual Representative Assembly.

Your theme “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge” is very timely considering the need for most, if not all, of us to go digital due to the pandemic.

Most of what we usually do face to face is now being done online due to the threat of Covid-19. Thus, it is very important for all of us to be resilient amidst the threat of spreading virus and go digital. I am one with Tagum Cooperative on this aspiration and mission. That is why we at the City of Mati LGU is also going digital soon.



Tagum Cooperative has always been an inspiration for many of us leaders because of the progress you have achieved. From an initial share of P80.00 in 1967, you have grown into a multi-billion business enterprise with over 170,000 members from the different regions in Mindanao. Thus, it is not surprising for Tagum Cooperative to receive numerous recognitions and awards for such a great feat.

So again, to Tagum Cooperative, congratulations and more success in the future.


MICHELLEN. RABAT
City Mayor

Tagum Cooperative has been true to the role that is, to become practical vehicle for promoting self-reliance and harnessing people towards attainment of economic development. We in government recognize your contribution to advancement, as you provide your stakeholders with loans, savings, and other financial assistance programs that lead them towards dignified, productive lives.

In these times of COVID-19 Pandemic, cooperation and coordination are more important than ever. We at the government stand ready to play a supporting role and do our part. The COVID-19 era has indeed changed the way we live, work, and play. It has challenged us to do things we have never done before or were afraid to do, to quickly adapt to changes, to take unprecedented moves, and to take a step toward a world of new possibilities. The digital transformation has indeed increased our resiliency.

In times like these, strength is important, but equally important is the ability to adapt. Digitalization is part of the new normal, and of how we get used to it will determine our chances of bouncing back and standing tall and strong again. May this 3rd Annual Representative Assembly create greater opportunities towards your members’ welfare and further success, strengthen your solidarity and cooperation towards transforming Kidapawan into a more equitably progressive locality.



Thank you very much! Laban Kidapawan!


JOSEPH A. EVANGELISTA
City Mayor

MESSAGES

I want to begin by expressing how grateful I am for every single one of you working for Tagum Cooperative (TC) as you hit another milestone on your 3rd Annual Representative Assembly with the theme, "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge." Although the CoViD-19 pandemic has forced all of us to deal with many challenges and difficulties, your dedication and perseverance paid off to reach this far.

But our hard work is far from over as we need to adopt a new (and better) normal to deal with the pandemic and its recent reports of virus variants.

That said, I am proud of the work you've done to keep business going to continue to help people during this transition. Please continue to be committed to accomplishing your goals to live out your mission and achieve your vision even under these challenging circumstances.

Let's all follow public health guidelines and governmental safety measures. I wish you and your loved one's good health and strength in the days ahead.

Hiniusang Serbisyo.

Hiniusang Paglambo.

Padayon

#AsensoBayugan!




KIRK A. ASIS
City Mayor

In behalf of the Model Cooperative Network (MCN), I am extending my warmest congratulations to the members and officers of Tagum Cooperative on your 3rd Annual Representative Assembly. Today, you have sealed a mark of another milestone in the history of Tagum Coop, the conduct of the first virtual assembly, with your theme "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge."

The success that you have shown is an expression of dedicated leadership with passion and perseverance, which is worth replicating. MCN is so proud of you. You have proven your worth as a FOCCUS Cooperative.



Everyone wants success but not all have achieved it. Success can only be attained if one believes, follows and acts on his/her plans.

Thus, the success that you have today is the fruit of your interminable effort because you believe you can. You deserve profound CONGRATULATIONS, but always remember that at center of every achievement there is ONE above looking at you. Your success is blessed by HIM, the LORD.

Again, Congratulations.


SOFRONIO V. TALISIC
Chairperson, Board of Directors

MESSAGES

My warmest greetings to the Tagum Cooperative on your 3rd Annual Representative Assembly to be held on March 28, 2021 at 4/F TC Function Hall, Tagum Cooperative Main, Dalisay Road, Magugpo West, Tagum City, Davao del Norte.

Let me commend this year's theme: "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge".

It is indeed a challenge for the Cooperative to maintain its credibility and sustainability especially in this trying time of the Pandemic. It is great to know that the Board and Management are embracing these challenges to maintain the momentum growth of Tagum Cooperative. Thus, it is very significant to strive harder and be tough to withstand any adversities wherein your cooperative has shown strong evidence.


Digital technology is at the center of today's economic development that cooperative must see in order not to be left behind. Hence, the need to innovate and strategize system to convey more investors from all walks of life in a new platform to carry out business and to be more resilient.

I would like to extend my sincere Congratulations to the Board, Management, to all the members of Tagum Cooperative for the success of its over a half century milestone, a multi-awarded cooperative and number one leading cooperative in Mindanao.

I wish all the success in all your worthy endeavours in the years to come.

Thank you and Mabuhay!




AL DAVID T. UY
City Mayor

On behalf of LGU-Tandag, Happy 3rd Anniversary Tagum Cooperative!

Over the months, we have all closely followed the spread of COVID-19 and its evolving impact. I wish to convey that we are with you all and your communities in these unprecedented values of solidarity, social responsibility and caring for others.

For the last 54 years, Tagum Cooperative has shown a prevalent vital contribution to help cooperative members, families and communities get through this crisis.

It has been particularly humbling to see your humanitarian spirit thriving throughout the years on voting yourselves to helping others. Incredible people doing incredible things.

Your contribution has been extraordinary. Your generosity is indeed commendable.

Please continue to do so! I have no doubt you will rise to the challenge.

Once again, Congratulations to all of you!



Sincerely,


ROXANNE C. PIMENTEL
City Mayor

MESSAGES

Our heartfelt greetings to TAGUM COOPERATIVE on your 3rd Annual Representative Assembly.

Despite the many global and local challenges that our sector and the larger society have been facing, Tagum Cooperative was able to emerge stronger than ever, more determined to embrace resiliency and digital transformation. We are proud to have shared our collective resources and dreams with you to thrive together as one co-op movement, helping our members build a better life, a brighter future.

Indeed, your theme: “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge” reflects your ability to stay relevant as you navigate the “new normal”. As you continue to grow, may you never lose sight of what matters most --- that is putting your members at the center of your development.

MASS-SPECC and the entire co-op movement are right here with you in creating more innovative solutions to our challenges — venturing into new technologies without defying our long-held and treasured co-op values and principles. The co-operative sector absolutely needs to think outside the box, out of its comfort zone, to respond with efficiency, to be more relevant in this digital age, and making a difference in the lives of our members.

We are truly inspired by Tagum Cooperative’s story, and may your lessons keep us motivated to serve.

Together, let us grow the co-operative movement in this digital age!

Congratulations and Mabuhay ang Tagum Cooperative!




BERNADETTE O. TOLEDO, CPA
Chief Executive Officer

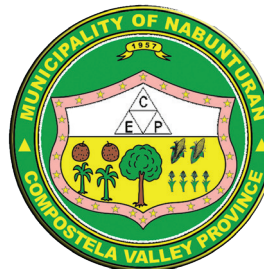
My humble greetings,

On behalf of the Municipality of Nabunturan, I extend my compliments to the 3rd Annual Representative Assembly of the Tagum Cooperative.

As one of the leading cooperatives in Mindanao, your dedication and relevance in the society is truly remarkable. You have provided opportunities and protection to women, especially the marginalized sectors. Further, you have empowered communities economically through highly innovative services and has been an ally of the LGU in economic upliftment and raising awareness on various social issues.

Despite the pandemic, may you continue to soar globally and contribute in developing and supporting the social and economic well-being of your members and the community. Continue to lead on and exemplify your theme, “Embracing Resiliency and Digital Transformation: Thriving Amidst Global Change.”

Congratulations and Mabuhay, Tagum Cooperative!




CHERLITA C. AMATONG
Municipal Mayor

MESSAGES

My warmest congratulations to team Tagum Cooperative as you realize another milestone on your 3rd Annual Representative Assembly!

Delivering such efficient services to your members amidst the unforeseen global challenge by being true to your commitment to sustain, innovate and strengthen the best practices of the cooperative is indeed laudable.

Even in the most trying time you took an extra mile for your valued members and communities while mobilizing to provide relief to your own workers.

Once again, we congratulate you for your achievements.

May we continue to be partners in the service to our people.

God bless and cheers on your success!!




VIRGINIA J. PERANDOS, Ed.D.
Municipal Mayor

My warmest greetings to the Tagum Cooperative as you hold your 3rd Annual Representative Assembly.

Tagum Cooperative is one of the cooperatives that propel growth and development in the Municipality of Santo Tomas, Davao del Norte. Its existence has contributed to helping our #BagongSantoTomas initiative reach its milestone in bring development and growth in rural areas.

As Tagum Cooperative holds its 3rd Annual Representative Assembly anchored on theme: "Embracing Resiliency and Digital Transformation: Thriving Amidst Global Challenge," the Santo Tomas LGU welcomes this gathering as representatives convene to discuss initiatives that would complement the efforts of the Santo Tomas LGU to building a more resilient and revitalized communities.

The COVID-19 pandemic has indeed changed the cooperative movement as it brings together the idea to magnify further the good governance initiatives on the lives of our people. Tagum Cooperative is a beacon of such good governance that brings hope to the lives of our Tomasino-members amid this health pandemic.

We therefore ask that Tagum Cooperative will continue to be our partner as it embarks on this journey of digital transformation to make the most of the positive shifts amid the global challenge and help fulfill the great potential of our citizenry.

I wish you a meaningful and insightful gathering.




ERNESTO T. EVANGELISTA
Municipal Mayor

AWARDS AND RECOGNITIONS

CONGRATULATIONS TAGUM COOPERATIVE!

54 years of greatness and well-deserved success as Tagum Cooperative embraces resiliency and digital transformation. These Awards are the testament that we are, indeed, thriving amidst global challenge.



MCN - PLATINUM STANDARDS



MCN - TOP 1 MODEL COOPERATIVE 2019



DEPARTMENT OF EDUCATION PLAQUE OF RECOGNITION



PHILIPPINE RED CROSS CERTIFICATE OF APPRECIATION



ACCESS GOLD - PLAQUE OF RECOGNITION



MASS-SPECC - OUTSTANDING COOP TIME DEPOSITOR



DEPARTMENT OF EDUCATION PARTNERSHIP AWARD



DEPARTMENT OF EDUCATION PARTNERSHIP AWARD



MASS-SPECC TOP PERFORMANCE ATM SITES

2020 TAGUM COOPERATIVE BOARD OF DIRECTORS



ROSALINA S. ARGENT, MBA
Chairperson



EVELIA R. SATOR, Ed.D.
Director



MIRIAM R. BALOYO, CPA
Director



MONICA L. SALIDO, MM
Director



JANET T. MATUGUINAS, CPA, DBA
Director

2020 TAGUM COOPERATIVE BOARD OF DIRECTORS



NOEL O. QUIDILLA
Vice-Chairperson



EDUARD C. AMOGUIS, Ed.D.
Director



NENITA R. MALBAS, CPA, MBA
Director



ANTONIO C. ARAÑAS, MPA
Director

2020 TAGUM COOPERATIVE ELECTED COMMITTEE OFFICIALS

Audit Committee



GERTRUDES L. YAP, CPA, MBA
Chairperson



MARK LOUIE D. MAHINAY, CPA, MBA
Vice-Chairperson



ROSAMARIA S. TORREJANO, CPA, MPA
Secretary

Election Committee



VICENTE P. BINAG
Chairperson



FLORDELIZA L. ALEGARBES
Vice-Chairperson



RUEL M. DAGSANGAN
Secretary

2020 TAGUM COOPERATIVE KEY MANAGEMENT OFFICERS



ADMARIE D. MARCELO, CPA, MM
Treasurer



HERMARIE T. ESMAEL, MAEd
Secretary



ATTY. MARILDA J. BOJA, CPA
Legal Counsel

2020 TAGUM COOPERATIVE APPOINTED COMMITTEE OFFICIALS

Ethics Committee



ENGR. JOSE ALVIC P. SUAYBAGUIO, SE, MPA
Chairperson



JOSEPHINE L. FADUL, Ed.D.
Vice-Chairperson



MICHELLE B. CLARIDAD, MDA, MHRM
Secretary

Conciliation and Mediation Committee



MILAGROS V. GUTIERREZ, MPA
Chairperson



DANIEL S. AGUINALDO
Vice-Chairperson



VIRGILIO F. AGUNOD, CPA
Secretary

2020 TAGUM COOPERATIVE SENIOR MANAGEMENT OFFICERS



JURIS D. PEREZ, CPA, MBA
Chief Executive Officer



VIVELYN D. FRONTERAS
Chief Operating Officer



JUDELYN A. SANCHEZ, CPA, MBA
Chief Finance and Administrative Officer

EXPANDED MANAGEMENT TEAM



Juris D. Perez, CPA, MBA
Chief Executive Officer (CEO)



Vivelyn D. Fronteras
Chief Operating Officer (COO)



Judelyn A. Sanchez, CPA, MBA
Chief Finance and Administrative
Officer (CFAO)



Jovencio I. Rubilla Jr., CPA
Savings and Credit Group
(SCG) Manager II



Jerry D. Cabanisas, MM, MBA
Savings and Credit Group
(SCG) Manager I



Sherwin Gabriel C. Petalino, CPA
Comptroller



Jappeht M. Fortich, MSIS
Information and Communication
Technology Department (ICT)
Manager



Erlybeth F. Plaza, MM
Human Resource Management
Department (HRMD) Manager



Jovie Lou S. Cahiyang, CPA
Treasury Manager



Ailene G. Donguya, CPA, MBA
Internal Audit Department Manager



Eve E. Petalino, CPA
Quality Management Department
Manager



Reymond L. Flores, CPA
Accounting Manager



Joy Fritz H. Josol
Marketing and Membership
Department Manager



Regina Kate T. Boja
Communications, Education and
Community Development
Department Manager



Maria April V. Bandala
Funecare Services Department
Manager



Shiela Jay M. Rubinos
Member Benefit and Assistance
Department Manager



Sean Plaza
Information and Communication
Technology Department (ICT)
Supervisor



Randel R. Cahiyang
Information and Communication
Technology Department (ICT)
Supervisor



Ann Nieves T. Malingin
Information and Communication
Technology Department (ICT)
Supervisor



Conrado A. Macasa Jr., RN
Legal Supervisor II

EXPANDED MANAGEMENT TEAM



Archt. Ariel John R. Claver
Technical Services Officer II



Aristotle D. Aguipo
Safety and Security Officer



Carmelita M. Dimen, CPA
Accountant III



Maya Q. Pelandas, CPA
Accountant III



Gennivie O. Avelino
Human Resource Management
Officer III



Catherine B. Ali
Human Resource Management
Officer III



Mary Joy S. Tabalanza
Budget Officer



Chaim Azriel L. Juayang, CPA
Treasury Supervisor



Kristine T. Lumayno
General Services Supervisor



Kristia Mae T. Maquilan
General Services Supervisor



Jacob Philip Q. Banal
Legal Supervisor I



Sven P. Cabrera
Legal Supervisor I



Niel M. Franco
Automated Teller Machine
(ATM) Supervisor



Shen Myrh M. Saligan
Board of Directors' Deputy Secretary



Venus C. Tabanao
Membership Services Officer



Luisa Marie D. Dela Peña
Marketing Officer II



Liezel T. Lumaad
Youth Program Officer



Maryjoan A. Boque, MBA
Cashier III, TC Main



Shelie Lou L. Separes, CPA
Acting Accountant II, TC Main



Lourence T. Caga-anan
FuneCare Operations Supervisor

EXPANDED MANAGEMENT TEAM



Nathaniel R. Desierto
Acting Branch Manager V, TC Main



Nelson C. Salvalosa
Branch Manager IV, Bajada Branch



Ria Diosa A. Caliao, MBA
Branch Manager III, Nabunturan Branch



Clyjenee S. Dairo, MM
Branch Manager III, Matina Branch



Theresa E. Miñoza
Branch Manager III, Panabo Branch



Eugene Elija H. Veloso, MBA
Branch Manager III,
Carmen and Sto. Tomas Branches



Francisco D. Villamor
Branch Manager III, Digos Branch



Joan P. Almendras
Branch Manager III, Public Market Branch



Mildred G. Resma
Branch Manager III,
San Francisco Branch



Roberto G. Corilla Jr.
Branch Manager III,
General Santos Satellite Office



Elmer O. Galleto
Branch Manager II, Mintal Branch



Joanne B. Legurpa
Branch Manager II, Butuan Branch



Cristine M. Rosa, MBA
Branch Manager II,
Valencia Satellite Office



Rube Rose L. Bercero
Branch Manager II, Mati Satellite Office



Ana Lourdes A. Jabal, MBA
Acting Branch Manager II,
Koronadal Satellite Office



Jenalyn M. River, MBA
Branch Manager I,
Bayugan Satellite Office



Karen Remia S. Cabalonga
Officer-In-Charge,
Kidapawan Satellite Office



Leoncio Mejino II
Officer-In-Charge,
Surigao Satellite Office



Camid D. Yahya Jr.
Officer-In-Charge,
Tandag Satellite Office



Dennis C. Acio
Officer-In-Charge,
Gingoog Satellite Office

EXPANDED MANAGEMENT TEAM



Renand T. Segundo
Loans Supervisor II, TC Main



Allan N. Flores
Collection and Asset Recovery Section
Supervisor II, TC Main



Daniel A. Bantilan
Branch Operations Officer,
Samal Satellite Office



Leeven G. Granada, MBA
Branch Operations Officer,
Malita Satellite Office



Rother S. Ombajin
Branch Operations Officer, TC Main



Jonnifer C. Pogoy
Branch Operations Officer,
Bajada Branch



Jerhwin S. Buyco
Branch Operations Officer,
Matina Branch



Rolly M. Giamalon Jr.
Branch Operations Officer,
Panabo Branch



Melissa C. Mortera
Branch Operations Officer,
Nabunturan Branch



Fahizzah Meda M. Manan, MBA
Branch Operations Officer,
Public Market Branch



Sherwin B. Cuico
Branch Operations Officer,
San Francisco Branch



Reynaldo A. Lugo Jr.
Branch Operations Officer,
Digos Branch



Garry Gibb G. Regidor
Branch Operations Officer,
Carmen Branch



Jerry L. Asuque
Loans Supervisor I, Bajada Branch



Randy T. Liquit
Collection and Asset Recovery Section
Supervisor I, Bajada Branch



Rick F. Bermudez
Collection and Asset Recovery Section
Supervisor I, Panabo Branch



Nick David G. Legaspi
Collection and Asset Recovery Section
Supervisor I, Nabunturan Branch



Cristorico L. Tusias
Collection and Asset Recovery Section
Supervisor I, Matina Branch



Arvin A. Asis
Collection and Asset Recovery Section
Supervisor I, TC Main

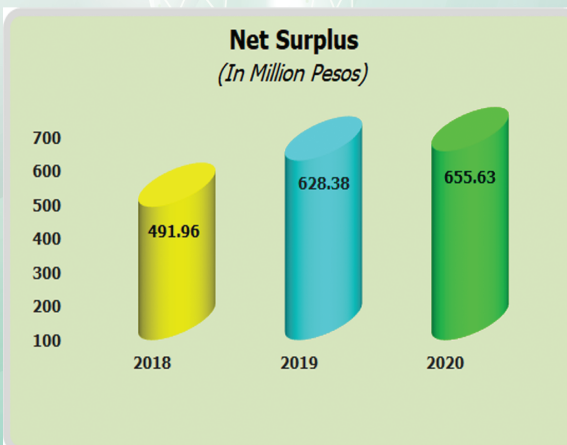
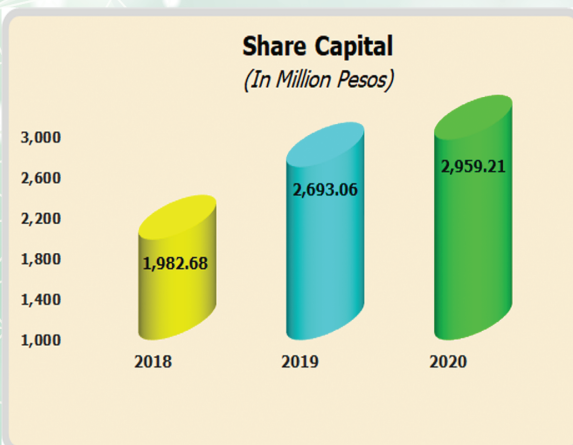
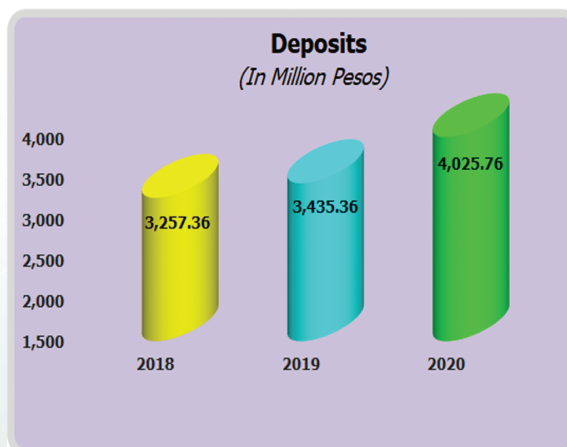
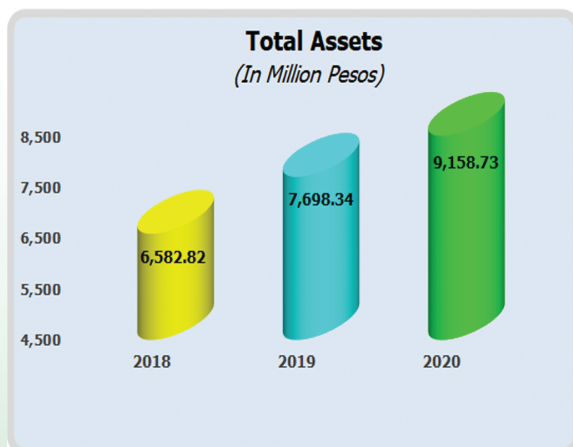


Annaliza A. Seno
Acting Collection and Asset Recovery
Section Supervisor I, TC Main

Our Dear Tagum Cooperative Members!

Tagum Cooperative has registered another milestone as it concluded the year 2020 operations despite the threats and effect of the global pandemic. With the unwavering trust, confidence and patronage of our dear members, we continue to grow and improve our financial performance. Our P9.1B Total Assets exceeded the strategic plan target of P8.9B, Total Deposits catapulted to new billion peso mark to P4.0B, Share Capital of P2.9B almost reaching the P3B mark and Net Surplus of P655M that is a significant accomplishment amidst pandemic.

FINANCIAL HIGHLIGHTS



ACCOMPLISHMENTS 2020 VERSUS 2019

- Membership up by **11.02%** from **110,176** to **122,322**
- Total Assets up by **18.97%** from **P7.698 Billion** to **P9.158 Billion**.
- Loan Receivable up by **7.02%** from **P5.742 Billion** to **P6.145 Billion**.
- Deposits up by **17.18%** from **P3.435 Billion** to **P4.025 Billion**.
- Share Capital up by **9.88%** from **P2.693 Billion** to **P2.959 Billion**.
- Net Surplus up by **4.34%** from **P628.38 Million** to **P655.63 Million**.

REGULATORY COMPLIANCE

1. Secured Cooperative Development Authority (CDA) Certificate of Authority to newly opened Satellite Offices
 - 1.1 TC Surigao Satellite Office opened last September 2020
 - 1.2 TC Samal Satellite Office opened last October 2020
 - 1.3 TC Tandag Satellite Office opened last November 2020
 - 1.4 TC Gingoog Satellite Office opened last December 2020
2. Secured 2020 Certificate of Compliance issued by CDA
3. Secured Certificate of Tax Exemption issued by BIR for the following Satellite Offices
 - 3.1 TC General Santos Satellite Office
 - 3.2 TC Valencia Satellite Office
 - 3.3 TC Koronadal Satellite Office
4. Facilitated the Submission of Member's Tax Identification Number Application to BIR.
5. Timely filing and payment of BIR Remittances and other reportorial requirements
6. Compliance to DOLE Occupational Safety and Health (OSH) Requirements
7. Compliance to Data Privacy Act
8. Compliance in Credit Information Systems Act

FUND MANAGEMENT

The Treasury Department displayed good growth in 2020, reflected by the achievement of Treasury's target income despite the overall low interest rate environment as a direct result of economic challenges included by the COVID-19 pandemic. The Treasury was able to take advantage of secured investments with decent yields prior to the consecutive cuts on interest rates implemented by BSP during the second half of 2020, resulting in higher net investment income figures for the Cooperative.

The Department likewise supported the Cooperative's efforts at maintaining healthy liquidity levels and continuous branch expansions by consistently funding the necessary Liquidity Reserves and Optional Funds with the intent of keeping a strong financial condition for the Cooperative throughout the difficult year 2020.

Moving forward, the Treasury Department will continue to invest selectively to build up its investment portfolio, and continue to tap longer-term funding sources to address the Cooperative's funding requirements.

TREASURY

P45.9 MILLION
2020 Actual
Investment Income

P37 MILLION
2020 Target
Investment Income

P8.9MILLION
2020 Investment
Income Variance

HUMAN RESOURCE MANAGEMENT, CAREER ADVANCEMENT AND MANPOWER DEVELOPMENT PROGRAMS AND INTERVENTIONS

For years, Tagum Cooperative has always been an advocate of employee empowerment and continuous growth and learning. We have invested both in In-house facilitated and external training, where it helped each employee hone and develop their competence and characters. We have seen great results not just with their performance individually but also all through of us, as a team.

And this year has been a challenging year – it is a year of extraordinary changes. We were able to come out of our comfort zone and able to see new opportunities in different perspectives. This helped us to be more imaginative with the help of technology. We were able to deliver Tagum Cooperative's products and services and conduct seminars and training through different online platforms. These methods were all new and it comes with drastic adjustments and a lot of challenges.

Despite these challenges, Tagum Cooperative's learning and development programs have never ceased to continue its advocacy to provide quality education and service for all of its employees. This year gave Tagum Cooperative an opportunity to innovate its means to deliver quality learning. With the passion toward growth and career development, Tagum Cooperative has continued to conduct the following various developmental programs and activities for the year 2020, to wit;

SUMMARY

- Implementation of Personnel Restructuring and Streamlining Initiative;
- Implementation of Data Privacy Statement and Consent form for TC Applicants and New Hires;
- Renewal of Maxicare and Axalife for 2020-2021;
- Released of Personal Protective Equipment (PPEs) to ALL TC Employees, Officers, Utility and Security Personnel;
- Facilitated Mobile Annual Physical Examination for TC Head Office Employees;
- Job Posting through latest recruitment channels and Conduct of Virtual Interview/s;
- Enhanced conduct of exit interviews and processing of information gathered.

PAYROLL AND BENEFITS

- On-time processing of payroll and benefits;

INSURANCE ENROLLMENT AND CLAIMS

- Prompt Enrollment of Permanent Employees to Axalife and Maxicare

STATUTORY REQUIREMENTS

- On-time processing of remittances;

UNIFORMS AND IDS

- Released of Company ID's on June 2020 and 2021 Uniforms on December 2020

RECRUITMENT AND PLACEMENT

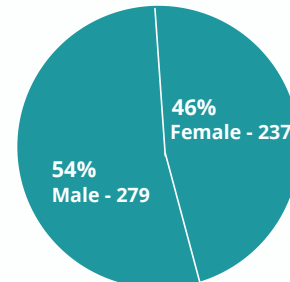
83	Panel Interview
50	Preliminary Interview
80	New Employees
74	Permanent Appointments Issued

TRAINING AND DEVELOPMENT

7	Functional Competency-Based Training	24 batches
6	Core Competency-Based Training	9 batches
3	Health and Wellness	7 Sessions
3	Occupational Safety & Health	7 Sessions

DEMOGRAPHICS

Generation	Female	Male	Total	Percentage
1961 - 1964 Baby Boomers	1	0	1	1%
1965 - 1980 Generation X	11	55	66	13%
1981 - 2000 over The Millennial	225	224	449	86%



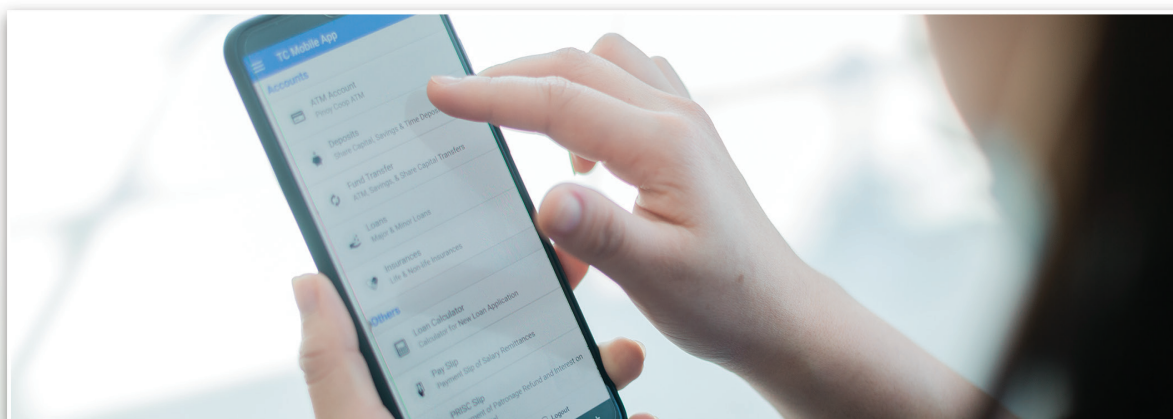
As of December 31, 2020

Years in Service	Total	%
Over 30 Years	2	0.63%
26 years to 30 years	1	0.42%
21 years to 25 years	6	1.46%
16 years to 20 years	12	2.71%
11 years to 15 years	38	7.71%
5 years to 10 years	147	31.25%
Less than 5 years	310	55.83%
Grand Total	516	100%

	Dec. 2017	Dec. 2018	Dec. 2019	Dec. 2020
Attrition Rate	4.84%	6.38%	11.05%	5.22%
Turn-over Rate	12.37%	12.00%	15.81%	6.63%

INFORMATION AND COMMUNICATIONS TECHNOLOGY INSTALLATION PROJECTS

The current pandemic situation has brought a broad social and economic impact in the short and medium term goals of Tagum Cooperative, which in turn may affect or delay the achievement of some ICT-related deliverables at different levels and in various ways. Notwithstanding, the Information and Communications Technology (ICT) was able to deliver major outputs that are considered critical and game changer for the incoming year as Tagum Cooperative transitions itself to the new normal.



- 1** Formulation and review of two (2) ICT policies, namely: (1) TC Backup Policy and (2) IT Change Management Policy.
- 2** Upgrading of TC Mobile App Features
 - Implementation of Bills Payment
 - Fund Transfer (Own and Other Accounts)
- 3** Completion of the Data Center and Structured Cabling project in TC Main/Home Office.
- 4** Implementation of Security Firewalls with sandboxing technology and computer hardware and software setup and deployment in TC Surigao, TC Samal, TC Tandag and TC Gingoog branch.
- 5** Development and implementation of various enhancements to the in-house systems of Tagum Cooperative such as:
 - Centralized Youth Laboratory Core Banking System
 - Funecare Operations System
 - Insurance Management System for MBA
 - Unified Membership Profile System
- 6** Implementation of Software-defined Wide Area Network (SD-WAN) in Tagum Cooperative.

BUSINESS EXPANSION, FACILITY ENHANCEMENTS AND PROPERTY MANAGEMENT

Tagum Cooperative always ensures that all TC Offices are conducive and safe to conduct business with its member-clients. During the year 2020, the Management together with the Land and Building Committee implemented major renovations to Five (5) new offices of Tagum Cooperative and improvements of some TC offices/facilities.

Newly Opened Tagum Cooperative Satellite Offices



TC SURIGAO SATELLITE OFFICE



TC SAMAL SATELLITE OFFICE



TC TANDAG SATELLITE OFFICE



TC GINGOOG SATELLITE OFFICE

Newly Renovated Tagum Cooperative Branch



TC PANABO BRANCH

SAFETY AND SECURITY

Safety and security have always been a priority of Tagum Cooperative as a way of ensuring that both the people inside the building and within Tagum Coop premises, as well as the cooperative assets are protected from any harm. The year 2020 highlighted our plans and programs to Occupational Safety and Health of the Cooperative in time with the unprecedented event brought on by Covid-19 pandemic which affects all industries across the globe. It enables us to establish new measures and guidelines for the safety and security of our officers, employees and transacting members and adopt new strategies under the “new normal” to ensure delivery of services by the Management, General Services, and Safety Committee, in coordination with Department of Labor and Employment (DOLE) and Local Government Units (LGU) in terms of implementation of safety and health protocols at the workplace.



1. Upgrading of CCTV Cameras and 24/7 Centralized Monitoring
2. Security Monitoring

- Close coordination with contracted Security Agency
- Enhanced situational reporting to address security concerns
- Security Guards Formation for periodic briefing and orientation
- Quarterly branch visit and inspection

3. Creation of TC Occupational Safety and Health (OSH) Manual and Programs

- Implemented Online Orientation and Trainings on Occupational Safety and Health
- Creation of Occupational Safety and Health Committee and designating Safety Officers per branch and business line.
- Submission of OSH Reportorial Requirements to DOLE

4. Creation of TC Covid-19 Response Team to facilitate and ensure the strict implementation of health and safety protocols


SAVINGS AND CREDIT GROUP


The year 2020 has brought so many uncertainties that pushed our boundaries, but the resilience of Tagum Cooperative has been tested for many times where we gained enough strength to face new challenges. The Savings and Credit Business Group (SCBG) is committed to continuously serve our members despite the COVID-19 situation.


In order to become operational resilient and agile, various steps were taken to ensure continuous and uninterrupted services and assistance for our members' financial needs were initiated such as accelerating the digital transformation of the major services. The TC Mobile App platform and digital channels were optimized to improve service delivery of the basic financial services and had expanded the existing services offered and created new lines of service, like the border met up for loan documentation processing and pick-up services for our members.


In addition, contingency plans were crafted to prevent any service disruptions due to Covid-19 concerns. With its robust credit management and solid financial condition, Tagum Cooperative believes it will remain resilient in the face of this current challenge.

Henceforth, we are humbly submitting our Accomplishment Report for CY 2020:






 Savings and Credit Business Expansion at
Region XI: Island Garden City of Samal,
Region XIII: Surigao City, Tandag City,
Region X: Gingoog City

 Facility and office building enhancement of
Tagum Cooperative Panabo Branch and
Valencia Satellite Office

 Regularly reviewed the Tagum Cooperative
Lending Policy to examine its applicability
and relevance to the current operations

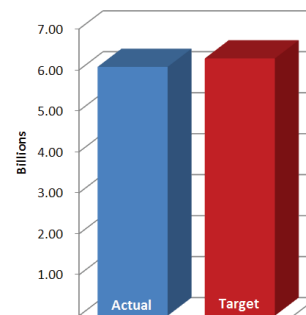
 ICAS Facility Enhancement

Key Result Areas

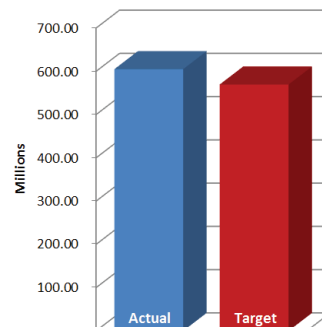
Key Result Areas	Actual	Target	% Covered
 Loan Portfolio	6.14 B	7.31 B	84.11 %
 Loan Releases	6.08 B	6.28 B	96.74 %
 Share Capital	619.63 M	569.54 M	108.79 %
 Savings Deposit	548.09 M	564.53 M	97.08 %
 Membership	13,611	13,348	101.97 %



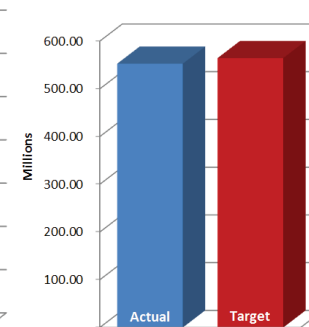
Loan Portfolio



Loan Releases



Share Capital



Savings Deposit



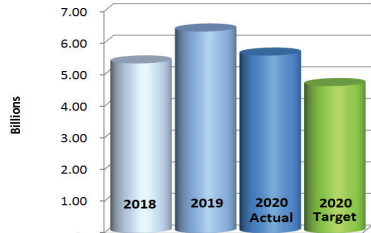
Membership

CREDIT MANAGEMENT COMMITTEE (CREMANCOM) REPORT HIGHLIGHTS

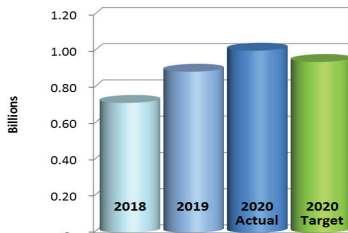
This year, the Credit Management Committee (CreManCom) remains committed in fulfilling its excellent customer service to members by providing prompt actions on their loan application despite the disruptions brought by COVID19 crisis. Driven by its core responsibility to exercise general supervision on loans granted to members of Tagum Cooperative, the Committee thoroughly evaluates and deliberate all loan applications and has provided oversight on the credit activities, particularly in identifying, assessing, monitoring and managing the cooperative's credit risk. The Committee also conducted ocular inspection on several properties of members offered as collateral. Consequently, we the CreManCom hereby submit the following Operational Highlight for CY 2020:



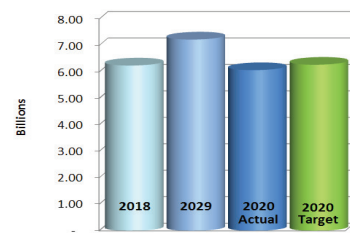
Principal Collection



Interest Collection



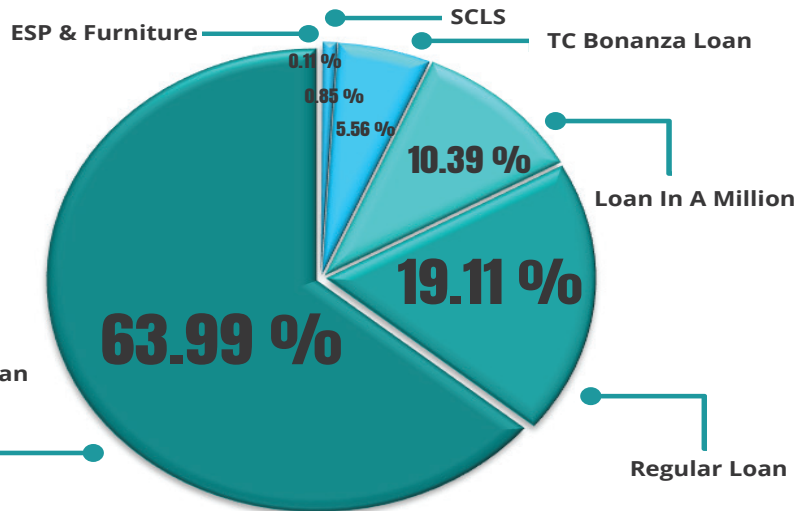
Loan Releases



	2018	2019	2020 Actual	2020 Target
Collection Principal	5.36 B	6.37 B	5.61 B	4.65 B
Collection Interest	717.16 M	889.19 M	1.01 B	942.86 M
Loan Releases	6.25 B	7.23 B	6.08 B	6.28 B

TOTAL SECURED LOANS 881 M

- ESP Loan - 174 K
- Appliance & Furniture - 752 K
- SCLS - 7.48 M
- TC Bonanza- 49.03 M
- Loan In A Million- 91.56 M
- Regular Loan - 168.37 M
- Convenient Loan - 563.85 M



OCULAR INSPECTION ON LOAN COLLATERALS



159

Loan application acted and ratified



178 M

Total Amount of Loan Approved

MEMBER BENEFIT AND ASSISTANCE (MBA) PRODUCTS AND SERVICES

For years, Tagum Cooperative has shown its solicitude for the community and its members through its wide array of products and services. One of its offered products and services are the Life and Non-Life Insurances. This has been a value-added service for TC members where it provides peace of mind in times of need.

Through the TC Member Benefit and Assistance, the Coop Assurance Center, TC has successfully delivered services to its members, beneficiaries and community in terms of providing financial assistance. By means of this, Tagum Cooperative has proved its significant support to its members in times of loss of loved ones, accidents and health related concerns and will still continue to provide excellent quality service to its valued members for more years to come.

Hereunder are the accomplishments of the Member Benefit and Assistance for the year 2020:

BENEFITS	ACCOMPLISHMENTS
Life and Non-life Insurance	<ul style="list-style-type: none"> Issued 21,763 insurance with gross premium of Php 14.8M 156 insurance claims amounting to Php 3,058,522.41
Mortuary and Loan Protection Plan (LPP)	<ul style="list-style-type: none"> 550 Mortuary claims amounting to Php 53,978,644.77 and 272 LPP claims amounting to Php 23,422,930.07
Hospitalization (HPP)	<ul style="list-style-type: none"> 2,408 HPP claims amounting to Php 9.9M



HEALTH programs

CONSULTATIONS

69	Pediatrician
1,304	Internal Medicine
183	OB-gyne
1,556	Total members & dependents

ANNUAL PHYSICAL EXAM

6,938 members

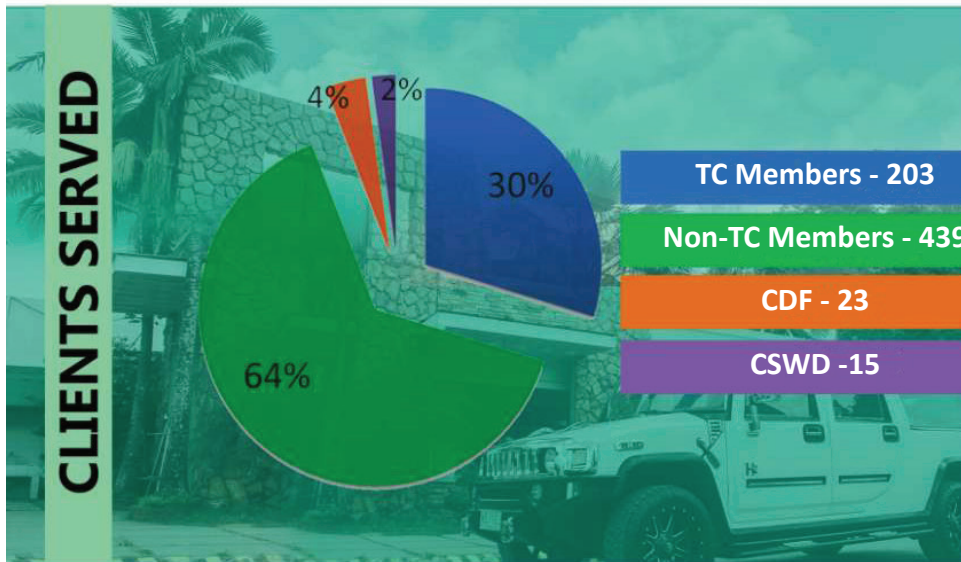
FREE SCREENINGS

460 members & dependents



FUNECARE

Third business line of Tagum Cooperative and the realization of its womb to tomb services.



- Accounts charged to TC Mortuary Benefit
- Community
- Free Paupers Burial for one (1) year old and below resident in Tagum City charged to Community Development Fund
- Free Paupers Burial for Indigent Tagum City residents paid by the Local Government

NEW PARTNERS

- Dayong Maharlika Association, Maharlika Mangga Visayan Village Tagum City (Organization)
- Helping Hands Mortuary Association, Gabayan, Visayan Village Tagum City (Organization)
- Wood Haven Chapels, Kidapawan City, North Cotabato (Kidapawan S.O. Tie-up)

LINKAGES

FUNERAL PARLOR

- Cosmic Funeral Parlor, Digos City
- Toril Community Coop Funeral Parlor, Davao City
- Sta. Teresa Funeral Homes, Panabo City
- Tay Cham Memorial Chapels, General Santos City
- Funeraria Bollozos, Butuan City
- Rennaisance Chapel, Koronadal City

DAYONG

- Canocotan Mortuary Association, Tagum City
- Canocotan Mortuary Fund, Tagum City
- Bagong Lipunan Mortuary Association, Tagum City

AGENCIES/COOPERATIVES



TCF 1: Purok 4 Santol, La Filipina, Tagum City | TCF 2: Km 54 Visayan Village, National Highway, Tagum City
 Tel. Nos.: (084) 655-6767 or (084) 655-9105 | Mobile Nos.: 0917-770-3056 , 0917-709-1520 or 0998-590-1377

INSTITUTIONAL LEADERSHIP

Leadership in this fast-moving crisis means making oneself available to feel what it is like to be in another's shoes — to lead with empathy. Effective leadership shines not only when the going is good, but also when things are rough. During these trying times, true cooperative leaders will remain to display competence and adaptive mind set as they come to terms with the new reality and find ways to navigate adeptly by doing a transitional and long term planning to prevent paralyzing effects while implementing short-term plans to keep Tagum Cooperative sustainable and resilient.

BOARD OF DIRECTORS:



R. Argent
ROSALINA S. ARGENT, MBA
Chairperson

Chairperson, Board of Directors of Tagum Cooperative
President, Tagum Cooperative Sister's Society
Chairperson, Fund Investment Committee of NATCCO
Chairperson, Election Committee of Philippine Cooperative Center
President, Tagumeño Bisag Asa (TBA) OFW of Tagum City
Director, TC Women's Livelihood Consumers Cooperative
Member, Building Committee, Model Cooperative Network (MCN)
Member, Community Development Council (CDC) of Tagum City
Member, Davao Provincial Women's Council
Member, Credit Union Development Educator (CUDE) in Asia
Member, Credit Union Trainer's Empowerment (CU-TE)
Accredited Gender Equality Lecturer, MASS-SPECC
Member, Global Women Leadership Network (GWLN)



N. Guidilla
NOEL O. GUIDILLA
Vice-Chairperson

Vice-Chairperson, Board of Directors of Tagum Cooperative
Vice-President, Tagum Cooperative Sister's Society
Philippine Institute of Recognized Mediators and Arbitrators
President/Proprietor, Enjay Farm School (Organic Production NCII)
Chairperson, Regional Steering Committee -Davao Del Norte, MASS-SPECC
President, Davao De Oro Chapter, COOP-NATCCO PARTY-LIST (CNPL)
Auditor, City Cooperative Development Council
Director, Publishers Association of Davao del Norte & Davao De Oro
Major (Reservist), Armed Forces of the Philippines
Director/Founder for Mindanao, Guardians Bonafide for Hope Foundation, Inc.
Founder for Mindanao, 1 Guardians Nationalist of the Philippines
Officer, Fraternal Orders of Eagles-Tagum Chapter
Officer, International Narcotic Enforcement Officer Association
Provincial Organizer, Mayor Rodrigo Roa Duterte-Agila
Member, Kapisanan ng mga Brodkaster ng Pilipinas
Recognized Mediator under Cooperative Development Authority (CDA)



E. Sator
EVELIA R. SATOR, Ed.D.
Director

Board of Director, Tagum Cooperative
Vice-Chairperson, Model Cooperative Network (MCN)
Vice-President, Palm City Toastmaster's Club
Treasurer, Tagum Cooperative Sister's Society
Director, TC Women's Livelihood Consumers Cooperative
Adviser, Sister's Society of MASS-SPECC
Member, Global Women Leadership Network (GWLN)
Credit Union Trainer's Empowerment (CUTE)
Credit Union Development Educators (CU- DE) Australia
Accredited Gender Equality Lecturer, MASS-SPECC
Accredited Cooperative Development Authority (CDA)
Lecturer, Model Cooperative Network (MCN)
Member, Local Anti-Trafficking for Women and Children Tagum City
Member, Davao Del Norte Province Council of Women, Inc.
Brotherhood of Christian Businessmen and Professionals (BCBP)
Member, Global Women Leadership Network (GWLN)



M. Baloyo
MIRIAM R. BALOYO, CPA
Director

Board of Director, Tagum Cooperative
Chairperson, Audit Committee of MASS-SPECC Federation
Accredited MASS-SPECC Gender and Development (GAD) Facilitator
Chairperson, Land and Building; Committee of Tagum Cooperative
Auditor, TC Women's Livelihood Consumers Cooperative
Credit Union Development Educator (CUDE) in Asia
Member, Credit Union Trainer's for Empowerment (CU-TE)
Public Information Officer (P.I.O), Sisters Society Tagum Cooperative Chapter
Assistant Treasurer, Fund Development, GSP Davao Del Norte Council
Member, Rotary Club of Golden Laces
President, Palm City Toastmaster Club of Tagum
Board Member, YMCA, Davao City Chapter, a Lifetime Member
Member, Davao Del Norte Provincial Women's Council
Household Head, Handmaids of the Lord, Davao City
Member, Global Women Leadership Network (GWLN)



E. Amoguis
EDUARD C. AMOGUIS, Ed.D.
Director

Board of Director, Tagum Cooperative
Chief Curriculum Implementation Division, DepEd Davao Del Norte
Member, Audit Committee, CLIMBS Life and General Insurance
Association of Division Chiefs in Region XI
Member, Couples for Christ
Society of the Lord Nobles

2020 BOARD OF DIRECTORS AND MANAGEMENT REPORT



NENIA R. MALBAS, CPA, MBA
Director

Board of Director, Tagum Cooperative
 President, Association of CPAs in Public Practice in Southern Mindanao
 Vice-Chairperson - Provincial Micro, Small, and Medium Enterprise Development Council (PMSMEDC)
 Member, Tagum Cooperative Sister's Society
 Member, Credit Union Development Educator (CUDE) in Asia
 Member, Board of Directors of Davao Allied Services and Development Cooperative (DALDESCO)
 Treasurer, Board of Directors of Cor Jesu College of Digos, Inc.
 TC Representative, Davao City Chamber of Commerce and Industry, Inc.
 Member, Credit Union Trainer's Empowerment (CU-TE)
 Chairperson, MASS-SPECC Financial Investment Committee
 President, Lector's Ministry of Sagrado Corazon de Jesus Nazareno Parish
 Managing Partner - Malbas, Mahinay & Co. CPAs
 Member, Global Women Leadership Network (GWLN)



MONICA L. SALIDO, MM
Director

Board of Director, Tagum Cooperative
 Vice-Chairperson, Board of Directors, TC Women's Livelihood Consumers Cooperative
 Secretary, Tagum Cooperative Sister's Society
 Member, Credit Union Development Educator (CUDE) in Asia
 Member, Credit Union Trainer's Empowerment (CU-TE)
 Secretary, Tagum Cooperative Sister's Society
 Member, Global Women Leadership Network (GWLN)



JANET T. MATUGUINAS, CPA, DBA
Director

Board of Director, Tagum Cooperative
 Sole Practitioner- JTMatuguinas, Accounting & Auditing Services
 Retired College Professor (37 yrs) of UM Tagum College
 Board of Director-Education, PICPA, Davao Del Norte and ComVal Chapter
 Audit Committee Member, Mindanao Cooperative Hostel Services
 Audit Committee Member, Provincial Council Union Davao del Norte
 Member, Board of Directors, Association of CPAs in Public Practice-Southern Mindanao Region
 Member, Global Women Leadership Network (GWLN)



ANTONIO C. ARANAS, MPA
Director

Board of Director, Tagum Cooperative
 Vice-Chairman, National Confederation of Cooperatives (NATCCO)
 Director, Medical Mission Group Hospital and Health Services Cooperative of Tagum (MMGHSCT)
 Member, NATCCO Expanded Executive Committee
 President, Davao Del Norte Chapter, COOP-NATCCO PARTY-LIST (CNPL)
 President, Region XI Chapter, COOP-NATCCO PARTY-LIST (CNPL)
 Resource Speaker/Lecturer, September 2019 Asian Confederation of Credit Unions (ACCU), Kuala Lumpur, Malaysia
 Accredited Lecturer/Facilitator as Credit Union Development Educator (CUDE) in Asia

KEY OFFICERS



ADMARIE D. MARCELO, CPA, MM
Treasurer

Treasurer, Tagum Cooperative
 President & CEO - NuevaSolTech Co. Inc.
 Founder - Edgelink Institute
 Member, Board of Trustees - International Needs Phils. Inc.
 Member- Girl Scouts of the Philippines, National Equipment Services Committee
 Member-Girl Scouts of the Philippines, National Finance Committee
 Member - Philippine Institute of Certified Public Accountants
 Certificated: Development Educator-Asia (Thailand)
 Certificated ISO Auditor
 Certificated: Bancassurance Masterclass (Singapore)
 Certificated: Agile Leadership Course (Singapore)



JURIS D. PEREZ, CPA, MBA
Chief Executive Officer

Chief Executive Officer, Tagum Cooperative
 Vice-President-Internal, National Confederation of Cooperatives (NATCCO) Managers Club
 Board of Director - Commerce and Industry Philippine Institute of Certified Public Accountants (PICPA) Davao del Norte Chapter
 Data Privacy Officer (DPO)
 Member, Model Cooperative Network (MCN) Brand Monitoring Committee
 Development Educator (DE) Asia
 Member, Credit Union Trainer's Empowerment (CU-TE)
 Auditor, Sisters Society Tagum Cooperative Chapter
 Member, Global Women Leadership Network (GWLN)



ATTY. MARILDA J. BOJA, CPA
Legal Counsel

Legal Counsel
 Daughters of Mary Immaculate
 Integrated Bar of the Philippines
 Rotary Club of Tagum Golden Laces



HERMARIE T. ESMAEL, MAEd
Secretary

Secretary, Tagum Cooperative
 Master Teacher I
 National Aflatoon Trainer

2020 AUDIT COMMITTEE REPORT





Cooperative Greetings to our fellow Cooperators!

Amidst the COVID-19 Pandemic, which affected all areas of business operations, Tagum Cooperative continuously served its members and the community. The Audit Committee with the Internal Auditors persisted in conducting the audit activities for the year 2020 as the cooperative operations continue. The audit team maximized the use of the cooperative's Information Technology (IT) capability by developing remote audit procedures via digitalization.

We also continuously carry-out our function in the oversight of the effectiveness of the internal control system and risk management, compliance to cooperative's policies and related government regulations, and, the integrity of financial reports.

Hereunder are our accomplishments for the year 2020:

I. AUDIT ACCOMPLISHMENTS

<p> A. AUDIT ACTIVITIES</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> Reviewed and verified Monthly Financial Statements<input checked="" type="checkbox"/> Conducted Comprehensive Audit on all Branches and Satellite Offices and Business Lines: Examined Financial/Cash Management, Credit Management, Membership/Marketing and Organizational Profiling<input checked="" type="checkbox"/> Carried-out Audit on Departments: ICT, Human Resource and Management and General Service Department<input checked="" type="checkbox"/> Conducted Audit on Loan Transactions<input checked="" type="checkbox"/> Conducted Audit on Financial Investment Transactions and Instruments<input checked="" type="checkbox"/> Performed Compliance Audit: Tax Compliance, CDA Compliance, ACCESS Audit Validation, Social Audit, and Governance and Management Audit<input checked="" type="checkbox"/> Carried out pre-audit activities to improve management efficiency, to wit:<ul style="list-style-type: none"><input checked="" type="checkbox"/> Reviewed the correctness of the Interest on Share Capital and Patronage Refund/PRD allocation and distribution<input checked="" type="checkbox"/> Certified Purchase Request and Purchase Order<input checked="" type="checkbox"/> Audit of Personnel: Retirement, End of Contract and Voluntary Separation<input checked="" type="checkbox"/> Verified Deliveries of Supplies and Capital Expenditures<input checked="" type="checkbox"/> Assisted Property Plant and Equipment (PFE) Inventory and Supplies Inventory Count<input checked="" type="checkbox"/> Verified Proper Disposal of Documents and Retired Furniture, Fixture and Equipment (FFE) and the implementation of 5S<input checked="" type="checkbox"/> Validated TC Projects or Renovations Progress Billings<input checked="" type="checkbox"/> Observed Biddings of ROPOA and other Biddings<input checked="" type="checkbox"/> Acted as Technical Working Group for the Bids and Awards Committee<input checked="" type="checkbox"/> Checked Employees Overtime Claims<input checked="" type="checkbox"/> Checked Employees Benefit Account and Statutory Benefit Claims<input checked="" type="checkbox"/> Verified TC Employees' Uniform Deliveries and Billings<input checked="" type="checkbox"/> Observed Weekly Raffle Draws, other Promotions and Grand Raffle Draws<input checked="" type="checkbox"/> Verified and Monitored 53rd ARA T-Shirt Giveaways	<p> B. FORMULATED AND UPDATED THE FOLLOWING POLICIES</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> Policy in the Conduct of Audit (Updated)<input checked="" type="checkbox"/> Internal Audit Charter (New) <p> C. RECOMMENDATION AND/OR ENHANCEMENT OF POLICY AND/OR PROCEDURES</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> Amendments to TC Article of Cooperation, Article II, 2.<input checked="" type="checkbox"/> Amendment to Recognize Youth Laboratory in TC By-Laws<input checked="" type="checkbox"/> Recommended for the drafting of the Social Development Plan and Budget<input checked="" type="checkbox"/> Enhancement to Internal Control Policy<input checked="" type="checkbox"/> Enhancement to Charged-Off Policy on Loan Receivable<input checked="" type="checkbox"/> Recommended to create Policy on Charged-off of Accounts Receivable<input checked="" type="checkbox"/> Enhancement of the procedures for Field Collection of Youth Program Coordinator<input checked="" type="checkbox"/> Enhancement of Youth Laboratory Membership form in compliance with DPA<input checked="" type="checkbox"/> Enhancement on the MBA Withdrawal to their Deposit Account<input checked="" type="checkbox"/> Recommended Policy on Unclaimed Patronage Refund and Interest on Share Capital/ PRD<input checked="" type="checkbox"/> Recommended Policy on Insurance Rebates<input checked="" type="checkbox"/> Recommended to enhance the Levels of Authority for TC Mobile Loan Renewal <p> D. ENHANCED ORGANIZATION INTERNAL AUDIT STRUCTURE</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> Installed Audit Team Leader for Area- 1 and Area -2 business operations
--	---

II. GOVERNANCE AND MANAGEMENT AUDIT REPORT

Pursuant to CDA Memorandum Circular No. 2017-05 Series of 2017, the Audit Committee and Internal Audit Department conducted the independent audit on Governance and Management for the year 2020.

The team evaluates Tagum Cooperative as compliant to said regulation and verified pertinent documents. Based on the activity conducted, noted that Tagum Cooperative remains strong in the following aspects:

- Operational manual
- Systems and procedure
- Management records
- Cash management documentations
- Compliance to government requirements
- Board of Directors and General Assembly documentations.

2020 AUDIT COMMITTEE REPORT

III. SOCIAL AUDIT REPORT OF TAGUM COOPERATIVE

In compliance with Rule 11 of the Revised Implementing Rules and Regulations of RA 9520 and Memorandum Circular No. 2018-01 issued by the CDA, we have independently audited the social performance report of Tagum Cooperative on January 12-23, 2021 covering the CY 2020 to validate the adherence of the cooperative to the seventh cooperative principle, the "Concern for Community". We determined whether the cooperative works for the community's sustainable development through policies and programs as approved by the representative assembly.

Hereunder is the Auditor's report on the comments/recommendations in major key areas of social performance:

KEY AREAS	COMMENTS AND RECOMMENDATIONS (SOCIAL DEVELOPMENT PERSPECTIVE)
A. Statement of Vision, Mission, Core Values & Social Goals	Statements of vision, mission, core values and social goals are enhanced to be more relevant not only to its general membership but also to the community.
B. Policies and Guidelines on Social Development	Tagum Cooperative is compliant with CDA circular in its implementation of its Social Development Program.
C. Social Development Programs	
+ Cooperative	Various programs and activities conducted in year 2020 were designed to sustain socio economic of the members, officers and employees.
+ Community	It is recommended that Tagum Cooperative through Communication, Education, Community & Development Department (CECD) shall conduct Pandemic Preparedness and Management, Disaster Risk Reduction Management and Climate Change awareness, education and activities to members through various programs, such as ownership meetings and webinars for members and the community.
D. Allotment and Utilization of Community Development Fund	It is recommended that CDF allocation for the current year shall be fully utilized on the following year unless the projects or activities as approved by the representative assembly require multi-year utilization.

Community Development Fund

Accumulated Amount of CDF	Amount Utilized for Cooperative Social Activities	Percentage of Utilization
25,661,840.18	25,317,670.93	98.66%

ACTIVITIES	AMOUNT	Percentage
CECD - Communication (Community Outreach and Admin)	1,864,265.43	7.36%
Gender and Development Programs and Activities	7,613.60	0.03%
Community Outreach Programs (Funecare)	84,544.75	0.33%
Community Outreach Program (Himsug Pamilya Program)	74,124.85	0.29%
Study Visits of Other Cooperatives (#6Principle: Cooperation Among Cooperatives)	21,111.32	0.08%
Community Invitations (fun run, alay lakad etc.)	9,500.00	0.04%
Advocacy Programs for the Youth	1,389,900.46	5.49%
Community Mass Sponsorship	37,580.74	0.15%
Provision for Calamity Fund (Community)	2,000,000.00	7.90%
Social and Community (Solicitations/Donations)	909,887.26	3.59%
COVID19 Calamity Cash Assistance/ COVID Related	18,664,142.52	73.72%
Others	255,000.00	1.01%
TOTAL	25,317,670.93	100%

AUDIT COMMITTEE



MARK LOUIE D. MAHINAY, CPA, MBA
Vice-Chairperson



GERTRUDES L. YAP, CPA, MBA
Chairperson



ROSAMARIA S. TORREJANO, CPA, MPA
Secretary



Dear Fellow Cooperators,

Warmest Cooperative Greetings!

For Calendar Year 2019, the Election Committee has successfully conducted orderly and honest elections for the Offices of the Board of Directors, Audit committee and Election Committee. All of these has been made possible because of the untiring efforts and support of the Tagum Cooperative Officials, Management and Staff and most of all the unending support of our valued members.

Moreover, in view of the directives provided in government's Inter Agency Task Force Resolution No. 11 dated March 12, 2020 and in consonance to Cooperative Development Authority Memorandum Circular No. 2020-3, series of 2020. In relation to said health crises where Mass gatherings/congregations of people are prohibited or forbidden thus the Election of the Board of Directors, Audit Committee and Election Committee for CY 2020 hereby postponed. The newly set schedule by the Election Committee in reference to CDA Memorandum Circular No. 2020-19 series of 2020. New Guidelines in the Conduct of General Assembly Meetings of Cooperatives hereby pursued. Hereunder are the details which we determine to follow:

Item No.2. letter b.1. Videoconferencing for cooperatives allowed under MC No. 2020-10 and 2020-12 Item 5 letter a. which states "**All** elected officers whose original term of office ends on CY 2021 shall have an extension of one (1) year of service"

The committee adopted such guidelines since it is more convenient and suitable to the provisions written in the By-laws of the cooperative. In addition, the committee believes that it promotes equality, transparency, and overall balance to all Members and Officers in particular.

Furthermore, the committee hereby confirmed the **Additional Provision in the TC Election Code** pertaining to Social Media Campaigning. The said additional guideline is to preserve and sustain equal opportunities in campaigning without involving Social Media to avoid future challenges. The additional provision ensures privacy of the cooperative in order to achieve and maintain harmonious, accessible, and friendly practices. However, the committee would like to pursue an exclusive Election Campaign which can only be done through a Closed Group Facebook Page intended for the 958 District Representatives. As a matter of fact, Facebook has been the number one Social Media across the world that surely all District Representative can access on their convenience. Additionally, the committee believes that this innovation is one of the easiest ways to access and monitor all the Election Campaign activities and it is believing to be more convenient for the DRs to view or access the video presentation of the Elective Officers amidst the pandemic. Also, the committee agreed to have all the necessary campaign materials uniform and conforming to one rule among other candidates. Posting and Displaying of Candidates' video presentation is only allowed in the Facebook Page. Other activities will not be entertained not unless it is related to Video Campaign Speech. The Facebook Page shall be strictly monitored by ICT Department and Election Committee. Above all, rest assured that this innovation promotes transparency and safe campaigning in observance of the Public Health Crisis. *The Election Committee hereby proposed and recommends the approval of the Additional Provision in the TC Election Code as follows:*

2020 ELECTION COMMITTEE REPORT

Legend:

■ Existing Guidelines ■ Additional Provisions

TITLE V - ELECTION OF DISTRICT REPRESENTATIVES	TITLE V - ELECTION OF DISTRICT REPRESENTATIVES
<p>SECTION 43. ELECTRONIC VOTING RESULTS. In the absence of electronic glitches, the Electronic Voting results as certified by the ICT and the Election Committee shall be final and not subject to attack/protest by any member of the Cooperative. Any protest shall not be on the number of votes but on the qualification of winning candidates and election irregularities.</p>	<p>SECTION 43. ELECTRONIC VOTING RESULTS. In the absence of electronic glitches, the Electronic Voting results as certified by the ICT and the Election Committee shall be final and not subject to attack/protest by any member of the Cooperative. Any protest shall not be on the number of votes but on the qualification of winning candidates and election irregularities.</p> <p style="color: blue;">Should the Electronic Voting System Fail as determined by the ICT. Election Committee shall direct ICT to use the Alternative Electronic Voting System.</p>
TITLE VI - ELECTION OF TAGUM COOPERATIVE OFFICERS	TITLE VI - ELECTION OF TAGUM COOPERATIVE OFFICERS
<p>SECTION 59. CAMPAIGN RESTRICTIONS AND LIMITATIONS. All candidates for Tagum Cooperative Officer shall observe the following restrictions in the conduct of their respective campaigns.</p> <p>A. All printed handbills shall have a maximum dimension of four (4) inches by six (6) inches, or one-fourth size of a long bond/mimeo paper. Only the name of the candidate and the office, under which he is seeking election including his/her bio-data, picture and election platform, shall appear. Any fraudulent statement or information printed in the handbill as to qualification, achievement, educational attainment, awards and recognition received and similar material information or statement shall be a ground for disqualification of the said candidate.</p> <p>B. The use of print media, television, Radios or other similar medium of advertisement is strictly prohibited.</p>	<p>SECTION 59. CAMPAIGN RESTRICTIONS AND LIMITATIONS. All candidates for Tagum Cooperative Officer shall observe the following restrictions in the conduct of their respective campaigns.</p> <p>A. All printed handbills shall have a maximum dimension of four (4) inches by six (6) inches, or one-fourth size of a long bond/mimeo paper. Only the name of the candidate and the office, under which he is seeking election including his/her bio-data, picture and election platform shall appear. Any fraudulent statement or information printed in the handbill as to qualification, achievement, educational attainment, awards and recognition received and similar material information or statement shall be a ground for disqualification of the said candidate.</p> <p>B. All Qualified Candidates are NOT allowed to campaign through Social Media, such as Facebook App, Twitter, Friendster, Instagram except on personal message (pm). Instead, the Elecom will create a Closed Facebook Page for District Representatives use only.</p>

<p>C. The giving of money, foods, drinks, unauthorized handbills and other propaganda materials to a member or voter by a candidate or his/her representatives during the campaign and, on or before Election Day is likewise prohibited.</p> <p>D. T-shirts, personalized calendars, fans, bookmarks, hats and other similar devices used for campaign gimmicks shall be likewise prohibited.</p> <p>E. Violation of any of the foregoing restrictions shall be ground for disqualification and/or removal from office of the said candidate/official.</p>	<p>C. The use of print media, television, radios or other similar medium of advertisement is strictly prohibited.</p> <p>D. The giving of money, foods, drinks, unauthorized handbills and other propaganda materials to a member or voter by a candidate or his/her representatives during the campaign and, on or before Election Day is likewise prohibited.</p> <p>E. T-shirts, personalized calendars, fans, bookmarks, hats and other similar devices used for campaign gimmicks shall be likewise prohibited.</p> <p>F. Violation of any of the foregoing restrictions shall be ground for disqualification and/or removal from office of the said candidate/official.</p> <p>G. The act of a candidate or of his/her supporters in providing vehicles or any mode of transportation to voters and/or in paying the transportation expenses of voters in going to and/or from the venue of election or Representative Assembly Meeting on the date of election is strictly prohibited.</p>
---	---

ELECTION COMMITTEE



FLORDELIZA L. ALEGARBES
Vice-Chairperson



VICENTE P. BINAG
Chairperson



RUEL M. DAGSANGAN
Secretary

2020 CONCILIATION AND MEDIATION COMMITTEE REPORT

To Our Fellow and Most Valued Cooperators,

Once again, we the Conciliation and Mediation Committee Officers, together with Cooperative's Officials, Management and Staff, extend our gratitude for your continued trust, support and cooperation to the attainment of our cooperative's goals and objectives to serve our general membership.

Year 2020 is the most challenging for everyone, brought about by the Covid-19 pandemic that is much more than a health crisis, but it is also an unprecedented socio - economic crisis that any business regardless of its location, size, type or nature has to face.

Despite this situation, the CMC Officers have to fulfil the commitment and mandate to the cooperative and its membership. This year, the TC Management requested for Conciliation and Mediation conferences to One Hundred Ninety (190) member-borrowers with delinquent accounts. Out of this figure, One Hundred (100) of them personally appeared on their scheduled dates of conference and all had reached to a compromise agreements. Fifty (50) member-borrowers' account were fully paid as of this report which has a total collection of P2,270,495.75, while the other Fifty (50) borrowers are still updating their payments. The rest who failed to appear but were served notices are sent follow-up invitations for mediation conference. Also there were Seven (7) member-borrowers who voluntarily appeared and started paying their obligation after learning from others that the cooperative conducts mediation to delinquent borrowers.

For the coming year 2021, the committee will adapt a combined approach through the traditional face to face observing the safety and health protocols and the virtual / online conferences, whichever will be practical and convenient to the parties. With high hopes, virtual approach can serve as an avenue to cater the requests of other TC Branches for conciliation and mediation conference from the CMC. Committed and resilient as we are, together we can weather these hard times by coming up with creative strategies to face and resolve both our cooperative's and members concerns with mutual understanding and compassion.

Our wish and prayers for everyone. " To stay healthy and safe ".

CONGRATULATIONS TO ALL AND HAPPY 3rd TAGUM COOPERATIVE ANNUAL REPRESENTATIVE ASSEMBLY/ 53rd ANNUAL ASSEMBLY!

CONCILIATION AND MEDIATION COMMITTEE

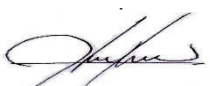



DANIEL S. AGUINALDO
Vice-Chairperson




MILAGROS V. GUTIERREZ, MPA
Chairperson




VIRGILIO F. AGUNOD, CPA
Secretary

2020 ETHICS COMMITTEE REPORT

The year 2020 has been widely seen as a highly disruptive year and was heavily defined by an infectious disease, which has led to worldwide social and economic disruption, mass cancellation and postponement of events due to the government-imposed restriction of large gatherings. Despite of these challenges conveyed by this pandemic outbreak, Tagum Cooperative has been agile to adapt to a new normal working paradigm. Supposed face-to-face cooperative meetings and activities were conducted by electronic means with the help of various online platforms.

This year, the Ethics Committee continuously performs their duties and responsibilities through information dissemination of the provisions of the Code of Ethics and Good Governance Manual. The Committee always ensures that all officials, employees and members will exercise and personify the values of competence, commitment and integrity in order to preserve the morale and to conserve the high ethical standard of Tagum Cooperative.

In order to maintain the health and safety of individuals, the Ethics Committee conducted the information dissemination through virtual orientation as opposed from the usual face-to-face. Hereunder are the newly opened Satellite Offices of Tagum Cooperative oriented virtually by the Committee:

Tagum Coop Branch/Satellite Office	Date of Orientation	Online Platform
1. TC Kidapawan Satellite Office	October 02, 2020	Google Meet
2. TC Surigao Satellite Office	October 06, 2020	Google Meet
3. TC Samal Satellite Office	October 28, 2020	Google Meet
4. TC Tandag Satellite Office	February 2021	Zoom Virtual Meeting
5. TC Gingoog Satellite Office	February 2021	Zoom Virtual Meeting

Last March 07, 2020, during the Consultative Meeting with Board of Directors, the Revised Manual was endorsed by the Committee subject for endorsement and ratification of the highest policy making body - the General Assembly. Along with this significant accomplishment, the Committee also regularly reviewed the Code of Ethics and Good Governance Manual and revisited the provisions to examine its applicability and relevance to the current Cooperative practice.

Fortunately, there was no recorded violation for this Fiscal Year related to the ethical requirements among officials, employees and members. The Committee likewise is continually committed and enthusiastic in assisting the Board of Directors in the establishment of ethical policy, compliance of the standards and oversight values of the officials, employees and members of Tagum Cooperative.

The Committee wishes Tagum Cooperative to be more resilient and continue reaping success as we hold virtually the 3rd Annual Representative Assembly.

Consequently, as per approved JOM Resolution No. 004, series of 2020, dated February 19, 2020, we in the Ethics Committee, hereby propose and recommend for the following Amendments in our TC Code of Ethics and Good Governance Manual:

TAGUM COOPERATIVE CODE OF ETHICS AND GOOD GOVERNANCE MANUAL

Legend:

Blue color words are the proposed Amendments

Red color words are for Deletion

LIST OF ACCRONYMS:

AC- Audit Committee
BOD- Board Of Directors
CDA- Cooperative Development Authority
CEO- Chief Executive Officer
CEGG- Code Of Ethics and Good Governance
CGI- Committee On Grievance And Investigation
CMC- Conciliation And Mediation Committee
CNS- Certificate Of Non-Settlement
CreManCom- Credit Management Committee
EC- Ethics Committee
EdCom- Education Committee
EleCom- Election Committee
FOCCUS- Finance Organization Achieving Certified Credit Union Standards
HRD- Human Resource Development
MIGS- Member In Good Standing
TC- Tagum Cooperative
TCDCC- Tagum Cooperative Directors Competency Course
WOCCU- World Council of Credit Unions

SUMMARY OF ANNEXES:

ANNEX 1- Tagum Cooperative By-Laws
ANNEX 2- Other Responsibilities of the Board of Directors
ANNEX 3- Oath of Office and Confidentiality Agreement
ANNEX 4- Matrix of Suggested Activities to be done jointly by the Board of Directors and Management
ANNEX 5- Sample evaluation form for a better meeting
ANNEX 6- Sample Board of Directors Attendance Policy
ANNEX 7- Sample Board of Directors Work Plan for Strategic Plan
ANNEX 8- Sample Board of Directors Operations Calendar
ANNEX 9- Sample of Board of Directors Development and Performance Evaluation Directors Self-Evaluation Form
ANNEX 10- Sample Job Description for Position of Chief Executive Officer
ANNEX 11- Sample Form for Board of Director's Evaluation of the Chief Executive Officer
ANNEX 12- Implementing Rules and Regulation of TC Annual Representative Assembly
ANNEX 13- Specific Disciplinary Actions and Sanctions (HR Manual)

2020 ETHICS COMMITTEE REPORT

TABLE OF CONTENT

PART I- INTRODUCTION	
Article I: Preamble of Tagum Cooperative	7
Section Title	7
Section 2 Declaration of Policy	7
Section 3 Objectives	7
Section 4 Policy Statement	8
Article II: Creation of the Ethics Committee	8
Section 1 The Ethics Committee	8
Section 2 Functions and Responsibilities of the Ethics Committee	8
Article III: Tagum Cooperative	9
Section 1 Vision	9
Section 2 Mission	9
Section 3 Service Philosophy	9
Section 4 Core Values	9
Section 5 Cooperative Principles	10
Section 6 History of Tagum Cooperative	10
PART II- GOVERNANCE MANUAL	
Article I – Qualification and Disqualification of Official/Officers	13
Section 1 Qualification and disqualification of the members of the board of directors	13
Section 2 Permanent disqualification for members of the Board of Directors	13
Section 3 Temporary disqualifications for members of the Board of Directors	13
Article II Authority and Accountability	15
Article III Duties and responsibilities of the Board of Directors and other Officers/Official	16
Article IV: Convening Annual Representative Assembly	68
PART III- ETHICS MANUAL	
Article I: Professional and Ethical Standards for Directors, Officers/Official & Employees	70
Section 1 Ethical Standards	70
Section 2 General Standard of Care	70
Section 3 Abuse of Confidential Information or relationship	70
Section 4 Conflict of Interest	71
Section 5 Unethical Conduct	74
Section 6 Accuracy and Maintenance of Cooperative Records	80
Section 7 Tagum Cooperative Property	80
Section 8 Criminal Acts	81
8.1 Concept of Sexual Harassment	
8.2 Abuse of Confidential Information or Relationship	
8.3 Anti-Bullying Policy of Tagum Cooperative	
Section 9 Common-Law Relationship	97
Section 10 Marriage between TC Employees	97
Article II Tagum Cooperative Loans	97
Article III Transactions with Board of Directors and Officers/Official	98
Article IV: Code of Conduct on Reports and Information	99
Section 1 Reporting Procedures	99
Section 2 Reporting of wrongdoings	99
Section 3 Witness Protection	100
Section 4 Good Faith Reports	100
Article V: Code of Conduct of Board of Directors, Officers/Official and Employees	100
Section 1 Board of Directors, Officers/Official	100
Section 2 Employees	104
Section 3 Insubordination	109
Article VI: Ethical Standards for Members	110
Section 1 Members	110
Article VII: Ethical Standards on the Conduct of Mediation	110
Section 1 Mediation	110
Section 2 Observance of Ethics in Mediation	110
Article VIII: Disciplinary Actions and Sanctions	111
Section 1 Specific Disciplinary Actions and Sanctions	111
Section 2 Compliance Monitoring	111
Special Provisions	112
Effectivity	113

2020 ETHICS COMMITTEE REPORT

PART I INTRODUCTION:

Article I: Preamble of Tagum Cooperative

Section 1 Introduction Title

This Code shall be known as the Tagum Cooperative Code of Ethics and Good Governance.

Section 2 Declaration of Policy

It is the policy of Tagum Cooperative that, at all times, directors, officers, ~~and~~ employees and members shall strictly adhere to and obey all laws, rules, and regulations of local or national government as from time to time amended, in connection with the business of Tagum Cooperative.

Section 3 Objectives

This Code shall:

- define the expected behavior of directors, officers/official, members and employees of Tagum Cooperative. It is a decision-making tool that must be referred to anytime a decision is made or when begin a task;
- be an overview of Tagum Cooperative's guiding principles and is not a restatement of cooperative's policies and procedures;
- be the basis of each person's good sense of what is right, including a sense of when it is proper to seek guidance from others on the appropriate course of conduct;
- guide Tagum Cooperative business which is dependent upon its reputation and its directors, officers/official and employees for integrity and principled business conduct.
- document the rules and policies that govern the business and ethical conduct of directors, officers/official, members and employees of the cooperative.
- include the responsibilities of directors, officers/official, members and employees as well as determining their unlawful or prohibited acts and conduct.

Section 4 Policy Statement

Tagum Cooperative maintains and enforces a set of standards, rules and regulations to encourage proper conduct and maintains discipline among its directors, officers/official, members and employees. It is important that ethical and lawful conduct be evident in the cooperative in order to protect the reputation and credibility of the organization and preserve community trust. This Code is established to lay down the required standards to be observed at Tagum Cooperative.

Article II: Creation of the Ethics Committee

Section 1 The Ethics Committee

An Ethics Committee is hereby created and shall be composed of three (3) members to be appointed by the Board of Directors. Within ten (10) days after their appointment, they shall elect from among themselves a Chairperson, Vice-Chairperson and a Secretary who shall serve for a term of one (1) year or until their successors shall have been appointed and qualified. No member of the Committee shall hold any other elective position in the Cooperative during his/her term of office.

Article III: Duties and Responsibilities of the Board of Directors and other Officers/Official

3.1 Major duties of the Board of Directors

~~4.1.1.1 Determine Tagum Cooperative's Mission, Vision and Core Values~~

~~Vision :Tagum Cooperative: The best "One-Stop-Shop" cooperative for total member care.~~

~~Mission : To promptly deliver innovative and responsive products and services to members in a secured financial environment.~~

~~Core Values:~~

TRUSTWORTHINESS	C-OMPETENCE
A-CCOUNTABILITY	Q-PTIMISM
G-OD-CENTERED	O-PENESS
U-NITY	P-ASSION
M-EMBER-FRIENDLY	

3.12 Duties of the Audit Committee

~~Sample—AUDIT COMMITTEE~~

~~Duties and Responsibilities~~

~~TITLE :Audit Committee Member~~

~~REPORTS TO :General Assembly~~

~~SUPERVISES :Internal Audit Staff~~

~~Primary Responsibilities:~~

~~To inspect Tagum Cooperative's records for accuracy, its assets for security, and its procedures for the proper handling and use of funds.~~

~~Knowledge and Skills:~~

- ~~Ability to read a basic financial statement~~
- ~~Ability to critically examine and question~~

2020 ETHICS COMMITTEE REPORT

- Understanding of Tagum Cooperative's internal control
- Understanding of applicable laws and regulations

~~The Audit Committee shall be responsible for internal control and installation of adequate and effective accounting system. In the performance of its function, the Committee shall:~~

- ~~(1) Conduct internal audit and physical inventory of the assets and properties of Tagum Cooperative;~~
- ~~(2) Serve as financial consultant to the Board of Directors and other Committees;~~
- ~~(3) Prepare regular quarterly reports to the Board of Directors and to the Joint Officials Meeting and such other reports as it deems fit and advisable and to the General Assembly during the Regular or Special General Assembly.~~

~~Specific Responsibilities:~~

- ~~1. Provides internal audit service, or cause them to be undertaken, as required by government agencies. Prepare and submit the necessary written reports to regulatory body. Conduct or order supplementary audits, as the committee deems necessary.~~
- ~~2. Inspects the securities, cash, and accounts of Tagum Cooperative. Scrutinize the acts of all officers/official, committees, and employees of Tagum Cooperative to determine compliance with policies and regulations.~~
- ~~3. Conducts or order a verification of the loan and share accounts of the members, in accordance with Tagum Cooperative policy and regulatory requirements.~~
- ~~4. Conducts Electronic Data Processing systems audit.~~
- ~~5. Reviews the minutes of the Board of Directors Meetings.~~
- ~~6. Ensures there are adequate internal controls, and that they are being followed.~~
- ~~7. Recommends suspension of any director or credit committee member if necessary, in accordance with government regulations or cooperative law of the country.~~
- ~~8. Prepares report to members to be presented at the Annual General Assembly.~~

Accepted:

_____ Date: _____

3.14.1.18 Records of the Committee

Dated ____ day of _____

SIGNED for and on behalf of Tagum Cooperative

_____ Committee Chairperson

11.23 FINANCE COMMITTEE

3.21 ~~Board of Directors and Management Responsibilities~~ Matrix of Suggested Activities to be done jointly by the Board of Directors and Management

~~3.34 Code of Ethics for General Manager and Management Team~~

~~The General Manager (the "GM") Chief Executive Officer and all members of the Management Team, are bound by the provisions set forth therein relating to ethical conduct, conflicts of interest and compliance with law. In addition to the Code of Business Ethics, the GM CEO and the Management Team are subject to the following additional specific corporate policies:~~

~~SAMPLE CODE OF ETHICS FOR GENERAL MANAGER AND MANAGEMENT TEAM~~

~~Tagum Cooperative Logo~~

~~Policy Manual of
(Name of Tagum Cooperative) _____
Policy Code No. _____~~

~~Subject: Code of Ethics for General Manager and Management Team Effective Date: _____~~

~~Issued by: Board of Directors Revised Date: _____~~

~~Approved by: Board of Directors Last Board Review Date: _____~~

~~Policy Statement:~~

~~This Code of Ethics applies to the General Manager and Management Team of Tagum Cooperative.~~

~~The General Manager and Management Team are ultimately responsible for full, fair, accurate, timely and understandable disclosure in Tagum Cooperative's membership communications disclosures and its reports and documents. These key personnel hold an important and elevated role in Tagum Cooperative's governance. They are uniquely capable and empowered to ensure that members' interests~~

2020 ETHICS COMMITTEE REPORT

~~are appropriately balanced, protected and preserved. Accordingly, this Code embodies rules regarding individual and peer responsibilities, as well as responsibilities to Tagum Cooperative, members, membership and other shareholders.~~

~~Tagum Cooperative expects all of its employees to act in accordance with the highest standards of personal and professional integrity in all aspects of their activities; to comply with all applicable laws, rules and regulations; and to abide by Tagum Cooperative Code of Ethics and other policies and procedures adopted.~~

~~Code of Ethics:~~

~~Accordingly, to the best of their knowledge and ability, the General Manager and Management Team shall:~~

- ~~1. Maintain loyalty to Tagum Cooperative and pursue its objectives in ways that are consistent with the membership interest;~~
- ~~2. Strive for excellence in all aspects of management of Tagum Cooperative;~~
- ~~3. Engage in and promote honest and ethical conduct, including handling of actual or apparent conflicts of interest between personal and professional relationships;~~
- ~~4. Serve all members of Tagum Cooperative impartially, provide no special privilege to any member, and accept no personal compensation from a member, except with full disclosure and with the knowledge and consent of Tagum Cooperative's Board of Directors.~~
- ~~5. Refuse to engage in or countenance activities for personal gain at the expense of Tagum Cooperative or its industry;~~
- ~~6. Refuse to engage in or countenance discrimination based on race, sex, age, religion, national origin, sexual orientation, or disability;~~
- ~~7. Always communicate Tagum Cooperative internal and external statements in a truthful and accurate manner by assuring that there is integrity in the data and information used by Tagum Cooperative;~~
- ~~8. Cooperate in every reasonable and proper way with other Tagum Cooperative executives, and work with them in the advancement of the profession of Tagum Cooperative management;~~
- ~~9. Use every opportunity to improve membership understanding on the role of Tagum Cooperative;~~
- ~~10. Avoid conflicts of interest and to disclose to the Audit Committee any material transaction or relationship that reasonably could be expected to give rise to such a conflict;~~
- ~~11. Promptly bring to the attention of the Audit Committee information concerning:~~
 - ~~a. Significant deficiencies in the design or operation of internal controls which could adversely affect Tagum Cooperative's ability to record, process, summarize and report financial data; and~~
 - ~~b. Any fraud, whether or not material, that involves management or other employees who have a significant role in Tagum Cooperative's financial reporting, disclosures or internal controls.~~
- ~~12. Promptly bring to the attention of the Audit Committee or General Manager information concerning:~~
 - ~~a. Material violations of this Code, including any actual or apparent conflicts of interest between personal and professional relationships, involving any management or other employees who have a significant role in Tagum Cooperative's financial reporting, disclosures or internal controls; and~~
 - ~~b. Evidence of a material violation of the securities or other laws, rules or regulations or accounting principles applicable to Tagum Cooperative and the operation of its business.~~
- ~~13. Fully assist the Board of Directors in fulfilling its responsibilities;~~
- ~~14. Fully assist the Audit Committee and Sub-committees appointed by the Board of Directors in fulfilling its responsibilities;~~
- ~~15. Respect the confidentiality of information acquired in the course of one's work, except when authorized or otherwise legally obligated to disclose, and not to use such information for personal advantage;~~
- ~~16. Provide colleagues with information that is, complete, accurate, objective, relevant, timely and understandable;~~
- ~~17. Comply with applicable laws, rules and regulations of national, and local governments;~~
- ~~18. Act in good faith, with due care, competence and diligence, without misrepresenting material facts or allowing independent judgment to be compromised;~~
- ~~19. Assure the responsible use and control of all assets, resources, and information in the possession of Tagum Cooperative and any related organizations; and~~
- ~~20. The General Manager and Management Team acting under the direction of an officer or director, are prohibited from taking any action to fraudulently influence, coerce, manipulate or mislead the auditor of Tagum Cooperative's financial statements for rendering these financial statements materially misleading.~~

~~Monitoring Methodology:~~

~~The Board of Directors shall designate appropriate persons to determine, appropriate actions to be taken in the event of violations of this Code by the General Manager or Management Team. Such actions shall be reasonably designed to deter~~

2020 ETHICS COMMITTEE REPORT

~~wrongdoing and to promote accountability for adherence to these procedures, and may include action ranging from written notices or censure to suspension (with or without cost as determined by the Board of Directors or its designee) or termination with or without cause.~~

~~In determining what action is appropriate in a particular case, the Board of Directors or its designee shall take into account all relevant information, including the nature and severity of the violation, whether the violation was a single occurrence or repeated occurrences, whether the violation appears to have been intentional or inadvertent, whether the individual in question had been advised prior to the violation as to the proper course of action and whether or not the individual in question had committed other violations in the past.~~

~~The Board of Directors shall have the discretionary authority to approve any amendment to this Code of Ethics for General Manager and Management Team.~~

References:

~~(This section sets out references to related policies, Board of Directors' minutes in which policy was developed—resolutions/motions passed, related bylaws, areas of legislation/regulation, etc.)~~

~~Separability. If any provision of these TAGUM COOPERATIVE CODE OF ETHICS & GOOD GOVERNANCE is declared null and void (in conflict with RA 9520 or with TC By laws) or unconstitutional, the other provisions not affected thereby shall continue to be in force and effect.~~

~~Amendment. These TAGUM COOPERATIVE CODE OF ETHICS & GOOD GOVERNANCE shall be subject to automatic review three (3) years after the effectivity thereof. Any amendment thereto, shall be subject to the review of members of the Board of Directors and approval of the General Assembly.~~

~~Effectivity. These TAGUM COOPERATIVE CODE OF ETHICS & GOOD GOVERNANCE shall take effect fifteen (15) days after the approval of the General Assembly Annual Representative Assembly.~~

3.32.1.1 Timing of the Session

i. Conduct Board of Directors training once a year, whether new members are elected or not. It is important for the **Board of Directors BOD** to know Tagum Cooperative "basics" to familiarize and to **ground** integrate the knowledge and understanding of even highly experienced **Board of Directors BOD**. Recurring training also helps to ensure that board members are all "working from the same script".

Article IV: Convening Annual Representative Assembly

(Source: IRR ARA of Tagum Cooperative approved per BOD Resolution No. 527, s. 2017; any new amendments shall prevail over this lifted policy)

PART III ETHICS MANUAL:

Article I. Professional and Ethical Standards for Directors, Officers/Officials & Employees

Section 1 Ethical Standards

In all respects, Tagum Cooperative must have the confidence of the entire membership. Directors, Officers/Official and Employees must avoid any action or relationship that contradicts or appears to be in conflict (to a reasonable, disinterested observer), with this principle and with the interests of Tagum Cooperative. Ordinarily, a conflict exists when an outside interest could actually or potentially influence the judgment or action of an individual in the conduct of Tagum Cooperative's business.

Section 2 General standards of care

Officers/Officials and Expanded Management Team having the power to direct the management of Tagum Cooperative stand in a fiduciary relationship to its members and depositors. Out of this relationship arises, among other things, the duty of protecting its interests. It is a breach of this duty for any such person to take advantage of a business opportunity for her or his own or another person's personal profit or benefit, when the opportunity is within the powers of the cooperative and when the opportunity is of its present or potential practical advantage. If such person appropriates for herself/himself such an opportunity, Tagum Cooperative may claim the benefit of the transaction or business and such person exposes herself or himself to liability in this regard.

Section 4 Conflict of Interest

4.1 General Policy

No **director** member of the Board of Directors, Officer/Official and Employee shall directly or indirectly receive any profit from her/his position as such, provided that **director** the BOD, Officer/Official and Employee may be paid reasonable expenses incurred by them in the performance of their duties. The financial interests of immediate family members or close personal or business associates of a **director** the BOD, Officer/Official and Employee are also considered to be the financial interests of the **director** BOD, Officer/Official and Employee.

2020 ETHICS COMMITTEE REPORT

4.1.1 Definition of Conflict of Interest

Members of the Board of Directors, **Officer/Official and Employee** are considered to be in a “conflict of interest” whenever they themselves, or members of their family up to the fourth degree of consanguinity and affinity, business partners or close personal associates, may personally benefit either directly or indirectly, financially or otherwise, from their **respective positions in the Board of Directors**.

4.2 Principles for Dealing with Conflict of Interest:

4.2.1 The Board of Directors, **Officer/Official and Employee** must openly disclose a potential, real or perceived conflict of interest as soon as the issue arises and before the board or its committees deal with the matter at issue.

4.2.6 This policy does not include Members of the Board of Directors and Employees of **Tagum Cooperative** who are not **directly** involved in the procurement and selection process and/or does not have an **approving** authority in recommending/approving the pertinent procurement documents **cooperative**. Further, any procurement of goods and services by Tagum Cooperative whose identified suppliers/providers are known to be relatives of any Officers (Elected/Appointed) and Employees up to the fourth degree of consanguinity and affinity, may be allowed provided that the said procurement is justified by Tagum Cooperative Management as valid and highly advantageous to the operations of Tagum Cooperative in terms of costs, timeliness and the extent of necessity why such procurement has to proceed or consummated for the inaction of it would mean injury or harm to the well-being of Tagum Cooperative.

Section 5. **Concept of immorality Unethical Conduct**

Kickbacks

All suppliers of either services or products of Tagum Cooperative shall issue a certification attesting that neither individual officer nor employee, nor their relatives up to the fourth civil degree of affinity or consanguinity have received any commission, financial benefits or any privilege out of the transaction. Commission, financial benefit or any privilege shall accrue to Tagum Cooperative. This applies to suppliers of a single transaction **regardless of amount worth at least One Hundred Thousand Pesos (Php 100,000.00), without prejudice for the Board of Directors to require said certification on a case basis when it deems fit and advisable for amounts below One Hundred Thousand Pesos (Php 100,000.00)**.

Accepting things of value

The solicitation and acceptance of things of value is generally prohibited by Tagum Cooperative.

- a. Officers/Officials and employees of Tagum Cooperative shall not solicit or accept for herself/ himself or for a third party anything of value from anyone in return for any business, service or confidential information of cooperative. **“Things of Value” are defined as items having a market value exceeding Php 5,000.00**
- b. ~~Accepting Things of Value for the benefit of Tagum Cooperative requires the prior approval of the immediate supervisor.~~ Officers/Officials and employees of cooperative must not accept Things of Value from anyone in connection with the business of Tagum Cooperative other than bona fide salary, wages, fees or other compensation paid in the usual course of business.

Section 6 **Accuracy of Records and Maintenance of Cooperative Records**

The Board of Directors, Officers/Officials, Expanded Management Team and Employees shall always adhere to established accounting rules and audit controls. All records shall accurately reflect transactions in a timely manner. Incorrect or misleading entries shall be corrected immediately.

Section 8

Criminal acts committed by Board of Director, Officer/Official, Employee and Member represent sufficient grounds for immediate termination. Criminal activities include acts such as secret commissions, extortion, embezzlement, fraud, misrepresentation, forgery or theft.

8.1.8 For purposes of determining jurisdiction as to who shall try, hear and decide cases involving sexual harassment, anti-bullying and other forms of immoral and disgraceful conduct committed by any Tagum Cooperative Officials (Elected and Appointed), Key Management Officers and Rank-and-File Employees, the following hierarchy/procedures shall be strictly adhered to and/or complied with.

Authorized Investigative Entity/Body	Coverage	Bases of Final Action/Decision
1. COMMITTEE ON GRIEVANCE AND INVESTIGATION (CGI)	Senior Management Officers (i.e., COO, CFAO, SCG Manager I & II, Department/Branch Managers and Supervisors) up to Rank-and-File Employees.	Based on the creation/formation of the Committee on Grievance and Investigation (CGI) pursuant to Special Order Code: OCEO-2019-J-039 dated October 22, 2019.

2020 ETHICS COMMITTEE REPORT

2. BOARD OF DIRECTORS (BOD)	Chief Executive Officer, Appointed Committee Officers (CMC and Ethics) and/or Key Management Officers, (i.e., Board Secretary, Treasurer, Legal Counsel).	This invokes the appointing power of the Board of Directors over the Tagum Cooperative Officials/Officers mentioned herein.
3. ETHICS COMMITTEE	Elected Tagum Cooperative Officials (BOD, Election and Audit Committees).	Final action/decision shall be subject to the provisions of the Tagum Cooperative By-Laws, particularly Article IV, Section VII, Republic Act No. 9520, particularly Chapter IV, Article 50, and the Rules and Regulations/Issuances promulgated by the Cooperative Development Authority.

The Committee on Grievance and Investigation (CGI) of Tagum Cooperative has established mandates, among others, to conduct proper investigation, receive and examine material evidence and interrogate witnesses to the case filed before it. And, these cases cover ALL violations or acts against the Tagum Cooperative Employees Code of Conduct, sexual harassment and other forms of immoral and disgraceful conduct included.

The existing Tagum Cooperative Employees Code of Conduct specifies that the prescribed penalty for 'immorality' is outright DISMISSAL from the service.

Any provisions stipulated in the Tagum Cooperative Code of Ethics not contrary to the existing Employees Code of Conduct shall be deemed 'suppletory'.

~~8.1.1 Committee on decorum and investigation of cases involving sexual harassment and immoral and disgraceful conduct~~

~~A Committee on Decorum and Investigation (CODI) is hereby created which shall perform the following functions:-~~

- ~~a. Receive complaints of sexual harassment and immoral and disgraceful conduct;~~
- ~~b. Investigate sexual harassment and immoral and disgraceful conduct complaints in accordance with the prescribed procedure to be formulated and promulgated by the CODI;~~
- ~~c. Submit a report of its findings with the corresponding recommendation to the Board of Directors for decision;~~
- ~~d. Lead in the conduct of discussions about sexual harassment and immoral and disgraceful conduct within Tagum Cooperative to increase understanding and prevent occurrence of sexual harassments and immoral and disgraceful conduct~~

~~8.1.2 Composition – A Committee on Decorum and Investigation shall be composed of one Chairperson and two members to be appointed by the Board of Directors for a term of two (2) years. When a member of the Committee is the complainant or the person complained of in a sexual harassment case or cases involving immoral and disgraceful conduct, he/she shall be disqualified from being a member of the Committee, in which event, another member shall be appointed to serve and function only for that purpose.~~

8.3 Anti – Bullying Policy of Tagum Cooperative

Tagum Cooperative values a healthy and peaceful educational environment. All of its Board of Directors, Officers/Officials, Employees and Members should be made aware of the negative effects that bullying can have on victims, and should work towards ensuring that all its constituents can work in an environment without fear. TC will do whatever is reasonably necessary and possible within its authority to eradicate bullying in all its forms. TC takes a strong stance against bullying. Bullying is unacceptable with TC and will not be tolerated.

8.3.1 Preliminary Provisions

8.3.1.1 Legal Basis.

This Policy is adopted in compliance with Republic Act No. 10627, otherwise known as the “Anti-Bullying Act of 2013”.

8.3.1.2 Scope and Coverage.

This Policy applies to all Board of Directors, Officers/Officials, Employees and Members of all branches of Tagum Cooperative;

8.3.1.3 The following shall be the parties and/or stakeholders in bullying incidents:

- a. Bully - refers to a Board of Directors, Officers/Officials, Employees and Members who commits any of the acts of bullying as defined in R.A. No. 10627, its Implementing Rules and Regulations (IRR), and this Policy. This term also includes a BOD, Officers/Officials, Employees and Members who participate in any of the acts of bullying by supporting or aiding the commission thereof.

2020 ETHICS COMMITTEE REPORT

- b. Bystander - refers to any Board of Directors, Officers/Officials, Employees and Members who witnesses or has personal knowledge of any actual or perceived acts or incidents of bullying or retaliation as defined by R.A. No. 10627, its IRR, and this Policy. Bystanders include the silent majority of BOD, Officers/Officials, Employees and Members who witness bullying but are unable to do something because of fear; and those who try to stop bullying by defending the victim or reporting the incident.
- c. Bullied or Victim – refers to any Board of Directors, Officers/Officials, Employees and Members who experiences the acts of bullying or retaliation as defined by R.A. No. 10627, its IRR, and this Policy.
- d. Parent or Guardian or Spouse - refers to the parent or guardian or spouse, of either the bully or victim, or other Board of Directors, Officers/Officials, Employees and Members involved in the bullying incident, on record with Tagum Cooperative.
- e. Tagum Cooperative – refers to Tagum Cooperative with home office at Dona Regina Dalisay Avenue, Maguipo West, Tagum City, Davao del Norte and includes all its branches.
- f. Tagum Cooperative Board of Directors and Officers/Officials- refer to all Tagum Cooperative Officers/Officials, both elected and appointed.
- g. Tagum Cooperative Employees – refer to all Tagum Cooperative employees whether permanent or contractual, which includes, but is not necessarily limited to, maintenance and security, trainers, and drivers.
- h. Tagum Cooperative Members – refer to all bonafide members of Tagum Cooperative.
- i. Anti-bullying Committee- refer to the Anti-Bullying Committee who will act as the body to review and investigate bullying cases until such time there will be a creation of committee for this purpose.

8.3.2 Preliminary Provisions

8.3.2.1 Statement of Policy.

The Tagum Cooperative, as a matter of policy prohibits bullying in all its forms, regardless of the means, place and time of its commission.

8.3.2.2 Definition of Bullying.

The Tagum Cooperative adheres to the definition of bullying including the different forms, as provided in the IRR of R.A. No. 10627 (Anti-Bullying Act), which provides:

- a. *Bullying*” refers to any severe, or repeated use by one or more Board of Directors, Officers/Officials, Employees and Members of a written, verbal or electronic expression, or a physical act or gesture, or any combination thereof, directed at another BOD, Officers/Officials, Employees and Members that has the effect of actually causing or placing the latter in reasonable fear of physical or emotional harm or damage to his property; creating a hostile environment at Tagum Cooperative for the other BOD, Officers/Officials, Employees and Members; infringing on the rights of another BOD, Officers/Officials, Employees and Members at Tagum Cooperative; or materially and substantially disrupting the orderly operation of Tagum Cooperative; such as, but not limited to, the following:
 - Any unwanted physical contact between the bully and the victim like punching, pushing, shoving, kicking, slapping, tickling, headlocks, inflicting pranks, teasing, fighting and the use of available objects as weapons;
 - Any act that causes damage to a victim’s psyche and/or emotional well-being;
 - Any slanderous statement or accusation that causes the victim undue emotional distress like directing foul language or profanity at the target, name-calling, tormenting and commenting negatively on victim’s looks, clothes and body;
- b. *“Cyber- bullying”* or any bullying done through the use of technology or any electronic means. The term shall also include any conduct resulting to harassment, intimidation, or humiliation, through the use of other forms of technology, such as, but not limited to texting, email, instant messaging, chatting, internet, social media, online games, or other platforms or formats.

8.3.2.3 Other Forms of Bullying.

The term *“bullying”* shall also include:

- a. *“Social bullying”* – refers to any deliberate, repetitive and aggressive social behavior intended to hurt others or to belittle another individual or group;
- b. *“Gender-based bullying”* – refers to any act that humiliates or excludes a person on the basis of perceived or actual Sexual Orientation and Gender Identity (SOGI);
- c. Retaliation against any Board of Directors, Officers/Officials, Employees and Members who reports bullying, who provides information during an investigation of bullying, or who is a witness to or has reliable information about bullying; and
- d. All other forms of bullying analogous to those provided under the Anti-Bullying Law and its IRR.

8.3.2.4 Common Forms of Bullying

The common forms of bullying shall include, but is not necessarily limited to, the following:

- a. Calling names with the express purpose of humiliating, embarrassing a Board of Directors, Officers/Officials, Employees and Members or otherwise cause trouble.
- b. Rudeness and Intimidation. These may be done through unwanted physical acts but may also be carried through non-verbal means a mean look or stare is an example of a non-verbal bullying.

- c. Threats and extortion. Creating fear and extorting money, food or possessions from the Board of Directors, Officers/Officials, Employees and Members. Threatening texts or messages in chat rooms and social media sites are included in this form.
- d. Malicious gossip and exclusion from the group. Circulating gossip or damaging a story that tends to discriminate, exclude, and hate another Board of Director, Officer/Official, Employee and Member.

8.3.3 Fair and equal treatment of bullying incidents.

The Tagum Cooperative shall address each and every bullying incident fairly and equally. All forms of bullying should be taken seriously and dealt with appropriately.

8.3.4 Situs of Bullying.

The Tagum Cooperative has the authority to impose discipline to its Board of Directors, officers/official, employees and members found violating provisions of this policy. This authority of the Tagum Cooperative is not confined within the Tagum Cooperative premises but also include the following:

- a. Within the vicinity of Tagum Cooperative office including hallways, cafeteria, canteen, conference rooms, gymnasium and all places and facilities within the TC office;
- b. Outside the vicinity of TC office which covers:
 - Properties immediately adjacent to Tagum Cooperative grounds including places or establishments frequented by Board of Directors, Officers/Officials, Employees and Members;
 - Any other place where Tagum Cooperative or Tagum Cooperative related activities, functions or programs are conducted;
 - Tagum Cooperative garage;
 - On Cyberspace. This refers to text messages, emails, chat rooms, and other social media and web sites regardless of the web site administrator's permission to use foul or explicit language or content, or absence of any particular standard of use.

8.3.5 Prevention Programs

8.3.5.1 The Tagum Cooperative shall raise the awareness of the anti-social nature of bullying through various programs; assemblies; and activities; as it may deem appropriate. The Tagum Cooperative undertakes to develop anti-bullying programs that are comprehensive, multi-faceted and shall involve all stakeholders and personnel. The programs may contain among others:

8.3.5.1.1 Tagum Cooperative-wide initiatives centered on:

- a. Positive Tagum Cooperative climate and environment conducive to the attainment of this policy, the development of healthy relationships and the understanding of and respect for individual differences;
- b. Periodic assessment and monitoring of the nature, extent, and perceptions of bullying behaviors and attitudes of Tagum Cooperative;
- c. Periodic review and enhancement of the, officers/official, employees, members and personnel's manual or code of conduct in relation to bullying;
- d. Conduct of activities for Tagum Cooperative, Board of Directors, Officers/Officials, Employees and Members on how to recognize and respond to bullying;
- e. Continuing personnel development to sustain bullying prevention programs.
- f. Reinforcing Tagum Cooperative -wide rules pertaining to bullying;
- g. Building a positive sense of self and interpersonal relationships through the development of self-awareness and self-management, interpersonal skills and empathy, and responsible decision-making and problem-solving;
- h. Discussion of issues related to bullying, and strategies for responding to and reporting of incidents of bullying;
- i. Providing an inclusive and caring environment for its constituents; and
- j. Monitoring Tagum Cooperative constituents who are vulnerable to committing aggressive acts or who are perpetrators of bullying, or who are possible targets or victims, for the purpose of early intervention. This activity shall be conducted with utmost confidentiality and respect for all parties concerned.

8.3.5.1.2 Early Detection of Bullying. There are signs indicative that an officer, employee or member is being bullied. A change in accepted behavior or actions, change in the established routines, or the absence or presence of other circumstances, may be a sign that he/she is a victim of bullying. It is incumbent upon every constituent

2020 ETHICS COMMITTEE REPORT

to check and report to Tagum Cooperative authorities these changes should they become manifest. These changes may include the following:

- a. Feeling sick in the morning;
- b. Unwillingness to go to Tagum Cooperative premises and leave home;
- c. Unwillingness to be left alone in the Tagum Cooperative premises;
- d. Crying to sleep at night or has nightmares;
- e. Bedwetting;
- f. Doing poorly in Tagum Cooperative work;
- g. Coming home with torn clothes or damaged belongings;
- h. Has possessions missing;
- i. Has unexplained cuts and bruises;
- j. Being frightened to say what is wrong;
- k. Being anxious or lacking in self-confidence ;and
- l. Attempting or threatening self-harm.

8.3.6 Intervention Programs

8.3.6.1 The Tagum Cooperative shall develop intervention programs to promote the continuity of comprehensive anti-bullying policies. Intervention refers to a series of activities which are designed to address the following:

- a. Issues that influence the Tagum Cooperative to commit bullying;
- b. factors that make a Board of Directors, Officers/Officials, Employees and Members a target of bullying and;
- c. effects of bullying.

8.3.6.2 Forms of Intervention. Interventions may include programs such as counselling, life skills training, education, and other activities that will enhance the psychological, emotional and psycho-social well-being of both the victim and the bully.

Such programs may be in the following form:

- a. Involve activities that will address acts of bullying;
- b. Emphasize formative and corrective measures rather than punishment;
- c. Conform to principles of human protection and positive and non-violent discipline; d. help the victim, the bully, and the bystanders understand the bullying incident and its negative consequences and
- d. Provide opportunities to practice pro-social behaviour.

8.3.6.3 The Tagum Cooperative shall develop intervention strategies involving all parties, such as bullies, victims, bystanders, and all other persons who may be affected by the bullying incident.

8.3.7 Responsibilities in Bullying Incidents

8.3.7.1 The following are the responsibilities of stakeholders in bullying incidents:

- a. The "Bully" shall: Comply with the intervention and prevention programs of the Tagum Cooperative;
 - Submit to due process of the Tagum Cooperative as part of disciplinary action whenever necessary.
- b. Bullied or Victim: The Bullied or Victim shall:
 - Avoid retaliation;
 - Report his/her experience to proper authorities of Tagum Cooperative; and
 - Be circumspect in his/her claims against the alleged bully.
- c. Bystander: The bystander shall;
 - Promptly report cases of bullying, that which he or she witnessed or has personal knowledge of, to duly constituted authorities of Tagum Cooperative;
 - Not to join the bullying;
 - Secure the safety of the victim whenever possible without causing harm to himself or herself.
- d. Tagum Cooperative
 - Implement the provisions of this Policy;
 - Provide all, Board of Directors, Officers/Officials, Employees and Members a copy of this Policy. This policy shall likewise be included in the Tagum Cooperative Board of Directors, Officers/Officials, Employees and Members handbook and shall be conspicuously posted on the Tagum Cooperative walls and website;
 - Educate Tagum Cooperative on the dynamics of bullying, the anti-bullying policies of the Tagum Cooperative as well as the mechanisms for reporting of acts of bullying or retaliation;
 - Educate Board of Directors, Officers/Officials, Employees and Members about the dynamics of bullying, the anti-bullying policy of the Tagum Cooperative and how BOD, Officers/Officials, Employees and Members can provide support and reinforce this Policy at home;
 - Devise prevention, intervention, protective and remedial measures to address bullying;
 - Conduct the capacity building activities for the Tagum Cooperative Office in-charge of enforcing this policy;
 - Ensure effective implementation of the anti-bullying policy and monitor compliance therewith;
 - Ensure the safety of the victim of bullying, the bully, and the bystander and determine their needs for protection;

2020 ETHICS COMMITTEE REPORT

- Ensure that the rights of the victim, the bully, and the bystander are protected and upheld during the conduct of the investigation;
 - Maintain a record or statistics of incidents of bullying and retaliation; and
 - Coordinate with appropriate offices and other agencies or instrumentalities for appropriate assistance and intervention, as required by the circumstances.
- e. Tagum Cooperative Board of Directors, Officers/Officials, Employees and Members. They shall;
- Participate and cooperate in all prevention, intervention, and other measures related to bullying;
 - Report incidents of bullying;
 - Update himself/herself on detection and proper handling of bullying incidents;
 - Be objective and handle incidents with due consideration of confidentiality of Board of Directors, Officers/Officials, Employees and Members involved;
 - Coordinate closely with the Committee/office in-charge of anti-bullying cases of the Tagum Cooperative; and
 - Observe due diligence in the prevention of bullying cases during office or other Tagum Cooperative activities he/she is directly in charge of.
 - Participate and cooperate in all prevention, intervention and other measures related to bullying implemented by the Tagum Cooperative;
 - Avoid or refrain from any act of bullying;
 - Intervene to protect the victim, unless it will jeopardize his safety and security; and
 - Report to Tagum Cooperative authorities any incident of bullying.
 - Participate in bullying prevention activities of the Tagum Cooperative which includes:
- f. Education on relevant policies;
- g. Sharing of best practices on how to reinforce positive social and emotional skills; and
- Not to take matters into their own hands in resolving bullying incidents.

8.3.8 The Anti-Bullying Committee

8.3.8.1 The Anti-Bullying Committee. The Tagum Cooperative Ethics Committee shall be designated as its Anti-Bullying Committee.

8.3.8.2 Functions. The Anti-Bullying Committee shall perform the following tasks:

- a. Conduct awareness-raising programs with Tagum Cooperative stakeholders in preventing and addressing bullying;
- b. Ensure that the anti-bullying policy adopted by the Tagum Cooperative is implemented;
- c. Monitor all cases or incidents related to bullying reported or referred by Board of Directors, Officers/Officials, Employees and Members designated to handle prevention and intervention measures mentioned by the preceding sections of this Policy; and

8.3.8.3 Make the necessary referrals to appropriate agencies, offices or persons, as may be required by the circumstances

8.3.9 Handling Bullying Incidents in the Tagum Cooperative

8.3.9.1 Exclusive Jurisdiction. Complaints of bullying and other acts under this Policy shall be within the exclusive jurisdiction of Tagum Cooperative or jointly by the concerned government agencies.

Bullying incidents shall be brought for amicable settlement before the Anti-Bullying Committee subject to existing laws, rules and regulations. Complaints for acts covered by other laws shall be referred to the appropriate authorities.

8.3.9.2 Effect of Institution of Criminal Action. The filing of criminal complaint by either or both the bully and the bullied before the law enforcement agencies, prosecutor's office, or courts of law shall not operate to divest the Tagum Cooperative of its authority to conduct its own investigation, fact finding, and/or disciplinary proceeding on the Board of Directors, Officers/Officials, Employees and Members involved.

8.3.9.3 Immediate Responses. The victim or anyone who witnesses or has personal knowledge of a bullying incident or retaliation shall immediately call the attention of any Tagum Cooperative personnel. The Tagum Cooperative personnel who was notified of a bullying incident or retaliation shall intervene, by:

- a. Stopping the bullying or retaliation immediately;
- b. Separating the Board of Directors, Officers/Officials, Employees and Members involved;
- c. Removing the victim or, in appropriate cases, the bully or offending, Board of Directors, Officers/Officials, Employees and Members, from the site;
- d. Ensuring the victim's safety, by:
 - Determining and addressing the victim's immediate safety needs; and
 - Ensuring medical attention, if needed, and securing a medical certificate, in cases of physical injury.
 - Reporting the bully to the Security guards of Tagum Cooperative.

2020 ETHICS COMMITTEE REPORT

8.3.9.4 Reporting the Bullying Incident or Retaliation

- a. A victim or a bystander, or a Tagum Cooperative personnel who receives information of a bullying incident or retaliation, or any person, who witnesses or has personal knowledge of any incident of bullying or retaliation, shall report the same to the Committee In charge.
- b. If an incident of bullying or retaliation involves, Board of Directors, Officers/Officials, Employees and Members from Tagum Cooperative during a Tagum Cooperative-sponsored activity, this shall promptly be reported to the appropriate or Tagum Cooperative, Officers/Officials/Anti-Bullying Committee so that appropriate action may be taken.
- c. Reports of incidents of bullying or retaliation initiated by persons who prefer anonymity shall be entertained, and the person who reported the incident shall be afforded protection from possible retaliation; provided, however, that no disciplinary administrative action shall be taken against an alleged bully or offending student solely on the basis of an anonymous report and without any other evidence.
- d. Board of Directors, Officers/Officials, Employees and Members shall make sure that no bullying incident should be kept unreported or unnoticed. For this purpose, a Record of Bullying Incidents Form is designed and developed where, BOD, Officers/Officials, Employees in charge may keep track of bullying incidents or indications. The same shall be kept in strictest confidence in a central file.

8.3.9.5 Fact-Finding and Documentation

The Tagum Cooperative Anti-Bullying Committee shall:

- a. Separately interview in private the bully or offending, Board of Directors, Officers/Officials, Employees and Members and the victim.
 - b. Determine the levels of threats and develop intervention strategies. If the bullying incident or retaliation or the situation requires immediate attention or intervention, or the level of threat is high, appropriate action shall be taken by the Tagum Cooperative within twenty-four hours (24) from the time of the incident.
 - c. Inform the victim and the parents or guardian or spouse of the steps to be taken to prevent any further acts of bullying or retaliation; and
 - d. Make appropriate recommendations to the Anti-Bullying Committee on proper interventions, referrals and monitoring.
- 8.3.9.6 Referral to Experts Outside of the Cooperative. The Anti-bullying Committee may, upon evaluation, refer the victim and the bully to trained professionals outside the Cooperative, such as social workers, guidance counsellors, psychologists, or human protection specialists, for further assessment and appropriate intervention measures, as may be necessary. The Committee may also notify the local Philippine National Police, in appropriate cases involving the bully or offending officer, employee or member.

8.3.10 Disciplinary Measures

8.3.10.1 Where officer, employee or member resists or refuses to respond to intervention or preventative strategies to address bullying, the TC will resort to stringent actions to deal with persistent and violent bullying. Disciplinary actions may or may not be resorted to by the Committee depending on the circumstances of each case involved.

8.3.10.2 Due Process: Bullying cases may be initiated either through:

- a. A Complaint; or
- b. A *motu proprio* Charge from the Anti-Bullying Committee on the basis of a report of any Board of Directors, Officers/Officials, Employees and Members or bystanders.
 - The Complaint should be duly executed by the complainant.
 - In both instances, the complaint must be duly sworn to by the executing BODs, Officer/Official, Employee or Member stating clearly how the act/s of bullying was/were committed and other attendant circumstances. The complaining party may attach sworn statements of witnesses and other proofs to substantiate the Complaint. The Complaint or Charge for Bullying shall be filed with the Anti-Bullying Committee.
 - Upon receipt of the Sworn Answer of the person complained of, the Anti-Bullying Committee may schedule a conference with the Complainant and/or the Respondent separately to clarify the allegations in the Complaint and the Sworn Answer. It may also interview witnesses, bystanders, and others who may have knowledge of the circumstances surrounding the incident.
 - The Anti-Bullying Committee shall then issue a resolution on the Complaint or Charge stating clearly its basis. A resolution finding the commission of bullying shall state the appropriate sanction. The resolution shall be deemed a recommendation to the BOD, which the latter may either disapprove or modify. The decision of the BOD may be subject to reconsideration, or appeal, within a period of ten (10) calendar days from receipt of the decision.

Article III: Transactions with Board of Directors and Officers/Official

3.1 Tagum Cooperative may extend loans ~~amounting to over ONE MILLION PESOS (P1,000,000.00)~~ to directors and officers ~~including director emeriti~~, unless specifically prohibited by regulations, or this Governance Manual which must be:

2020 ETHICS COMMITTEE REPORT

Article IV: Code of Conduct on Reports & Information

Section 3 Witness Protection

Officers/Officials and employees shall not be discharged, threatened or otherwise discriminated or retaliated against in the form of their compensation, terms, conditions, location or privileges of employment because they or a person acting on their behalf, make a good faith report or are about to report verbally or in writing to the Tagum Cooperative or an appropriate authority an instance of wrongdoing.

"Good faith report" shall mean a report of conduct defined as wrongdoing, which the person making the report has reasonable cause to believe is true and which is made without malice or consideration of personal benefit. "Wrongdoing" shall mean a violation which is not of a merely technical or minimal nature of a regulation or of this Code designed to protect the interests of the general membership and Tagum Cooperative. All good faith reports and resulting investigations will be kept confidential.

Article V. Code of Conduct of Board of Directors, Officers/Officials and Employees

Section 1 Board of Directors and Officers/Officials

Directors and officers/officials have the duty of good faith and loyalty to the cooperative. This means that:

- 1.1. They must owe allegiance to the cooperative and must act in the best interests of the cooperative while acting in their official capacity;
- 1.2. They must ensure that the cooperative's interests are pursued during the meetings of the board of directors;
- 1.3. They must not use their position for personal profit, gain or other personal advantage over other member shareholders of the cooperative;
- 1.4. They must be Member in Good Standing during their incumbency;
- 1.5. They must be accountable to the member shareholders of the cooperative for their official actions and must be held personally liable for fraud or breach of fiduciary duty in the conduct of cooperative affairs;
- 1.6. They must exercise honest and reasoned judgment and act in good faith for the best interests of the cooperative.
- 1.7. To carry out this duty, the following guiding principles must be followed:
 - 1.7.1. They must not discuss personal business in their meetings nor advance their personal interests while in official sessions at the expense of the cooperative;
 - 1.7.2. They must not make personal attacks against other directors, officers/officials employees or members while performing official duties. Disagreements must be directed to the issue, not a person who raises an opposing point of view;
 - 1.7.3. They must not accept commissions or rebates that belong to the cooperative for their personal gain;
 - 1.7.4. They must conduct their private life in a manner that befits the dignity of a Director/Officer; and
 - 1.7.5. They must participate in all meetings, assemblies and other cooperative-related activities.
- 1.8. Directors and officers/officials have the duty to due care, skill and diligence when carrying out official functions. This means that:
 - 1.8.1. Directors and officers/official are required to act honestly and in good faith in a manner that will serve the best interest of the cooperative;
 - 1.8.2. They must exert their best efforts to keep apprised with legislations or regulations that affect the cooperative;
 - 1.8.3. They must seek the advice of experts when making decisions on behalf of the cooperative in areas of competence in which they have not been trained;
 - 1.8.4. They must serve the interests of all member shareholders impartially and without bias;
 - 1.8.5. They must ensure that the cooperative comply with applicable laws, codes, contracts and agreements to which the cooperative is bound.
 - 1.8.6. To carry out this duty, the following guiding principles must be followed:
 - a. They must make a diligent effort to become trained and skilled in the business of the cooperative in such areas as finance, alternative dispute resolutions, membership values, internal rules, good governance and oversight functions;
 - b. They must obtain working knowledge of laws that regulate the cooperative such as RA 9520, Memo Circulars of the CDA and other issuances of other agencies that affect the cooperative and its operations; and
 - c. They must verify on information and reports presented by their fellow officers/officials, management and other employees of the cooperative in order to justify its reliability and competence.
- 1.9. Directors and officers/officials have the duty to act within the boundaries of their authority. Such authority is defined in the charter and by-laws of the cooperative. This means that:
 - 1.9.1. Their authority must be limited to acts that are transacted during the course of a duly called meeting with a quorum;
 - 1.9.2. They must not act in an official capacity except in the context of a meeting called by the Board or committee, unless specifically empowered to act by a majority of the Board/Committee present and voting in the affirmative at the duly called meeting;

2020 ETHICS COMMITTEE REPORT

- 1.9.3 If serving in an official capacity, they must not violate government laws that regulate the operations of the cooperative, nor violate the cooperative's charter or by-laws; and
- 1.9.4 To carry out this duty, the following guiding principles must be followed:
 - a. The cooperative charter receive from the State defines the business that the cooperative can conduct; its by-laws describes how the cooperative must be operated;
 - b. They must comply with the by-laws of the cooperative.
 - c. Member shareholders who may have been wronged due to failure of the Directors, officers/officials to comply with the by-laws must have a case of personal liability against a Director/Officer who violated the said by-laws.
- 1.10 Directors and officers/officials have the duty to act within the boundaries of their authority. Such authority is defined in the charter and by-laws of the cooperative. This means that: They must make prompt and full disclosure of any material or personal interest, either direct or indirect, with any transaction to which a cooperative is a party;
 - 1.10.1 They must not vote or participate in discussions or deliberations on matters when a conflict is deemed to exist other than to present factual information or to respond to questions presented;
 - 1.10.2 They must assure that the minutes have properly recorded their abstention on any votes on matters for which a conflict may exist; and
 - 1.10.3 To carry out this duty, the following guiding principles must be followed:
 - a. A director/officer who has disclosed a conflict must request that the disclosure be recorded in the official minutes of the meeting;
 - b. They may vote on an issue that benefits them if the issue is one that is decided for the general good of the cooperative and the member shareholders.
- 1.11 Directors and officers/officials should not divulge or profit from the confidential information learned while performing official duties. This means that:
 - 1.11.1 They must not divulge or use for personal gain any personal information learned during the performance of official duties;
 - 1.11.2 They must hold confidential all matters involving the cooperative until such time as there has been general disclosure of that information;
 - 1.11.3 They must not have access to the personal files and financial records of a member shareholder without the consent of that member shareholder;
 - a. Board of Directors, officers/official must use special care to protect delinquency reports and check registers containing personal information from being read by unauthorized persons;
 - b. They must not reveal confidential bidding information from contractors or provide unauthorized information to bidders about the review of the bids;
 - c. They must not use information learned about a member shareholder during an official meeting as a topic of conversation with other member shareholders;
 - d. They do not have the authority to peruse files that contain private information about individual member shareholders;
 - e. They must protect the confidentiality of information learned in the applicant screening process; and
 - f. They must be required member's consent to receive confidential information about the member.
- 1.12 Directors and officers/officials have the duty to participate in the operations of the cooperative only as authorized in the by-laws or by the full board of directors. This means that:
 - 1.12.1 A director's/officer's primary obligation is to participate in the governance and policy making process of the cooperative, not in its operations;
 - 1.12.2 They must not interfere with the enforcement of policies except during a meeting of the board of directors or officers/officials; and
 - 1.12.3 To carry out this duty, the following guiding principles must be followed:
 - a. An individual director/officer is not empowered to provide day to day work instructions to staff unless clearly authorized to do so during a meeting of the board of directors; and
 - b. An individual director/officer does not have authority to waive compliance with any policy approved by the entire board of directors.
- 1.13 Directors and officers/officials shall abide with the following guiding principles that will ensure efficient and effective conduct in cooperative assemblies, meetings, seminars, for and other affairs and operations:
 - a. Sleeping, excessive texting and calls and reading articles not related to cooperative are discouraged during meetings;
 - b. They must wear appropriate attire or prescribed uniforms by the cooperative;
 - c. They must come to the meeting on time and shall leave the meeting venue after the adjournment of such meeting;
 - d. They must attend the meeting prepared with deep interest and enthusiasm;
 - e. They must observe proper decorum and respect opinions of others;
 - f. They must participate with a friendly, business-like manner and respect authority of the Presiding Officer.

2020 ETHICS COMMITTEE REPORT

- g. During assemblies, directors and officers/officials act and present issues and concerns to the member shareholder as one collegial body.

Section 2 Employees

Employees of the cooperative must observe the guiding principles as embodied in this Code. This shall include the following:

2.1 Employees against Members and Fellow Workers

Founded on the principle of Care and Concern for the member shareholders, the rules are intended to encourage employees of the cooperative towards friendship, respect, humility and to practice the works of a cheerful servant to ensure smooth interpersonal relationships in the workplace, the members and the community. The following behaviours that do not conform to these virtues are discouraged:

- a. Commission of a crime or offense by the employees against a member-owner or co-worker of the cooperative;
- b. Inflicting physical injury on any member-owner or co-worker or having in fact inflicted physical injury while within or outside cooperative property or premises or job sites where such outside incident has relation to work or cooperative activities;
- c. Any act constituting threat, intimidation or coercion against any member-owner or co-worker or in any manner interfering with or obstructing cooperative operations;
- d. Fighting or actually engaging another in a fight while within or outside cooperative property, premises or job sites provided such outside incident has relation to work or has arisen while inside cooperative premises;
- e. Persistently telling and engaging in smutty jokes against member-owner or co-worker that are found offensive by others within office premises; and
- f. Any immoral act with another member-owner or co-worker including but not limited to sexual harassment committed within and outside cooperative property, premises or job sites or during cooperative activities.

2.2 Employees against Cooperative Interests and Policy

Tagum Cooperative seeks the behavior that manifests Love for Truth. This includes the practice of the virtues of honesty, concern, integrity, probity and loyalty towards the cooperative which should go beyond self-interest. It hopes to instill a true spirit of service with a high sense of responsibility.

The following behavior does not conform to the above-mentioned virtue:

- a. Falsification of documents detailing personal records or data or misrepresentation of any information concerning personal circumstances and qualification;
- b. Falsification or unauthorized alteration of and/or using personnel or cooperative records and/or using said falsified records for personal gain or benefit;
- c. Any attempt to falsify or pad expense reports, receipts, invoices or any other documents, upon which reimbursement is based;
- d. Favouring suppliers, media, customers or any other persons in consideration of kickbacks, personal rebates or any valuable consideration;
- e. Directly or indirectly requesting or receiving any gift, present, share, percentage or any form of benefit or favor, for himself or for any other person in connection with any business, contract, application or transaction between the cooperative and any other party, wherein the employee in his official capacity, has to intervene;
- f. Directly or indirectly having financial or pecuniary interest in any business, contract or transaction in connection with which he/she intervenes or takes part in his official capacity;
- g. Unauthorized actions clearly in excess of one's authority such as disbursing, releasing or authorizing disbursements of cooperative funds without written authority by one's superior or similar acts that go beyond or outside his authority or responsibility, where the interest of the cooperative is prejudiced;
- h. Giving a cooperative ID or identification material to any person not entitled to it, or assisting non-employees to enter the cooperative premises and restricted areas without cooperative's permission;
- i. Failure to wear cooperative ID or uniform or wearing altered, deformed or mutilated uniform;
- j. Giving away or unauthorized disclosure of cooperative trade secrets and/or trade practices or trade processes or any valuable information acquired by his office, or by him, on account of his position, to unauthorized persons, or making available such information in advance of its authorized released date and where in the process, the interest of the cooperative is prejudiced;
- k. Loitering, wasting time, leaving place of work during working hours without permission from his/her superior, or Chief Executive Officer or any designated person or leaving the cooperative office without permission at any time before the end of employees' work time;
- l. Malingering or feigning illness to avoid doing assigned work or reporting for work. This includes absence due to Sick Leave but employee is neither at home or medical institution;
- m. Sleeping while on duty;
- n. Failure to follow written or oral instructions made by superiors, as well as Coop Memos and Circulars, or failure to perform assigned work due to simple negligence;

- o. Persuading, inducing or influencing another employee to perform an act constituting a violation of this Code or other existing rules and regulations or policies of an office in connection with the duty or function of the latter allowing himself to be persuaded, induced or influenced to commit such violation or offense. Penalty on such violation committed shall likewise be imposed on the person who employed persuasion, inducement or influence.

2.3 Employees against Safety, Health, Security and Public Order

As responsible stewards of coop resources, employees' behavior must show proper concern and care for the welfare of the cooperative, the workplace including the properties of the cooperative or those placed under coop care and the general membership. The following practices do not conform to the abovementioned principle:

- a. Unauthorized possession and carrying of firearms, explosives and other deadly weapon while on cooperative premises, unless authorized as related to work functions such Security Officers;
- b. Forced or unauthorized entry into the coop and its premises during off hours;
- c. Entering restricted areas without permission;
- d. Creating or contributing to unsafe and unsanitary conditions inside cooperative premises;
- e. Violation or failure to follow General Safety rules and practices;
- f. Littering inside the cooperative premises and immediate surrounding areas;
- g. Unauthorized or unjustified use of fire protection equipment;
- h. Operating or tampering switches, controls, installations, machines or equipment's without authorization;
- i. Failure to report immediately any personal injury occurring during cooperative time or within coop property;
- j. Willful disregard of office directives relating to sanitary conditions, cleanliness and orderliness of the office, security of office supplies and equipment and performing any other acts contributing to unsanitary conditions or practices on cooperative premises or job sites;
- k. Reporting for work while having a serious contagious disease which may endanger the health of other employees or knowing about it, but failing to report or wilfully withholding information from cooperative authorities;
- l. Failure to undergo Annual Physical Examination as scheduled by the cooperative and failure to obey Doctor's Orders or as directed or ordered by the cooperative; and
- m. Scuffling, throwing things or wasting time during work hours.

2.4 Employees against Decency, Good Custom, Honor and Morality

Respect for Human and Human Sexuality must pervade in the cooperative. This virtue requires the observance of modesty, chastity and decency. The following practices do not conform to the above-mentioned virtue:

- a. Reporting for work under the influence of liquor, intoxicating drinks or prohibited drugs;
- b. Drinking or bringing liquor, intoxicating drinks or prohibited drugs in cooperative premises or coop sponsored activities except when with consent of Management;
- c. Making false, vicious or malicious statements concerning any employee, officers/officials or members;
- d. Any act constituting offense against honor such as libel, defamation or slander committed while in the coop premises or in relation to work;
- e. Conduct of grossly scandalous or indecent nature or using profane or indecent language in addressing a member shareholder, officer, employee on cooperative time or on cooperative property;
- f. Attempt to commit or committing any crime against chastity while on cooperative premises or job sites or committing any act constituting immorality of such scandalous proportions as to offend the moral sensibilities of the community where the coop operates;
- g. Taking part in any gambling, unauthorized lottery, or any other game of chance during official time or within the cooperative premises; and
- h. Conviction of any crime punishable under the Revised Penal Code of the Philippines and other existing laws of the country

2.5 Employees against Management

Observing the Principle of Unity and Subsidiarity, it is the prime responsibility of employees to support and conform to policies and guidelines of the cooperative to ensure achievement of its vision, mission goals and objectives. This will require the employees the practice of Order, Self-Discipline, Industry Loyalty and other virtues necessary to uphold the rights and mandates of the Cooperative and the General Assembly. The following practices do not conform to the abovementioned virtues:

- a. Habitual Tardiness – defined as ten or more instances of tardiness or combined tardiness resulting to a total loss of 120 minutes or more within a month;
- b. Loitering or over-break – defined as taking coffee or snack breaks of more than 15 minutes at a time for five or more instances or a total loss of 30 minutes or more in one calendar month;
- c. Absence Without Official Leave (AWOL) –Each day absence without official leave is a separate offense;

- d. Failure to return to work on the working day immediately following the expiration of leave of absence unless, such leave is extended with proper approval;
- e. Failure to report for overtime work after having been duly advised and scheduled to work according to overtime policy, or doing overtime work, in lesser time than sought to discharge functions, without justifiable reasons;
- f. Deliberate punching or swiping the time card of another employee or having one's card punched or swiped by a fellow employee. Such action is considered falsification of Time Cards.
- g. Failure to punch or swipe cards or unauthorized removal of the cards in the designated racks;
- h. Posting of any derogatory articles, prints or drawings on any coop property or premises be it against any member-owner or co-worker or removal of any cooperative matter or information from Bulletin Boards at any time unless specifically authorized;
- i. Unauthorized defacing of any coop property or willful tampering, smudging, printing, painting, dirtying of walls, facades of any coop property or any form of vandalism committed to the property of Tagum Cooperative.
- j. Willful holding back, slowing down, hindering or limiting work output, or otherwise giving instructions to do the same;
- k. Causing loss of coop time or money because of unauthorized use, operation or possession of machines, tools, vehicles or equipments while performing work other than those assigned to them. Such unauthorized use might create irreparable damage to the coop property;
- l. Causing loss of time and money to the cooperative because of negligence in the performance of official duties, neglect of duty, or persistently doing unsatisfactory work. This includes violation of standard operating procedures;
- m. Making false, vicious or malicious statements concerning the cooperative or its products and services;
- n. Selling, soliciting, collecting contributions for any purposes or conducting private business during office hours on cooperative premises or job sites without proper authorization from the cooperative; and
- o. Holding any position or employment with or without compensation in any other business firm which is engaged in similar line of business with Tagum Cooperative.

Section 3 Insubordination

Respect for Authority is an encompassing trait that must prevail in the cooperative. This trait must be coupled with the correct understanding of the Principle of Unity, Subsidiarity and Responsibility. The following practices do not conform to the above mentioned principle:

- a. Refusing to accept job assignments without justifiable reasons;
- b. Willful disobedience of the lawful orders of the cooperative, the Board of Directors and Officers/Official;
- c. Any act constituting disrespect and disregard of authority of cooperative superiors and officers/officials;
- d. Any act which constitutes resistance, threat, intimidation or assault against a person of authority in the cooperative; and
- e. Any other act constituting insubordination not included in the preceding statements.

Article VI Ethical Standards for Members

Section 1 Members

The members of Tagum Cooperative must strive to comply with their sworn obligations and responsibilities, in so doing, they must:

- 1.1 Promote the aims and purposes of the cooperative, the success of its business and the spirit of cooperativism in all their dealings;
- 1.2 Participate actively in all affairs of the cooperative and endeavor always to contribute to the best interest and welfare of the general membership;
- 1.3 Have the moral rectitude to sacrifice self-interest for the greater number in keeping with the time-honored principle of delicadeza;
- 1.4 Not engage in corrupt, dishonest and other unauthorized and illegal activities;
- 1.5 Obey the bylaws, policies, decision and resolutions of the Board of Directors, General Assembly and the Cooperative Development Authority; and
- 1.6 Work harmoniously with everyone and give due courtesy and respect to directors, officers/official, employees and fellow members and the general public in all their dealings;

Article VII Ethical Standards on the Conduct of Mediation

Section 1 Mediation

Mediation is a process wherein a neutral third party facilitates the resolution of a dispute by promoting a voluntary agreement crafted and decided upon by the disputing parties. The neutral third party called the Mediator facilitates communications, promotes understanding, focuses the parties on their interests and seeks to create problem-solving mechanisms to enable the parties to reach a mutually satisfying agreement.

Section 2 Observance of Ethics in Mediation

2.1. Confidentiality of Information

To encourage spontaneity and candor, the proceedings, from the filing of complaint and all incidents shall be kept strictly confidential, unless otherwise specifically provided by law. All admissions or statements made by the parties must not be

2020 ETHICS COMMITTEE REPORT

inadmissible for any purpose in any proceedings, nor divulged to any other person. Any communication made by one disputant to the conciliator-mediator, either during conflict coaching at any time during the conciliation-mediation proceedings, which are not intended to be known by the other party or by anyone must not be divulged. Documents, reports, position papers and affidavits submitted by one disputant must not be shown to the other without the consent of the former.

Both parties must not rely or introduce as evidence in any other proceedings, the following:

- Views expressed or suggestions made by the other disputants in respect of a possible settlement of the dispute;
- Admissions made by either disputant in the course of the proceedings;
- Proposals made by the Conciliator-Mediator;
- The fact that the other disputant had indicated his willingness to accept a proposal for settlement.

No transcript, minutes or any record of the Mediation-Conciliation proceedings must be taken. Any personal notes taken by the conciliator-mediator on the proceedings must be destroyed after the termination of the proceedings. Such transcript, minutes or notes must be inadmissible as evidence in other proceedings.

2.2. Impartiality

The Ethics Committee, Conciliation and Mediation Committee and the Mediator must be fair at all times, giving each party their equal time to be heard or express their sides. Side talks and body gestures are greatly discouraged and facilitators must act with utmost care and show deep sense of enthusiasm in resolving the conflict.

2.3. Neutrality

Facilitators of the mediation process must not be biased, impartial or taking sides in any of the parties. The goal of mediation and conflict management is to arrive to a solution which is both satisfying to the parties concerned.

Article VIII: Disciplinary Actions and Sanctions

Section 1. Specific Disciplinary Actions and Sanctions

Section 2. Compliance Monitoring

As an integral part of the ~~Annual~~ Internal Audit Program, the ~~General Manager~~ Chief Executive Officer will test compliance with the provisions of the Code of ~~Ethics~~ Ethics and Good Governance. ~~Violations or~~ deviations from the Code of ~~Ethics~~ detected by the ~~General Manager~~ Chief Executive Officer and Ethics Committee will be reported to appropriate management, Audit Committee of ~~Tagum Cooperative~~ and the Board of Directors for appropriate action.

Special Provision

All provisions stated in this Code of Ethics and Good Governance Manual shall be deemed 'suppletory' to the existing Tagum Cooperative By-Laws, Republic Act No. 9520 or the 2008 Cooperative Code of the Philippines, Rules and Regulations and Issuances promulgated by the Cooperative Development Authority (CDA). Any conflict or misinterpretation that may arise, the latter's provisions or sets of rules and procedures shall prevail and be followed in implementing the ramifications of this Code.

Further, any provision or part of this Code of Ethics and Good Governance Manual not in contravention or inconsistent with any existing provisions or stipulations covering the same subject, particularly the 2016 Good Governance Manual shall be considered valid and effective, while the remaining provision stated in other document/s dealing with the same nature not contrary to this Code shall be considered binding and in force.

OTHERS FOR AMENDMENTS AND APPROVAL:

The following wordings stated in this Code shall also be changed:

- ~~General Manager~~ - Chief Executive Officer
- ~~Annual General Assembly~~ - Annual Representative Assembly
- ~~Officer~~ - Officers/Officials

ETHICS COMMITTEE




JOSEPHINE L. FADUL, Ed.D.
Vice-Chairperson




ENGR. JOSE ALVIC P. SUAYBAGUIO, SE, MPA
Chairperson




MICHELLE B. CLARIDAD, MPA, MHRM
Secretary

2020 EDUCATION COMMITTEE REPORT

Education and service for members and the community has been the top priority of the Education Committee during this pandemic. We shifted from traditional face-to-face seminars to virtual trainings focusing on Financial Literacy and cooperative-related topics.

With all our hearts, we humbly submit to our beloved members, the Education Committee Report for Year 2020.



5th Coop Principle: Education, Training, and Information

The progress and sustainability of the Cooperative depends on member's knowledge and patronage through continuous education. Tagum Cooperative has fostered education through the multi-media platforms to ensure massive learning for coop members.

COOP WATCH & ARTICLES

Documentation of activities & developments in the products, services & governance of the cooperative



6

Coop Watch Releases

19

Published Articles

SOCIAL MEDIA

Facebook Likes

44,611

Tagum Coop

6,126

Member Benefit and Assistance

5,957

Youth Program

2,625

FuneCare Services

RADIO PROGRAM

Weekly Educational Radio Program in partnership with DXDN Tagum

52

Schedules



SAVINGS AND LOAN SEMINARS

Responsible members are responsible borrowers through the Savings & Loan / Loan Briefing across all Business Centers

9,484

Total Participants



WEBINARS

13

Sessions

A total of 362 members attended the various webinars on: Training of Trainers on Psycho-social and Psycho-spiritual (February 29); TC Lecturers Group Meetings (June 23 & August 10) ; Webinar on Leadership Enhancement (Mental Wellness & Leadership Essentials) (August 26); Webinar on Financial Literacy for Young Professionals (July 15, July 22, August 12 & 14); Webinar on Financial Literacy for Teens (August 18, 20 & 25); Webinar on Fundamentals of Coops for District Representatives (Sept. 2 & 4); Webinar on Coop Management and Governance for District Representatives (Sept. 16 & 18)



OWNERSHIP MEETINGS

33

Schedules

3,867 member-owners from around the world attended the series of Ownership Meetings which commenced in October until December of 2020. Topics discussed were the Fundamentals of Cooperatives and the Tagum Cooperative updates.

2020 EDUCATION COMMITTEE REPORT



7th Coop Principle: Concern for the Community

Giving back to the community is among the main thrust of Tagum Cooperative as a way of sharing the blessings reaped over the years.



COOP NATCCO PARTY-LIST CASH ASSISTANCE DISTRIBUTION TO INDIGENT FAMILIES

P335k

Total Donations

The activity is dubbed as Tabang sa Pamilyang Pilipino Panahon sa (COVID-19) Pandem-N'ya which is implemented in partnership with the Department of Social Welfare and Development (DSWD), Local Government Unit (LGU) of Talaingod and Tagum Cooperative with Over 300 qualified indigent families from the Barangays of Dagohoy, Palma Gil and Sto. Niño received P1,000.00 the cash assistance per family.



COVID DONATIONS TO LGU PARTNERS

100,346

Members

28,210

Community Beneficiaries

19,010

Frontliners

TC donated facemasks, disinfectants, alcohol, disposable gloves, bottled waters, biscuits to the community, front liners and also provided members rice subsidy cash assistance as well as cash assistance given to Coop Federations and moratorium on loans for the members.



BRIGADA ESKWELA

Tagum Cooperative provides for personal protective equipment and the modular approach to learning.

DONATIONS

617 selected school recipients from TC Main Office and its branch offices.

3,666

Reams of A4 Bond Papers

423

Gallons of Ethyl Alcohols

All our efforts are dedicated to our members and the future leaders of Tagum Cooperative. All Glory belongs to God!

EDUCATION COMMITTEE



NOEL C. QUIDILLA
Chairperson



MONICA L. SALIDO, MM
Vice-Chairperson



JOSEPHINE L. FADUL, Ed.D.
Secretary



JURIS D. PEREZ, CPA, MBA
Ex-Officio

2020 GENDER EQUALITY COMMITTEE REPORT

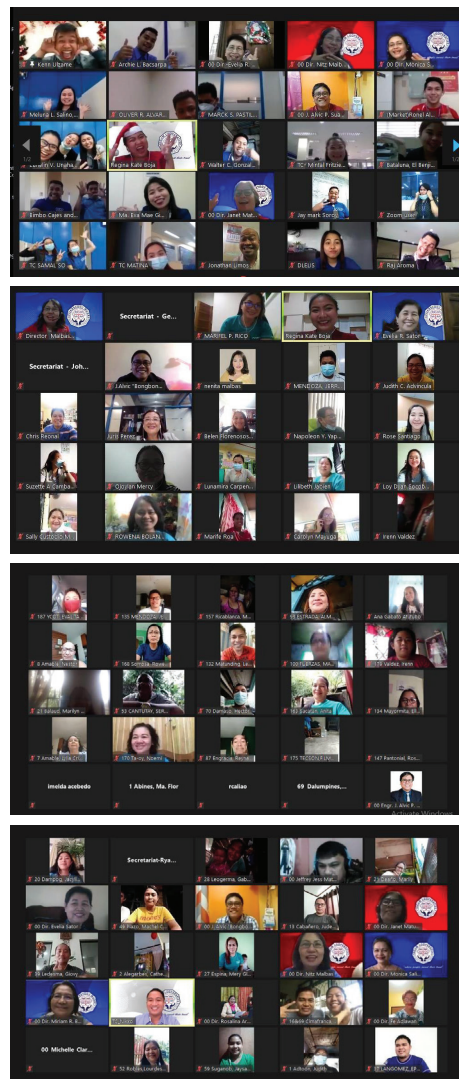
Tagum Cooperative Gender Equality (GE) Committee supports the 5th Sustainable Development Goal (SDG) which is “Gender Equality” and spearheaded by the Gender and Development (GAD) programs and services in the coop.

The direction of the cooperative on its GAD programs and services shifted from the old to new methodologies and adopted the use of online and virtual platforms in order to continuously provide activities for the general membership.

Hence, the committee is glad to present its accomplishments for the year 2020:

- **Virtual Gender Sensitivity Training (GST)** were held on October 6 & 13, 2020 for members and December 23 & January 5, 2021 for TC employees, participated by a total of 122 members and 81 TC Employees or a total of 203 participants. The topics were “Basic GE Concepts, GE Issues in the household workplace and communities and “Gender and Development – Family Enrichment Program (GAD-FEP)”, with the following speakers: Dir. Evelia R. Sator, Ed.D; Dir. Nenita R. Malbas, CPA, MBA; Dir. Eduard C. Amoguis, EdD; Dir. Monica L.. Salido, MM and Engr. Jose Alvic P. Suaybaguio, SE, MPA.
- **Webinar on Self-Care for Men” “Look Good, Do Good and Feel Great!”** was conducted on November 19, 2020 to celebrate the **International Men’s Day 2020** which was attended by 60 men and women coop members. The Resource Person, Mr. Reymond Pepito discussed various tips on caring oneself and becoming a role model to the family and community.
- **Webinar on Strengthening Family and Personal Mental Wellness** were held on November 26 and December 19, 2020, participated by 151 coop members. The Resource Speaker was Mr. Jeffrey Jess Mataro. He shared his personal life’s challenges during the pandemic and how he was able to cope with it.
- **Online Gender and Development Survey** was successfully conducted by the Committee. It measures the level of awareness of the members on GAD and serves as basis for future trainings in 2021.
- **Tagum Coop Sister Society** joined the virtual forums of Global Women’s Leadership Network (GWLN) and Asian Confederation of Credit Union (ACCU). Topics were about Financial Literacy, Climate Action, Greening the Environment and Sister Society Strategic Plan.

The Committee is very grateful for all the people behind the success of GAD programs and activities. Our members responded and actively participated despite the pandemic during virtual meetings. Over-all we can say that Tagum Cooperative is resilient and ready to face any challenges. To God be the Glory!



GENDER EQUALITY COMMITTEE



E.R.S.
EVELIA R. SATOR, Ed.D.
 Chairperson



N.R.M.
NENITA R. MALBAS, CPA, MBA
 Vice-Chairperson



J.A.P.S.
ENGR. JOSE ALVIC P. SUAYBAGUIO, SE, MPA
 Secretary

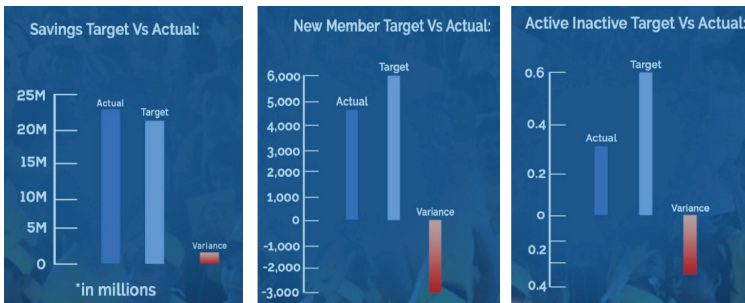


J.D.P.
JURIS D. PEREZ, CPA, MBA
 Ex-Officio

2020 YOUTH DEVELOPMENT AND SUCCESSION PROGRAM COMMITTEE REPORT

The year 2020 has been a tough year for all of us as we struggle to rise above our unpleasant circumstances. TC Youth Laboratory had encountered many challenges such as no face-to-face savings deposit from partner schools and limited conduct of activities due to the COVID-19 pandemic. Despite these challenges, TC Youth Laboratory is committed to continuously serve our members by initiating innovative strategies. "Pick-up Deposit" scheme was engaged to increase accessibility and continuously develop the habit of savings. The Youth Laboratory department strategize to connect the youth through telemarketing innovations in order to remind inactive members to activate their involvement in the Aflatoun Program, since the TC Laboratory is the succession program of the cooperative, we intensify the conversion of the youth members to the regular members of the cooperative when the latter reached the age of 18 years old. With these, we are humbly submitting to you our Accomplishment Report for CY 2020:

KRA	TARGET	ACTUAL	VARIANCE
Savings	20,856,955.53	21,126,051.14	269,095.61
New Members	5,511	2,811	- 2,700
Active Members	23,914	12,803	-11,111



AFLATOUN BIG DAY - Financial awareness celebration participated by 2000 Aflatoun members held at Maguppo Pilot Central Elementary School last February 7, 2020. (Photos taken before the COVID-19 outbreak)



Financial Literacy Search 2019 Awarding was held last August 21, 2020. The annual search for successful schools, teachers, and young leaders who promote and support the program and become the catalyst of change in the community. (In observance to the Safety and Health Protocols. Only the awardees and facilitators were present in the venue of less than 20 pax.)



Brigada Eskwela 2020 - Tagum Cooperative continuously supports the Brigada Eskwela 2020 by allocating funds for their educational needs for the new normal set-up. (In observance to the Safety and Health Protocols.)



Merry Galo sa Pasko Online Caroling Contest - YouthLab online activity specifically made for the youth members to showcase their talents in singing. The activity started on November 2020 and the winners were awarded on December 15, 2020.

YOUTH DEVELOPMENT AND SUCCESSION PROGRAM COMMITTEE



Eduard C. Amoguis
EDUARD C. AMOGUIS, Ed.D.
Chairperson



Rosalina S. Argent
ROSALINA S. ARGENT, MBA
Vice-Chairperson



Ruel M. Dagsangan
RUEL M. DAGSANGAN
Member



Juris D. Perez
JURIS D. PEREZ, CPA, MBA
Ex-Officio

PROPOSED 2020 JOINT OFFICIALS' RECOMMENDATIONS

(For March 28, 2021 Tagum Cooperative 3rd Annual Representative Assembly per approved JOM Resolution No. 003, series of 2021, dated February 13, 2021)

Legend:

Blue color words are the proposed Amendments

Red color words are for Deletion

1. To open additional Tagum Cooperative branches in 2022-2023, with the required capitalization of at least FIVE MILLION PESOS (P5,000,000.00) each on the following areas subject to the prevailing financial condition and other logistical requirements of Tagum Cooperative and the security situation in the area where the said branch/satellite offices shall be put up:

- Cagayan de Oro City
- Iligan City
- Ozamis City
- Pagadian City
- Quezon, Bukidnon
- Bagangga, Davao Oriental

2. Inclusion of the Executive Committee and Gender Equality Committee to the Tagum Cooperative By-Laws with corresponding Duties and Responsibilities.

3. Adoption of the Video Conferencing as a mode or manner of conducting the Annual Representative Assemblies, Board of Directors, Committees (Elective and Appointive) and Joint Officers Meetings during fortuitous events or force majeure or analogous circumstances.

4. Proposed Amendment in the TC By-Laws Article V. Section 2.

Based on the Governance Manual, the Chief Executive Officer (CEO) has the authority over the Management Staff being the appointing authority and the disciplining authority. Also, the said Manual state that, "Committees may advise the Board of Directors or the CEO but do not exercise authority over management staff and will ordinarily have no direct dealing with staff operations. Communications between BOD and Management Staff outside of committee meetings shall be through the CEO". However, there is provision in the Tagum Cooperative By-Laws particularly in Article V. Section 2.C, that is not aligned with the above-mentioned authority of the CEO and the Board of Directors, hence, recommended for amendment as detailed in the table below:

Original Provision in the TC By-Laws Article V. Section 2.C.	Proposed Amendment
<p>"The Board of Directors shall hire a full-time Internal Auditor, who is a Certified Public Accountant and who has adequate knowledge or actual supervisory experience on any cooperative financial business operations. However, he/she shall be under the direct control and supervision of the Audit Committee (AC). He/she shall perform tasks and submit through the AC, Financial and other reports required of him/her by the Board of Directors from time to time. Further, he/she shall be removed for cause by the Board of Directors with the unanimous conformity of the AC".</p>	<p>"The Board of Directors TC Chief Executive Officer (CEO) shall hire a full-time Internal Auditor, who is a Certified Public Accountant and who has adequate knowledge or actual supervisory experience on any cooperative financial business operations personnel based on the BOD Approved Internal Audit Department, Organizational Structure, and Personnel Plantilla Positions as indicated in the Annual Personnel Budget</p> <p>However, he/she The Internal Audit Personnel shall be under the direct control and supervision of the Audit Committee (AC) in matters relating to audit functions, manner of conducting audit, and implementation of Internal Audit Plans and Programs. However, administratively they are under the Chief Executive Officer, being the appointing and disciplining authority of the Cooperative.</p> <p>He/she The Internal Audit Personnel shall perform tasks and submit through the AC, Financial Audit, Operations Audit, Personnel Audit and other reports required of them by the Board of Directors from time to time.</p> <p>Further, he/she Internal Audit Personnel shall be removed for just cause by the Board of Directors Chief Executive Officer in close coordination with the unanimous conformity of the AC for violations indicated in the TC Employees Code of Conduct".</p>



TAGUM COOPERATIVE

"where people invest their trust"

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The management of **Tagum Cooperative** is responsible for the preparation and fair presentation of the financial statements, for the years ended December 31, 2020 and 2019, in accordance with the Financial Reporting Standards in the Philippines applicable to Cooperatives, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Cooperative's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Cooperative or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is responsible for overseeing the Cooperative's financial reporting process.

The Board of Directors reviews and approves the financial statements and submits the same to the members.

Diaz Murillo Dalupan and Company, the independent auditor appointed by the members for the periods December 31, 2020 and 2019, has audited the financial statements of the Cooperative in accordance with Philippine Standards on Auditing, and in its report to the stockholders, has expressed its opinion on the fairness of presentation upon completion of such audit.


DIR. ROSALINA S. ARGENT, MBA
Chairperson of the Board


MS. JURIS D. PEREZ, CPA, MBA
Chief Executive Officer


ADMARIE D. MARCELO, CPA, MM
Treasurer

January 21, 2021



Independent Auditors' Report

To the Board of Directors and Members of
TAGUM COOPERATIVE
Doña Regina Dalisay Avenue
Magugpo West, Tagum City

Opinion

We have audited the financial statements of **Tagum Cooperative** (the “Cooperative”), which comprise the statements of financial condition as at December 31, 2020 and 2019, and the statements of operations and distribution of net surplus, statements of changes in members’ equity and statements of cash flows for the years then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Cooperative as at December 31, 2020 and 2019, and its financial performance and its cash flows for the years then ended in accordance with Philippine Financial Reporting Framework for Cooperatives (PFRFC).

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSAs) and the Standard Audit System for Cooperatives (SASC). Our responsibilities under those standards are further described in the *Auditors’ Responsibilities for the Audits of the Financial Statements* section of our report. We are independent of the Cooperative in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics) together with the ethical requirements that are relevant to our audits of the financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matters

This report is intended solely for the information and use of the Board of Directors and the Members, and is not to be and should not be used by anyone other than the specified parties.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with PFRFC, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Global Reach, Global Quality

Head Office : 7th Floor, Don Jacinto Building, De la Rosa corner Salcedo Sts., Legaspi Village, Makati City 1229 Philippines • Phone: +63(2) 894 5892 / 844 9421 / Fax: +63(2) 818 1872
Cebu Office : Unit 504 Cebu Holdings Building, Cebu Business Park, Mabolo, Cebu City 6000 Philippines • Phone: +63(32) 415 8108 - 10 / Fax: +63(32) 232 8029
Davao Office : 3rd Floor Building B Plaza De Luisa, Ramon Magsaysay Avenue, Davao City 8000 Philippines • Phone/Fax: +63(82) 222 6636
Palawan Office : 2F MRC Building, Pineda Road, Brgy. San Pedro, Puerto Princesa City, Palawan 5300 Philippines • Phone +63(48) 716 1580
Website : www.dmdcpa.com.ph

In preparing the financial statements, management is responsible for assessing the Cooperative's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Cooperative or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Cooperative's financial reporting process.

Auditors' Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSAs and SASC will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with PSAs and SASC, we exercise professional judgment and maintain professional skepticism throughout the audits. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Cooperative's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Cooperative's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Cooperative to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audits.

DIAZ MURILLO DALUPAN AND COMPANY

Tax Identification No. 003-294-822

BOA/PRC No. 0234, effective until August 11, 2023

CDA CEA No. 0060-AF, effective until January 22, 2021

BIR Accreditation No. 08-001911-000-2019, effective until March 27, 2022

By:



Lloyd T. Tan

Partner

CPA Certificate No. 117307

SEC Accreditation No. 1713-A, Group B, effective until November 5, 2021

Tax Identification No. 246-442-524

PTR No. 2007567, January 9, 2021, Cebu City

BIR Accreditation No. 08-007355-001-2018, effective until August 6, 2021

January 21, 2021

2020 EXTERNAL AUDITOR'S REPORT

TAGUM COOPERATIVE
Statements of Financial Condition
(Amounts in Philippine Pesos)

	As at December 31	
	2020	2019
ASSETS		
Current assets		
Cash and cash equivalents - note 4	₱1,437,692,045	₱1,284,712,236
Investments in time deposits (current portion) - note 5	1,164,268,917	296,684,030
Financial assets (net) (current portion) - note 6	22,000,000	-
Loans and other receivables (net) (current portion) - note 7	1,902,138,039	1,103,242,280
Other assets (net) - note 10	27,546,619	24,577,959
	4,553,645,620	2,709,216,505
Noncurrent assets		
Investments in time deposits (net of current portion) - note 5	10,838,654	-
Financial assets (net) (net of current portion) - note 6	415,535,784	301,465,212
Loans receivables (net) (net of current portion) - note 7	3,842,505,039	4,360,341,124
Property and equipment (net) - note 8	326,340,372	314,842,290
Investment properties (net) - note 9	9,868,308	12,475,449
	4,605,088,157	4,989,124,075
TOTAL ASSETS	₱9,158,733,777	₱7,698,340,580
LIABILITIES AND MEMBERS' EQUITY		
Current liabilities		
Deposit liabilities - note 11	₱4,025,763,600	₱3,435,359,271
Accounts payable and other liabilities - note 12	413,476,760	364,505,964
Interest on share capital and patronage refund payable - note 13	445,828,522	427,301,372
Income tax payable	103,492	277,365
	4,885,172,374	4,227,443,972
Noncurrent liability		
Retirement benefit obligation - note 15	20,058,151	2,181,634
	4,905,230,525	4,229,625,606
Members' equity		
Members' share capital - note 13	2,959,205,000	2,684,158,810
Deposits for share capital subscription - note 13	353,491,750	8,905,443
Donated capital - note 13	1,701,225	1,701,225
Statutory funds - note 13	691,414,636	566,683,266
Optional fund - note 13	247,690,641	207,266,230
	4,253,503,252	3,468,714,974
TOTAL LIABILITIES AND MEMBERS' EQUITY	₱9,158,733,777	₱7,698,340,580

(The accompanying notes are an integral part of these financial statements)

2020 EXTERNAL AUDITOR'S REPORT

TAGUM COOPERATIVE

Statements of Operations and Distribution of Net Surplus

(Amounts in Philippine Pesos)

	For the Years Ended December 31	
	2020	2019
INCOME FROM CREDIT OPERATIONS		
Interest on loans and receivables - note 7	₱1,064,667,442	₱968,291,789
Service fees	174,426,003	200,208,939
Fines and penalties	15,077,041	14,531,009
Gain on reversal of impairment losses on loans and other receivables - note 7	3,774,279	4,131,325
	1,257,944,765	1,187,163,062
OTHER INCOME (net) - note 14	96,811,975	74,529,210
GROSS PROFIT	1,354,756,740	1,261,692,272
EXPENSES		
Personnel expenses - note 15	192,821,028	155,050,287
Interest on deposit liabilities - note 16	151,135,265	146,292,573
Operating expenses - note 17	133,575,446	121,301,097
Occupancy and equipment related costs - note 18	127,274,074	115,722,308
Provision for impairment losses on loans and other receivables - note 7	96,231,472	96,231,472
	701,037,285	634,597,737
SURPLUS BEFORE TAX	653,719,455	627,094,535
CURRENT INCOME TAX EXPENSE - note 20	(206,474)	(277,365)
NET SURPLUS BEFORE OTHER ITEM	653,512,981	626,817,170
OTHER ITEM		
Optional fund subsidy - note 8	2,117,199	1,567,201
NET SURPLUS	₱655,630,180	₱628,384,371
DISTRIBUTION OF NET SURPLUS - note 13		
Reserve fund	₱124,569,734	₱113,109,187
Cooperative education and training fund (CETF)	19,668,905	25,135,375
Community development fund	19,668,905	18,851,531
Land, building and information technology program seed fund	45,894,114	43,986,906
Interest on share capital and patronage refund	445,828,522	427,301,372
	₱655,630,180	₱628,384,371

(The accompanying notes are an integral part of these financial statements)

2020 EXTERNAL AUDITOR'S REPORT

TAGUM COOPERATIVE
Statements of Changes in Members' Equity
(Amounts in Philippine Pesos)

	For the Years Ended December 31	
	2020	2019
MEMBERS' SHARE CAPITAL - note 13		
Common shares: ₱250 par value		
Authorized: 11,280,000 shares, ₱2,820,000,000		
Subscribed: 11,251,552 shares in 2020	₱2,812,888,000	
10,527,640 shares in 2019		₱2,631,910,000
Subscription receivable	(239,000)	(52,502,934)
	2,812,649,000	2,579,407,066
Preferred shares: ₱250 par value		
Authorized: 720,000 shares, ₱180,000,000		
Subscribed: 596,216 shares in 2020	149,054,000	
468,092 shares in 2019		117,023,000
Subscription receivable	(2,498,000)	(12,271,256)
	146,556,000	104,751,744
	2,959,205,000	2,684,158,810
DEPOSITS FOR SHARE CAPITAL SUBSCRIPTION - note 13	353,491,750	8,905,443
DONATED CAPITAL - note 13	1,701,225	1,701,225
STATUTORY FUNDS - note 13		
Reserve fund		
Balance at beginning of year	527,824,732	414,715,545
Allocation from net surplus	124,569,734	113,109,187
Balance at end of year	652,394,466	527,824,732
CETF		
Balance at beginning of year	13,196,694	10,007,256
Allocation from net surplus	19,668,905	25,135,375
CETF payable	(9,834,453)	(12,567,688)
Disbursements	(4,023,481)	(9,378,249)
Balance at end of year	19,007,665	13,196,694
Community development fund		
Balance at beginning of year	25,661,840	19,387,668
Allocation from net surplus	19,668,905	18,851,531
Disbursements	(25,318,240)	(12,577,359)
Balance at end of year	20,012,505	25,661,840
	691,414,636	566,683,266
OPTIONAL FUND - note 13		
Land, building and information technology program seed fund		
Balance at beginning of year	207,266,230	166,066,048
Allocation from net surplus	45,894,114	43,986,906
Disbursements	(3,352,504)	(1,219,523)
Building fund subsidy - note 8	(2,117,199)	(1,567,201)
Balance at end of year	247,690,641	207,266,230
TOTAL MEMBERS' EQUITY	₱4,253,503,252	₱3,468,714,974

(The accompanying notes are an integral part of these financial statements)

2020 EXTERNAL AUDITOR'S REPORT

TAGUM COOPERATIVE
Statements of Cash Flows
(Amounts in Philippine Pesos)

	For the Years Ended December 31	
	2020	2019
CASH FLOWS FROM OPERATING ACTIVITIES		
Surplus before tax and after other item	₱655,836,654	₱628,661,736
Adjustments for:		
Provision for impairment losses on loans and receivables - note 7	96,231,472	96,231,472
Depreciation and amortization - note 18	40,876,926	37,002,097
Retirement benefits - note 15	25,361,327	8,551,136
Loss (gain) on fair value changes in financial assets - note 14	429,550	(1,750,788)
Interest and dividend on investments - note 14	(51,004,799)	(31,064,939)
Gain on reversal of impairment losses on loans and other receivables - note 7	(3,774,279)	(4,131,325)
Building fund subsidy - note 8	(2,117,199)	(1,567,201)
Gain on sale of investment properties - note 14	(336,081)	(2,238,682)
Gain on sale of property and equipment - note 14	(34,009)	(285,796)
Operating income before working capital changes	761,469,562	729,407,710
Changes in operating assets and liabilities:		
Increase in assets:		
Loans and other receivables	(373,516,867)	(759,082,191)
Other assets	(5,095,583)	(2,105,582)
Increase (decrease) in liabilities:		
Deposit liabilities	590,404,329	177,995,943
Accounts payable and other liabilities	39,136,343	(25,143,033)
Cash generated from operations	1,012,397,784	121,072,847
Contributions to the retirement plan - note 15	(7,484,810)	(15,260,571)
Income taxes paid	(380,347)	-
Net cash provided by operating activities	1,004,532,627	105,812,276
CASH FLOWS FROM INVESTING ACTIVITIES		
Additions to investments in time deposits and financial assets - notes 5 and 6	(1,227,746,925)	(10,694,833)
Receipts from investments in time deposits and financial assets - notes 5 and 6	212,823,262	109,744,350
Interest and dividends received from investments - notes 5 and 6	51,004,799	31,064,939
Additions to property and equipment - note 8	(52,743,104)	(61,386,381)
Proceeds from sale of property and equipment - note 8	2,714,043	393,263
Additions to investment properties - note 9	(723,259)	(1,938,550)
Proceeds from sale of investment properties - note 9	3,481,466	4,089,043
Net cash provided by (used in) investing activities	(1,011,189,718)	71,271,831
CASH FLOWS FROM FINANCING ACTIVITIES		
Receipts for members' share capital - note 13	731,798,509	767,361,245
Withdrawals of members' share capital - note 13	(112,166,012)	(67,369,000)
Payments of interest on share capital - note 13	(299,110,960)	(234,174,293)
Payments of patronage refund payable - note 13	(128,190,412)	(100,360,412)
Disbursements from statutory funds	(32,694,225)	(23,175,131)
Net provided by financing activities	159,636,900	342,282,409
INCREASE IN CASH AND CASH EQUIVALENTS	152,979,809	519,366,516
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	1,284,712,236	765,345,720
CASH AND CASH EQUIVALENTS AT END OF YEAR	₱1,437,692,045	₱1,284,712,236

(The accompanying notes are an integral part of these financial statements)

TAGUM COOPERATIVE

Notes to Financial Statements

As at and for the years ended December 31, 2020 and 2019

1. COOPERATIVE INFORMATION, TAX EXEMPTION AND AUTHORIZATION FOR ISSUE OF THE FINANCIAL STATEMENTS

Cooperative information

Tagum Cooperative (the “Cooperative”) was organized on May 27, 1967 and was originally registered under Presidential Decree (PD) 175 with the then Bureau of Cooperative Development. It was re-registered with the Cooperative Development Authority (CDA) with Registration No. CR-264-DVO on September 16, 1991 as required under Republic Act (RA) No. 6938. The Cooperative was again re-registered with the CDA under Registration No. 9520-11002169 on November 11, 2009 as a credit cooperative in accordance with the provisions of RA No. 9520, otherwise known as the “Philippine Cooperative Code of 2008”. The Cooperative’s life was extended for another 50 years from October 13, 2018.

The Cooperative is engaged in encouraging thrift and savings mobilization among the members for capital formation, creating funds in order to grant loans for productive and providential purposes to its members and promoting the cooperative as a way of life for improving the social and economic well-being of its members.

The Cooperative’s registered office address is at Doña Regina Dalisay Avenue, Magugpo West, Tagum City.

As at December 31, 2020, the Cooperative has 111,826 regular members and 10,496 associate members. The Cooperative operates a main office, 13 branches, nine satellite offices, and three business centers located in Mindanao.

Tax exemption

In accordance with the New Code, cooperatives are exempted from the payment of all national, city, provincial, municipal or barangay taxes of whatever name and nature, including exemption from customs duties, advance sales of compensating taxes on its importation of machinery, equipment and spare parts, which are not available locally as certified by the Department of Trade and Industry. Cooperatives shall enjoy exemptions from government taxes or fees imposed under internal revenue laws provided that the cooperative does not transact business with non-members or the general public. Cooperatives, if transacting business with non-members or the general public, may be exempted from tax if their accumulated reserves and undivided net savings does not exceed ₱10,000,000 or up to 10 years from the date of registration if their accumulated reserves already exceeded ₱10,000,000.

The Cooperative serves both members and non-members. Accordingly, the Cooperative’s transactions with non-members are subject to taxes, including income tax.

Authorization for the issuance of the financial statements

The financial statements of the Cooperative as at and for the year ended December 31, 2020, including the comparatives as at and for the year ended December 31, 2019, were approved for issue by the Cooperative's Board of Directors (BOD) on January 21, 2020.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies that have been used in the preparation of these financial statements are summarized in this note. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation*(a) Statement of compliance with Philippine Financial Reporting Framework for Cooperatives (PFRFC)*

The financial statements of the Cooperative have been prepared in accordance with PFRFC.

The CDA adopted and prescribed the use of PFRFC through the issuance of Memorandum Circular (MC) No. 2015-06 on September 16, 2015. PFRFC was developed from the Philippine Financial Reporting Standard for Small and Medium-sized Entities (PFRS for SMEs). Modifications were made on several provisions of the standards taking into consideration cooperative laws, rules, regulations and principles. In conformity with PFRFC, a revised Standard Chart of Accounts for cooperatives (SCA) was prescribed by the CDA upon its issuance of MC No. 2017-06 on October 18, 2017, pursuant to Section 3 of the Republic Act No. 6939, to be used by cooperatives in the preparation of their financial statements.

The CDA requires that the SCA be used as basis of accounting for accounts or transactions whenever PFRS for SMEs differs from the SCA. The following are the accounts or group of accounts or transactions relevant to the Cooperative that usually differ in treatment from PFRS for SMEs and for which Cooperatives are required to use SCA in accounting for them:

- (i) Revenue from credit operations (e.g., interest income, fines, service fees) - use the cash basis of accounting in conformity with PFRFC Chapter II, Section 9.3;
- (ii) Prior period adjustments/correction of errors - are not applied retrospectively but rather prospectively through profit or loss in conformity with PFRFC Chapter IX, Section 9;
- (iii) Classification of financial assets - the SCA classifies financial assets into four categories, which include financial assets at fair value through profit or loss, financial assets at amortized cost (debt instruments), financial assets at cost less impairment (equity instruments) and loan commitments at cost less impairment in conformity with PFRFC Chapter X, Section 9.2;
- (iv) Classification of deposits for share capital subscription - classified as part of equity as prescribed in Chapter IV of the SCA;
- (v) Classification of donations and grants - classified as part of equity as prescribed in Chapter IV of the SCA; and

- (vi) Post-employment defined benefit expense and obligation - the use of the projected unit credit method is not required in determining retirement benefit expense and obligation, except when the Cooperative can apply the method without undue cost or effort; thus, the Cooperative presents limited disclosures as allowed by PFRFC Chapter XXIV, Section 6.4.

The financial statements have been prepared using the measurement bases specified by PFRFC for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies in this note.

(b) Functional and Presentation Currency

These financial statements are presented in Philippine Peso (₱), the Cooperative's functional currency and presentation currency. All values represent absolute amounts, except when otherwise indicated.

Items included in the financial statements of the Cooperative are measured using its functional currency. Functional currency is the currency of the primary economic environment in which the Cooperative operates.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, savings and demand deposits and other short-term highly-liquid investments with original maturities of three months or less from the date of acquisition, held to meet short-term cash commitments rather than for investments or other purpose.

Financial instruments

The Cooperative determines the classification of its financial assets and financial liabilities on initial recognition and, where allowed and appropriate, re-evaluates this designation at each reporting date in conformity with PFRFC Chapter X and Chapter IV of the SCA.

Financial assets

(a) Loans and receivables

Loans and receivables are recognized initially at transaction price. These are subsequently measured at amortized cost less accumulated allowance for probable losses. An allowance for probable losses on loans and receivables is established when there is objective evidence that the Cooperative will not be able to collect all amounts due according to the original terms of the receivables. Objective evidence of impairment loss on aging of accounts and percentage of receivables is based on CDA MC 2013-15, "Performance Report Standards for Cooperatives". The related impairment loss is recognized immediately in the statements of operations and distribution of net surplus. The Cooperative's *Loans and other receivables*, both current and noncurrent and net of allowance for probable losses, are presented as such in the statements of financial condition.

(b) *Financial assets at cost*

The Cooperative's financial assets at cost include investment in shares of stock of cooperative banks, federations and insurance cooperatives that are not quoted in an active market wherein fair value cannot be readily measured. Accordingly, these investments are carried at cost, less impairment losses, if any. Impairment loss, which is the difference between the carrying value and the present value of estimated cash flows of the investment, is recognized when there is objective evidence that the investment has been impaired. These are presented as part of the Cooperative's *Financial assets* in the statements of financial condition.

(c) *Financial assets at amortized cost*

Non-derivative financial assets with fixed or determinable payments and fixed maturities are classified as financial assets at amortized cost when the Cooperative's management has the positive intention and ability to hold to maturity. Investments intended to be held for an undefined period are not included in this category. After initial measurement, these assets are measured at amortized cost. This cost is computed as the amount initially recognized minus principal repayments, plus or minus the cumulative amortization using the effective interest method of any difference between the initially recognized amount and the maturity amount, less allowance for impairment. This calculation includes all fees paid or received between parties to the contract that are an integral part of the effective interest rate, transaction costs and all other premiums and discounts. These are presented as part of the Cooperative's *Financial assets* in the statements of financial condition.

(d) *Financial asset at fair value through profit or loss*

This account refers to financial assets with quoted price in the form of debt or equity securities that are held for trading purposes. Financial assets at fair value through profit or loss are stated at fair value, with any resultant gain or loss recognized in profit or loss. Gains or losses on investments are presented as *Gain or loss on fair value changes in financial assets* under *Other income* in the statements of operations and distribution of net surplus (see note 14).

The financial assets (or where applicable, a part of a financial asset or part of a group of financial assets) are derecognized when the contractual rights to receive cash flows from the financial instruments expire, or when the financial assets and all substantial risks and rewards of ownership have been transferred to another party. If the Cooperative neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Cooperative recognizes its retained interest in the asset and an associated liability for amounts it may have to pay. If the Cooperative retains substantially all the risks and rewards of ownership of a transferred financial asset, the Cooperative continues to recognize the financial asset and also recognizes a collateralized borrowing for the proceeds received.

The Cooperative assesses at the end of each reporting period whether there is objective evidence that a financial asset or group of financial assets is impaired. A financial asset or group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events that has occurred after the initial recognition of the asset (an incurred "loss event") and that the loss event (or events) has an impact on the estimated future cash flows of the financial asset or the group of financial assets that can be reliably estimated.

Evidence of impairment may include indications that the contracted parties or a group of contracted parties is experiencing significant financial difficulty, default or delinquency in interest or principal payments, the probability that they will enter bankruptcy or other financial reorganization, and where observable data indicate that there is measurable decrease in the estimated future cash flows, such as changes in arrears or economic conditions that correlate with defaults.

Financial liabilities

Liabilities, which include deposit liabilities, interest on share capital and patronage refund payable, accounts payable and other liabilities (except tax-related payables) are recognized when the Cooperative becomes a party to the contractual terms of the instrument. All interest-related charges incurred on these liabilities are recognized as *Interest on deposit liabilities* in the statements of operations and distribution of net surplus.

Deposit liabilities and accounts payable and other liabilities are recognized initially at their fair values and subsequently measured at amortized cost.

Interest on share capital and patronage refund payable to members is recognized as liability upon declaration by the BOD, subject to the concurrence of the members during the General Assembly.

Liabilities are derecognized from the statements of financial condition only when the obligations are extinguished either through discharge, cancellation or expiration. The difference between the carrying amount of the liability derecognized and the consideration paid or payable is recognized in the statements of operations and distribution of net surplus.

Property and equipment

Property and equipment are initially recognized at cost and subsequently measured, except for land, are stated at cost less accumulated depreciation, and any impairment in value. Land is stated at cost less any impairment in value.

Construction-in-progress is stated at cost and not depreciated. The property will be transferred to property and equipment upon completion.

The initial cost of property and equipment consists of its purchase price, including taxes and any directly attributable costs of bringing the asset to its working condition and location for its intended use. Expenditures incurred after the property and equipment have been put into operation, such as maintenance and repairs, are normally charged to the statements of operations and distribution of net surplus in the period in which the costs are incurred. In situations where it can be clearly demonstrated that the expenditures have resulted in an increase in the future economic benefits expected to be obtained from the use of an item of property and equipment beyond its originally assessed standard of performance, the expenditures are capitalized as additional costs of property and equipment. Each part of property and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

Depreciation is computed on a straight-line basis over the estimated useful lives of the assets (or term of the lease, in case of leasehold improvements, whichever is shorter), as follows:

Land improvements	4 to 40 years
Building and improvements	4 to 40 years
Furniture, fixtures and equipment	2 to 10 years
Transportation equipment	3 to 10 years
Leasehold improvements	5 years

The useful lives and methods of depreciation are reviewed periodically to ensure that the period and methods of depreciation are consistent with the expected pattern of economic benefits from items of property and equipment.

When property and equipment are sold or retired, their cost, accumulated depreciation and any impairment in value are eliminated from the accounts and any gain or loss resulting from their disposal is included in the statements of operations and distribution of net surplus.

Investment property

Investment property, which pertains to parcels of land, real properties held for sale, and land improvements, is initially recognized at cost, including transaction costs. An investment property acquired through an exchange transaction is measured at fair value of the asset acquired unless the fair value of such an asset cannot be measured in which case the investment property acquired is measured at the carrying amount of asset given up. Foreclosed properties are classified under *Investment property* from foreclosure dates. Any gains or losses from acquisition of investment property are recognized as *Other income* in the statements of operations and distribution of net surplus.

Subsequent to initial recognition, investment property is carried at cost less accumulated depreciation and accumulated impairment losses, except land. Depreciation of land improvements is computed on a straight-line basis over a maximum period of five years.

Investment property is derecognized when either these have been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit is expected from its disposal. Any gains or losses on the retirement or disposal of an investment property are recognized in the statements of operations and distribution of net surplus in the year of retirement or disposal.

Transfers are made to investment property when, and only when, there is a change in use, evidenced by ending of owner-occupation or commencement of an operating lease to another party. Transfers are made from investment property when, and only when, there is a change in use, evidenced by commencement of owner-occupation or commencement of development with a view to sell.

Other assets

Prepaid expenses are recognized when payments for goods or services are made in advance for the delivery of the goods or the rendering of the services. Prepaid expenses are derecognized upon consumption or usage. Prepaid expenses that are expected to be realized for no more than 12 months after the reporting period are classified as current assets. Otherwise, these are classified as noncurrent assets.

The Cooperative's prepaid expenses consist of prepaid general assembly expenses and prepaid insurance.

Prepaid general assembly expenses and prepaid insurance are apportioned over the period covered by the payment and charged to the appropriate accounts in the statements of operations and distribution of net surplus when incurred.

Due from Coop Life Insurance and Mutual Benefit Services (CLIMBS) refer to advances by the Cooperative for members' mortuary benefits to be reimbursed by CLIMBS.

Unused supplies and funeral care inventory refer to cost of supplies on hand, which are charged to *Stationery and supplies* under *Operating expenses* in the statements of operations and distribution of net surplus in the period of consumption.

Refundable deposits are amounts paid to lessee as security for damages in the premises.

Computerization cost consist of acquired computer software licenses that are capitalized on the basis of the costs incurred to acquire and bring to use the specific software. These costs are amortized over their estimated useful lives of three to five years and presented as *Depreciation and amortization* under *Occupancy and equipment related costs* in the statements of operations and distribution of net surplus.

The amortization period and amortization method are reviewed when there are indicators that such has changed from the previous estimate. If current expectations differ from previous estimates, the amortization period and method will be amended. The Cooperative assumes that the residual values of these intangible assets are zero.

Intangible assets are derecognized upon disposal or when no future economic benefits are expected from its use and disposal. Any gain or loss on derecognition are included in the statements of operations and distribution of net surplus.

Impairment of non-financial assets

At each reporting date, investment properties, property and equipment, computerization cost and other non-financial assets are reviewed to determine whether there is an indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its recoverable amount, and an impairment loss is recognized in the statements of operations and distribution of net surplus.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognized for the asset (or group of related assets) in prior years. A reversal of an impairment loss is recognized immediately in the statements of operations and distribution of net surplus.

Employee benefits

(a) Retirement obligations

The Cooperative operates a defined benefit retirement plan. The retirement plans are generally funded through payments to an insured plan determined by periodic actuarial calculations. Typically, defined benefit plans define an amount of retirement benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

The liability recognized in the statements of financial condition in respect of defined benefit retirement plans is the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method.

The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related retirement obligation. In countries where there is no deep market in such bonds, the market rates on government bonds are used.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognized directly in the statements of operations and distribution of net surplus.

Past-service costs are recognized immediately in the statements of operations and distribution of net surplus.

(b) Termination benefits

Termination benefits are payable when employment is terminated by the Cooperative before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Cooperative recognizes termination benefits when it is demonstrably committed to a termination when the entity has a detailed formal plan to terminate the employment of current employees without possibility of withdrawal. In the case of an offer made to encourage voluntary redundancy, the termination benefits are measured based on the number of employees expected to accept the offer. Benefits falling due more than twelve months after the end of the reporting period are discounted to their present value.

(c) Profit-sharing and bonus plans

The Cooperative recognizes a liability and an expense for bonuses and profit-sharing, based on a formula that takes into consideration the profit attributable to the Cooperative's members after certain adjustments. The Cooperative recognized a provision where contractually obliged or where there is a past practice that has created a constructive obligation.

Members' equity

Share capital is determined using the nominal value of shares that have been issued.

Deposits for share capital subscription are amount paid by the members for capital subscription equivalent to the value of less than one share.

Donated capital pertains to the value of assets received from various organizations.

Statutory and optional funds include all current and prior period results as disclosed in the statements of operations and distribution of net surplus. These funds composed of the following:

Statutory funds:

- (a) *Reserve fund* is created to provide for the stability of the Cooperative and to absorb losses, if any, in its business operations.
- (b) *CETF* in which one-half of this amount shall be used by the Cooperative for education and training activities; while the other half shall be credited to the cooperative education and training fund of the Apex organization of which the Cooperative is a member.
- (c) *Community development fund* shall be used for projects or activities that will benefit the community where the Cooperative operates.

Optional fund refers to land, building and information technology program seed fund, which is used for future acquisition of land or building for the use of the Cooperative.

Revenue recognition

Revenue comprises interest income and service fees from loans granted to members, gain on reversal of impairment losses on loans and other receivables, and fines and penalties.

Revenue is recognized to the extent that the revenue can be reliably measured; it is probable that the economic benefits will flow to the Cooperative; and the costs incurred or to be incurred can be measured reliably. In addition, the following specific recognition criteria must also be met before revenue is recognized:

- (a) *Interest income on loans and receivables* - Interest is recognized when earned and collected.
- (b) *Service fees* - Fees arising from the administration and servicing of loans are recognized as revenue as the service is provided and the revenue is earned and collected.
- (c) *Fines and penalties* - Revenue is recognized when earned and collected.
- (d) *Interest and dividend on deposits and investments* - Interest is recognized on a time proportion basis using the effective interest method and is presented under *Other income* in the statements of operations and distribution of net surplus. Dividend is recognized upon declaration.
- (e) *Funeral care services* - Revenue is recognized when earned.
- (f) *Hotel and rental operations* - Revenue from rental operations is recognized on a straight-line basis over the lease terms.

- (g) *Gain on disposal of investment property, property and equipment and debt securities* - Revenue is recognized on the amount received in excess of the carrying amount of the asset disposed.
- (h) *Membership fee, bad debts recovery and miscellaneous* - Revenue is recognized when earned and collected.

Expense recognition

Cost and expenses are recognized in the statements of operations and distribution of net surplus upon utilization of goods or services or at the date they are incurred except for the provision for special purpose expenses. Certain amount is recognized as expense intended for special purpose as approved by the BOD. All finance costs are reported in statements of operations and distribution of net surplus on an accrual basis.

Foreign currency-denominated transactions and translations

(a) Functional and presentation currency

Items included in the financial statements of each of the Cooperative's entities are measured using the currency of the primary economic environment in which the entity operates (functional currency). The financial statements are presented in Philippine Peso (₱), the Cooperative's functional and presentation currency.

(b) Transactions and balances

Transactions denominated in foreign currencies are recorded using the applicable exchange rate at the date of the transaction. Outstanding monetary assets and monetary liabilities denominated in foreign currencies are retranslated using the applicable rate of exchange at the end of reporting period. Foreign exchange gains or losses are recognized in the statements of operations and distribution of net surplus.

Related parties and related party transactions

A related party transaction is a transfer of resources, services, or obligations between related parties, regardless of whether a price is charged.

Related party relationship exists when: (a) a person or a close member of that person's family has control or joint control, has significant influence or is a member of the key management personnel of the reporting entity or of a parent of the reporting entity; and (b) when any of the following conditions apply: (i) the entity and the Cooperative are members of the same group; (ii) one entity is an associate or joint venture of the other entity; (iii) both entities are joint ventures of the same third party; (iv) one entity is a joint venture of a third entity and the other entity is an associate of the third party; (v) the entity is a post-employment benefit plan for the benefit of employees of the Cooperative; (vi) the entity is controlled or jointly controlled by a person as identified in (a) above; (vii) the entity or any member of a group of which it is part, provides key management personnel services to the Cooperative or to the parent of the Cooperative; and (viii) a person identified in (a) above has significant influence over the entity or is a member of the key management personnel of the entity or of a parent of the entity.

In considering each possible related party relationship, attention is directed to the substance of the relationships, and not merely the legal form.

Operating leases

The determination of whether an arrangement is, or contains a lease, is based on the substance of the arrangement and requires an assessment of whether the fulfillment of the arrangement is dependent on the use of a specific asset or assets and the arrangement conveys a right to use the asset.

A reassessment is made after inception of the lease only if one of the following applies:

- a. There is a change in contractual terms, other than a renewal or extension of the arrangement;
- b. A renewal option is exercised or extension granted, unless that term of the renewal or extension was initially included in the lease term;
- c. There is a change in the determination of whether fulfillment is dependent on a specified asset;
or
- d. There is a substantial change to the asset.

Where a reassessment is made, lease accounting shall commence or cease from the date when the change in circumstances gave rise to the reassessment for scenarios (a), (c) or (d) above, and at the date of renewal or extension period for scenario (b).

(a) Cooperative as a lessee

Leases where the lessor retains substantially all the risks and benefits of ownership of the asset to the Cooperative are classified as operating leases. Operating lease payments are recognized as an expense in the statements of operations and distribution of net surplus on a straight-line basis over the lease term.

(b) Cooperative as a lessor

Leases where the Cooperative does not transfer substantially all the risks and benefits of ownership of the assets are classified as operating leases. Operating lease receipts are recognized as an income in the statements of operations and distribution of net surplus on a straight-line basis over the lease term.

Provisions and contingencies

Provisions are recognized when the Cooperative has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

Where discounting is used, the increase in the provision due to the passage of time is recognized as interest expense. When the Cooperative expects a provision or loss to be reimbursed, the reimbursement is recognized as a separate asset only when the reimbursement is virtually certain and its amount is estimable. The expense relating to any provision is presented in the statements of operations and distribution of net surplus, net of any reimbursement.

Contingent liabilities are not recognized in the financial statements. They are disclosed unless the possibility of an outflow of resources embodying economic benefits is remote. Contingent assets are not recognized in the financial statements but disclosed when an inflow of economic benefits is probable. Contingent assets are assessed continually to ensure that developments are appropriately reflected in the financial statements. If it has become virtually certain that an inflow of economic benefits will arise, the asset and the related income are recognized in the financial statements.

Events after the reporting date

Post year-end events that provide additional information about the Cooperative's position at the reporting date (adjusting events) are reflected in the financial statements. Post year-end events that are not adjusting events are disclosed in the financial statements when material.

3. SIGNIFICANT ACCOUNTING JUDGMENTS AND CRITICAL ACCOUNTING ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements in compliance with PFRFC requires the management to make estimates and assumptions that affect the amounts reported in the financial statements. The estimates and assumptions used in the financial statements are based upon the management's evaluation of relevant facts and circumstances at the end of the reporting period. Actual results could differ materially from such estimates.

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant accounting judgments in applying the Cooperative's accounting policies

(a) Impairment of financial assets

The determination when a financial asset is other-than-temporarily impaired requires significant judgment. In making this judgment, the Cooperative evaluates, among other factors, the duration and extent to which the fair value of investment is less than its cost; and the financial condition of and near-term business outlook for the investee, including factors such as industry and sector performance, changes in technology and operational and financing cash flow.

Based on the recent evaluation of information and circumstances affecting the Cooperative's financial assets, the management concluded that the assets are not impaired as at December 31, 2020 and 2019. Future changes in those information and circumstances might significantly affect the carrying amount of the assets.

(b) Impairment of property and equipment

Property and equipment are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. An impairment loss would be recognized whenever evidence exist that the carrying amount is not recoverable. The management believes that there are no indicators that the property and equipment are impaired as at December 31, 2020 and 2019.

(c) *Operating lease commitments*

Cooperative as lessee

The Cooperative has entered into contract of lease for some of the building and office spaces it occupies. The Cooperative has determined that all significant risks and benefits of ownership on these properties are retained by the lessor. In determining significant risks and benefits of ownership, the Cooperative considered, among others, the significance of the lease term as compared with the estimated useful life of the related asset. The Cooperative accordingly accounted for these as operating leases.

Cooperative as lessor

The Cooperative has entered into commercial property leases on its investment properties. The Cooperative has determined that it retains all significant risks and rewards of ownership of these properties as the Cooperative considered among others the length of the lease term as compared with the estimated useful life of the assets.

(d) *Distinction between investment properties and owner-occupied properties*

The Cooperative determines whether a property qualifies as investment property. In making its judgment, the Cooperative considers whether the property generated cash flows largely independent of the other assets held by an entity. Owner-occupied properties generate cash flows that are attributable not only to the property but also to other assets used in the production or supply process. Some properties comprise a portion that is held to earn rental or capital appreciation and another portion that is held for use in the supply of goods and services or for administrative purposes. If these portions can be sold separately (or leased out separately under finance lease), then the Cooperative accounts for the portions separately. If the portion cannot be sold separately, the property is accounted for as investment property only if an insignificant portion is held for use in the supply of goods or services or for administrative purposes. Judgment is applied in determining whether ancillary services are so significant that a property does not qualify as investment property. The Cooperative considers each property separately in making its judgment.

(e) *Recognition of provisions and contingencies*

Judgment is exercised by the management to distinguish between provisions and contingencies. Policies on recognition of provisions and contingencies are discussed in note 2 and disclosures on relevant contingencies are presented in note 21.

Significant accounting estimates and assumptions*(a) Allowance for impairment of loans and other receivables*

Allowance is made for specific and group of accounts, where objective evidence of impairment exists. The Cooperative evaluates these accounts based on available facts and circumstances, including, but not limited to, the length of the Cooperative's relationship with the customers or members-borrowers, current credit status based on third party credit reports and known market forces, average age of the accounts, collection experience and historical loss experience.

The carrying value of loans and other receivables (net of allowance for impairment losses of ₱411,224,504 in 2020 and ₱334,595,091 in 2019) amounted to ₱5,744,643,078 and ₱5,463,583,404 as at December 31, 2020 and 2019, respectively (see note 7).

(b) Useful lives of property and equipment and investment property

The Cooperative estimates the useful lives of the assets based on the period over which the assets are expected to be available for use. The estimated useful lives of the assets are reviewed periodically and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence and legal or other limits on the use of the assets. The carrying amounts of the assets are analyzed in notes 8 and 9. Based on the management's assessment, there is no change in estimated useful lives of the assets during the reporting periods. Actual results, however, may vary due to changes in estimates brought about by changes in factors mentioned above.

The carrying value of property and equipment except for land (net of accumulated depreciation of ₱202,786,409 in 2020 and ₱167,303,363 in 2019) amounted to ₱251,862,569 and ₱240,386,787 as at December 31, 2020 and 2019, respectively (see note 8).

The carrying value of investment property except for land (net of accumulated depreciation of ₱1,371,854 in 2020 and ₱1,186,839 in 2019) amounted to ₱1,648,293 and ₱4,255,434 as at December 31, 2020 and 2019, respectively (see note 9).

(c) Retirement benefits obligation

The determination of the Cooperative's retirement benefits obligation is dependent on the selection of certain assumptions used by actuaries in calculating such amounts. Those assumptions are described in note 15 and include among others, discount rates, expected return on plan assets and rates of compensation increase.

The carrying amount of the Cooperative's retirement benefit obligation as at December 31, 2020 and 2019 are ₱20,058,151 and ₱2,181,634, respectively (see note 15).

4. CASH AND CASH EQUIVALENTS

This account consists of:

	2020	2019
Cash on hand	P55,346,327	P35,472,640
Cash in banks	1,331,354,613	841,339,741
Cash equivalents	50,991,105	407,899,855
Total	P1,437,692,045	P1,284,712,236

Cash in banks earn interest at the respective bank deposit rates. Cash equivalents are short-term deposits in banks with maturities of less than three months from the date of acquisition and earn interest at rates ranging from 0.75% to 2% per annum in 2020 and 0.75% to 5% per annum 2019.

Total interest income earned from deposits amounted to P2,174,633 in 2020 and P1,347,595 in 2019, and is presented as *Interest on bank deposits* under *Other income* in the statements of operations and distribution of net surplus (see note 14).

There is no restriction on the Cooperative's cash and cash equivalents as at December 31, 2020 and 2019.

5. INVESTMENTS IN TIME DEPOSITS

This account amounted to P1,175,107,571 and P296,684,030 as at December 31, 2020 and 2019, respectively.

The reconciliation of the carrying amounts of the financial assets is presented below:

	2020	2019
Balance at beginning of year	P296,684,030	P406,428,380
Additions	1,067,072,004	-
Withdrawals	(188,648,463)	(109,744,350)
Balance at end of year	1,175,107,571	296,684,030
Current portion	(1,164,268,917)	(296,684,030)
Noncurrent portion	P10,838,654	P -

Total interest income earned from investments in time deposit amounted to P40,649,922 in 2020 and P24,319,099 in 2019, and is presented as part of *Interest and dividend on deposits and investments* under *Other income* in the statements of operations and distribution of net surplus (see note 14).

6. FINANCIAL ASSETS (NET)

This account consists of:

	2020	2019
Financial assets at fair value through profit or loss:		
Unit Investment Trust Funds (UITF)	₱120,602,758	₱21,193,708
Marketable equity securities	-	4,150,905
	120,602,758	25,344,613
Financial assets at cost:		
Debt securities		
Retail treasury bonds	146,686,265	115,000,000
Long-term placement	56,000,000	76,000,000
Corporate bonds	47,050,000	22,050,000
Fixed rate treasury notes	19,801,696	19,825,590
Mutual funds	19,913,277	18,288,936
Equity securities		
CLIMBS	19,015,305	16,663,593
National Confederation of Cooperatives	3,236,687	3,115,719
Mindanao Alliance of Self-help Societies Southern		
Philippines Education Cooperative Center	2,398,929	2,398,929
Philippine Cooperative Center	1,325,406	1,320,374
Others	1,505,461	1,457,458
Total	437,535,784	301,465,212
Current portion (Retail treasury bonds)	(22,000,000)	-
Noncurrent portion	₱415,535,784	₱301,465,212

The Cooperative recognized fair value loss on financial assets at fair value through profit or loss amounting to ₱429,550 in 2020 and fair value gain of ₱1,750,788 in 2019, and is presented as *Gain or loss on fair value changes in financial assets* under *Other income (net)* in the statements of operations and distribution of net surplus (see note 14).

Fair value is based on published Net Asset Value per unit (NAVpu) for each investment as at the end of each financial year. The Cooperative intends to dispose the same as the need arises and in settlement of its noncurrent liabilities.

All investments in equity securities are denominated in Philippine Peso and are not quoted in active markets. These financial assets are measured at cost less any impairment in value.

Debt securities earn interest at 3.13% to 5.50% per annum in 2020 and 0.625% to 6.8% per annum in 2019. Interest income earned from fixed rate treasury notes, retail treasury bonds and long-term placement amounted to ₱6,822,597 in 2020 and ₱5,300,306 in 2019, and is presented as part of *Interest and dividend on deposits and investments* under *Other income* in the statements of operations and distribution of net surplus (see note 14).

Dividend income earned from investments in non-marketable equity securities amounted to ₱3,532,280 in 2020 and ₱1,445,534 in 2019, and is presented as part of *Interest and dividend on deposits and investments* under *Other income* in the statements of operations and distribution of net surplus (see note 14).

2020 EXTERNAL AUDITOR'S REPORT

Notes to Financial Statements
Page - 17

The reconciliation of the carrying amounts of the financial assets is presented below:

	2020	2019
Balance at beginning of year	₱301,465,212	₱289,019,591
Additions	160,674,921	10,694,833
Withdrawals	(24,174,799)	-
Gain (loss) on fair value changes (note 14)	(429,550)	1,750,788
Balance at end of year	₱437,535,784	₱301,465,212

7. LOANS AND OTHER RECEIVABLES (NET)

This account consists of:

	2020	2019
Loans receivables		
Current	₱5,736,753,933	₱5,096,453,179
Past due	352,063,381	598,254,742
Restructured	1,150,163	2,755,392
Loans in litigation	388,571	388,571
	6,090,356,048	5,697,851,884
Allowance for impairment losses	(409,034,605)	(332,475,736)
	5,681,321,443	5,365,376,148
Trade and other receivables	65,511,534	100,326,611
Allowance for impairment losses	(2,189,899)	(2,119,355)
	63,321,635	98,207,256
Total	₱5,744,643,078	₱5,463,583,404

The loan types are presented as follow:

	2020	2019
Major	₱4,904,762,842	₱4,593,782,047
Special	96,161,965	1,010,233,389
Minor	1,089,431,241	93,836,448
Total	₱6,090,356,048	₱5,697,851,884

Major loans include regular loans, government employees and accredited Department of Education salary loans (ADESL), private employees' salary loans, pension loans and income-generating loans (IGSL), which have a term of up to 15 years, with loanable amounts up to ₱50,000,000. Interest rates range from 9.6% to 24% per annum. These loans are usually secured by hold-out on savings and/or time deposits, real estate and chattel mortgages.

Special loans are offered for specific purposes like convenient loans, instant loan bonanza, travel loan bonanza, benefit loan, micro-finance loan and appliance and furniture loan, which have a term of up to 15 years, with loanable amounts up to ₱500,000. Interest rates range from 12% to 24% per annum. These loans are usually secured by hold-out on savings and/or time deposits, real estate and chattel mortgages.

Minor loans include cash advance, educational and emergency loans, which have a term of up to 10 months, with loanable amounts up to ₱50,000. Interest rate is at 24% per annum. These loans are usually secured by hold-out on savings, time deposits and/or share capital.

Other receivables, which include advances to officers and employees, and other receivables that are non-interest bearing and are settled throughout the year.

Total interest income earned from loans and receivables amounted to ₱1,064,667,442 in 2020 and ₱968,291,789 in 2019, and is presented separately in the statements of operations and distribution of net surplus.

The loans and other receivables are presented as follow:

	2020	2019
Current portion:		
Loans receivables	₱1,838,816,404	₱1,005,035,024
Trade and other receivables	63,321,635	98,207,256
	1,902,138,039	1,103,242,280
Noncurrent portion:		
Loans receivables	3,842,505,039	4,360,341,124
Total	₱5,744,643,078	₱5,463,583,404

Loans granted to directors, officers and related interests (DOSRI) has an outstanding balance of ₱10,674,732 and ₱12,497,942 as at December 31, 2020 and 2019, respectively, which represent 0.2% of the total loan portfolio as at December 31, 2020 and 2019 (see note 19).

The net carrying value of loans and other receivables is considered a reasonable approximation of fair value.

The breakdown of loans (gross of allowance for impairment losses) as to secured and unsecured follows:

	2020	2019
Unsecured	₱4,656,870,467	₱4,154,339,497
Secured by:		
Deposit hold-out	1,090,578,322	974,822,864
Real estate mortgage	305,217,024	333,277,384
Chattel mortgage	37,690,235	235,412,139
Total	₱6,090,356,048	₱5,697,851,884

The maturity profile of the Cooperative's loans and other receivables (gross of allowance for impairment losses) is shown below:

	2020	2019
One year and below	₱1,348,955,802	₱1,303,322,471
Over one year to five years	4,806,911,780	4,494,856,024
Total	₱6,155,867,582	₱5,798,178,495

All of the Cooperative's loans and other receivables have been reviewed for indicators of impairment.

2020 EXTERNAL AUDITOR'S REPORT

Notes to Financial Statements
Page - 19

A reconciliation of the allowance for impairment losses on loans and other receivables is as follows:

	2020	2019
Balance at beginning of year	₱334,595,091	₱250,195,062
Provision for impairment losses on loans and receivable	96,231,472	96,231,472
Gain on reversal of impairment losses on loans and other receivables	(3,774,279)	(4,131,325)
Write-off of loans	(15,827,780)	(7,700,118)
Balance at end of year	₱411,224,504	₱334,595,091

The impaired loans receivables are mostly due from member-borrowers of the Cooperative's business-to-business market that are experiencing financial difficulties.

The provision for impairments pertains to accounts that the management believes to be doubtful of collections. While accounts written-off pertains to receivables which are no longer collectible after conducting all collection efforts.

8. PROPERTY AND EQUIPMENT (NET)

The reconciliation of this account follows:

December 31, 2020

	Land	Land improvements	Building improvements	Furniture, fixtures and equipment	Transportation equipment	Leasehold improvements	Construction in-progress	Total
Cost								
Balance at beginning of year	₱74,455,503	₱287,347	₱146,894,117	₱144,827,853	₱49,523,083	₱40,508,501	₱25,649,249	₱482,145,653
Additions	22,300	-	17,940,480	17,936,337	7,668,341	9,175,646	-	52,743,104
Disposals/write-off	-	-	(286,000)	(1,472,205)	(4,003,771)	-	-	(5,761,976)
Reclassification	-	-	2,462,654	-	-	-	(2,462,654)	-
Balance at end of year	74,477,803	287,347	167,011,251	161,291,985	53,187,653	49,684,147	23,186,595	529,126,781
Accumulated depreciation								
Balance at beginning of year	-	233,097	46,504,335	78,853,133	23,650,128	18,062,670	-	167,303,363
Depreciation	-	18,600	7,351,092	21,019,489	3,844,145	6,331,662	-	38,564,988
Disposals/write-off	-	-	(70,000)	(930,997)	(2,080,945)	-	-	(3,081,942)
Balance at end of year	-	251,697	53,785,427	98,941,625	25,413,328	24,394,332	-	202,786,409
Net carrying amount	₱74,477,803	₱35,650	₱113,225,824	₱62,350,360	₱27,774,325	₱25,289,815	₱23,186,595	₱326,340,372

December 31, 2019

	Land	Land improvements	Building improvements	Furniture, fixtures and equipment	Transportation equipment	Leasehold improvements	Construction in-progress	Total
Cost								
Balance at beginning of year	₱74,414,935	₱287,347	₱139,485,017	₱121,002,548	₱41,618,139	₱32,407,304	₱16,361,316	₱425,576,606
Additions	40,568	-	9,643,207	25,681,760	8,594,693	8,138,220	9,287,933	61,386,381
Disposals/write-off	-	-	(2,234,107)	(1,856,455)	(689,749)	(37,023)	-	(4,817,334)
Balance at end of year	74,455,503	287,347	146,894,117	144,827,853	49,523,083	40,508,501	25,649,249	482,145,653
Accumulated depreciation								
Balance at beginning of year	-	214,497	39,881,845	65,179,706	18,770,119	11,804,290	-	135,850,457
Depreciation	-	18,600	8,856,597	15,422,414	5,569,758	6,295,404	-	36,162,773
Disposals/write-off	-	-	(2,234,107)	(1,748,987)	(689,749)	(37,024)	-	(4,709,867)
Balance at end of year	-	233,097	46,504,335	78,853,133	23,650,128	18,062,670	-	167,303,363
Net carrying amount	₱74,455,503	₱54,250	₱100,389,782	₱65,974,720	₱25,872,955	₱22,445,831	₱25,649,249	₱314,842,290

Depreciation on property and equipment is presented as part of *Depreciation and amortization* under *Occupancy and equipment related costs* in the statements of operations and distribution of net surplus amounting to ₱38,564,988 in 2020 and ₱36,162,773 in 2019 (see note 18).

Proceeds from the sale of property and equipment, which was disposed at its carrying amount, amounted to ₱2,714,043 in 2020 and ₱393,263 in 2019. Gain on disposal amounted to ₱34,009 in 2020 and ₱285,796 in 2019, and is presented as part of *Other income* in the statements of operations and distribution of net surplus (see note 14).

In order to subsidize the depreciation charges of the Cooperative's building and improvements, the Cooperative recognized the *Optional fund subsidy* under *Other item* in the statements of operations and distribution of net surplus amounting to ₱2,117,199 in 2020 and ₱1,567,201 in 2019.

9. INVESTMENT PROPERTIES (NET)

The reconciliation of this account follows:

December 31, 2020

	Land	Real properties held for sale	Land improvements	Total
Cost				
Balance at beginning of year	₱8,220,015	₱3,776,342	₱1,665,931	₱13,662,288
Additions	-	723,259	-	723,259
Disposals	-	(3,145,385)	-	(3,145,385)
Balance at end of year	8,220,015	1,354,216	1,665,931	11,240,162
Accumulated depreciation				
Balance at beginning of year	-	486,254	700,585	1,186,839
Depreciation	-	-	185,015	185,015
Balance at end of year	-	486,254	885,600	1,371,854
Net carrying amount	₱8,220,015	₱867,962	₱780,331	₱9,868,308

December 31, 2019

	Land	Real properties held for sale	Land improvements	Total
Cost				
Balance at beginning of year	₱8,220,015	₱3,688,153	₱1,665,931	₱13,574,099
Additions	-	1,938,550	-	1,938,550
Disposals	-	(1,850,361)	-	(1,850,361)
Balance at end of year	8,220,015	3,776,342	1,665,931	13,662,288
Accumulated depreciation				
Balance at beginning of year	-	486,254	505,401	991,655
Depreciation	-	-	195,184	195,184
Balance at end of year	-	486,254	700,585	1,186,839
Net carrying amount	₱8,220,015	₱3,290,088	₱965,346	₱12,475,449

Depreciation on investment properties is presented as part of *Depreciation and amortization* under *Occupancy and equipment related costs* in the statements of operations and distribution of net surplus amounting to ₱185,015 in 2020 and ₱195,184 in 2019 (see note 18).

Proceeds from the sale of investment properties, which was disposed at its carrying amount, amounted to ₱3,481,466 in 2020 and ₱4,089,043 in 2019. Gain on disposal amounted to ₱336,081 in 2020 and ₱2,238,682 in 2019, and is presented as part of *Other income* in the statements of operations and distribution of net surplus (see note 14).

10. OTHER ASSETS (NET)

This account consists of:

	2020	2019
Prepaid expenses	₱9,065,958	₱9,070,993
Unused supplies	5,763,889	5,507,114
Refundable deposits	5,665,929	4,682,334
Computerization cost (net)	3,169,481	3,680,222
Funeral care inventory	2,726,737	1,370,602
Others	1,154,625	266,694
Total	₱27,546,619	₱24,577,959

Details of computerization cost follow:

	2020	2019
Cost		
Balance at beginning of year	₱8,704,733	₱5,232,369
Additions	1,616,182	3,472,364
Balance at end of year	10,320,915	8,704,733
Accumulated depreciation		
Balance at beginning of year	5,024,511	4,380,371
Amortization	2,126,923	644,140
Balance at end of year	7,151,434	5,024,511
Net carrying amount	₱3,169,481	₱3,680,222

The amortization expense amounted to ₱2,126,923 in 2020 and ₱644,140 in 2019, and is presented as part of *Depreciation and amortization* under *Occupancy and equipment related costs* in the statements of operations and distribution of net surplus (see note 18).

11. DEPOSIT LIABILITIES

This account consists of:

	2020	2019
Savings deposits	₱1,381,678,929	₱1,157,605,106
Time deposits	2,644,084,671	2,277,754,165
Total	₱4,025,763,600	₱3,435,359,271

The deposit liabilities earn an annual interest rate of 1.25% to 4% for savings deposits and from 0.40% to 6.25% for time deposits in 2020 and 2% to 5% for savings deposits and from 0.40% to 7.25% for time deposits in 2019. Total interest incurred amounted to ₱151,135,265 in 2020 and ₱146,292,573 in 2019, and is presented separately in the statements of operations and distribution of net surplus. (see note 16).

The maturity analysis of time deposits is as follows:

	2020	2019
Below one year	₱2,107,253,023	₱2,107,253,023
One year to two years	536,831,648	170,501,142
Total	₱2,644,084,671	₱2,277,754,165

12. ACCOUNTS PAYABLE AND OTHER LIABILITIES

This account consists of:

	2020	2019
Youth deposits	₱145,734,929	₱117,247,420
Accrued expenses	138,292,846	119,587,787
Due to insurance agencies	38,738,154	39,242,503
Payables to suppliers	30,950,302	28,878,326
Payable to members	24,461,891	20,418,125
Special funds	17,067,424	15,852,638
CETF payable	9,834,453	12,567,687
Due to government agencies	3,674,111	3,206,587
Others	4,722,650	7,504,891
Total	₱413,476,760	₱364,505,964

Youth deposits refer to amounts received from youth savers not classified as regular members.

Accrued expenses are liabilities arising from the Cooperative's annual general assembly and employees' salaries and benefits.

Due to insurance agencies are amount to be remitted for loan insurance premiums.

Payables to suppliers are short-term in nature and payable within 30 to 60 days or once funds are available.

Payable to members refer to amounts payable to mortuary claims and interest and patronage refund for prior years.

Special funds refer to funds set aside for rewards program, academy project, and calamity fund.

CETF payable refers to the amount to be remitted to the federation chosen by the Cooperative.

Due to government regulatory bodies include Social Security System (SSS) payables, Philippine Insurance Company (PHIC) payables, Home Development Mutual Fund (HDMF) payables, withholding taxes and other taxes payable to government agencies.

Others are non-interest bearing, short-term in nature and payable within 30 to 60 days or once funds are available.

13. MEMBERS' EQUITY

Members' share capital and deposits for share capital subscription

The Cooperative has total members' contributions including deposits for share capital subscription totaling to ₱3,312,696,750 and ₱2,693,064,255 as at December 31, 2020 and 2019, respectively. The details of the common shares, preferred shares and deposits for share capital subscription are presented as follow.

	2020	2019
Common shares		
Issued and outstanding:		
Balance at beginning of year	₱2,579,407,066	₱1,926,429,940
Additional members' contribution	340,213,526	711,596,376
Withdrawal of members' capital	(106,971,592)	(58,619,250)
Balance at end of year	2,812,649,000	2,579,407,066
Preferred shares		
Issued and outstanding:		
Balance at beginning of year	104,751,744	56,248,660
Additional members' contribution	46,998,676	57,252,834
Withdrawal of members' capital	(5,194,420)	(8,749,750)
Balance at end of year	146,556,000	104,751,744
Deposits for share capital subscription		
Balance at beginning of year	8,905,443	10,393,408
Additions	346,843,807	249,535
Issuance of share capital	(2,257,500)	(1,737,500)
Balance at end of year	353,491,750	8,905,443
Total	₱3,312,696,750	₱2,693,064,253

Preferred shares are non-voting and shall enjoy equal distribution in the dividend or asset in the event of liquidation.

Deposits for share capital subscription refer to the amount paid by the members through their interest on share capital and patronage refund for capital subscription equivalent to the value of less than one share. This will be reclassified into share capital once the par value of the share has been fully met.

Increase in authorized share capital

During a Joint Officers' meeting on February 19, 2020, a resolution was approved proposing to the general assembly the increase in authorized share capital from ₱3,000,000,000 divided into 11,820,000 common shares with voting rights and 720,000 preferred shares without voting rights, both with par value of ₱250 per share, to ₱5,000,000,000 divided into 19,000,000 common shares with voting rights and 1,000,000 preferred shares without voting rights, both with par value of ₱250 per share. The resolution was still pending approval awaiting the final schedule of the general assembly.

Donated capital

The Cooperative receives subsidies, grants, aids and others from different institutions or organizations and these are not available for distribution as interest on share capital and patronage refund. No donations were received in 2020 and 2019.

Allocation and distribution of net surplus

In 2010, the New Code explicitly provides that Cooperative's net surplus at the end of the year shall be distributed in the following manner:

- (a) A minimum of ten percent (10%) shall be set aside as *Reserve fund*. This general fund is created to provide for the stability of the Cooperative and to absorb losses, if any, in its business operations.
- (b) A maximum of ten percent (10%) shall be set aside for *CETF*. One-half of this amount shall be used by the Cooperative for education and training activities; while the other half shall be credited to the cooperative education and training fund of the Apex organization of which the Cooperative is a member.
- (c) A mandatory allocation of three percent (3%) shall be set aside for *Community development fund*. This fund shall be used for projects or activities that will benefit the community where the Cooperative operates.
- (d) A maximum of seven percent (7%) shall be set aside for *Optional fund for Land and building fund*.
- (e) The remaining net surplus shall be made available to members in the form of interest on paid/contributed capital not to exceed the normal rate of return on investments prescribed by the CDA, and patronage refunds, as determined by the BOD under certain conditions.

Per CDA Memorandum Circular 2015-06, the total per centum of community development fund and optional fund shall not be more than ten per centum (10%).

2020 EXTERNAL AUDITOR'S REPORT

Notes to Financial Statements
Page - 25

The members during the General Assembly resolved to approve that the allocation and distribution of net surplus is as follows:

	2020	2019
Reserve fund	19%	18%
CETF	3%	4%
Community development fund	3%	3%
Land and building fund	7%	7%
Interest on share capital and patronage refund	68%	68%

Interest on share capital and patronage refund payable is as follow:

	2020	2019
Balance at beginning of year	₱427,301,372	₱334,534,705
Allocation from net surplus	445,828,522	427,301,372
	873,129,894	761,836,077
Payments of:		
Interest on share capital	(299,110,960)	(234,174,293)
Patronage refund	(128,190,412)	(100,360,412)
	(427,301,372)	(334,534,705)
Balance at end of year	₱445,828,522	₱427,301,372

As a result of the approved allocation and distribution of net surplus, the rates of interest on share capital are as follow:

	2020	2019
Rate of interest on share capital	11.1%	12.7%
Average national inflation rate	2.6%	5.2%
Excess over inflation rate	8.5%	7.5%

14. OTHER INCOME (NET)

This account consists of:

	2020	2019
Interest and dividend on investments (notes 5 and 6)	₱51,004,799	₱31,064,939
Funeral care services	23,918,851	23,388,370
Pre-terminated Philplans accounts	5,712,431	-
Membership fees	4,251,160	4,285,080
Interest on bank deposits (note 4)	2,174,633	1,347,595
Hotel and rental operations	1,247,876	3,734,845
Gain on disposal of investment properties (note 9)	336,081	2,238,682
Gain on disposal of properties and equipment (note 8)	34,009	285,796
Gain (loss) on fair value changes in financial assets (note 6)	(429,550)	1,750,788
Miscellaneous	8,561,685	6,433,115
Total	₱96,811,975	₱74,529,210

Interest and dividend on deposits and investments is composed as follows:

	2020	2019
Interest income from investments in time deposits (note 5)	₱40,649,922	₱24,319,099
Interest income from financial assets (note 6)	6,822,597	5,300,306
Dividend income (note 6)	3,532,280	1,445,534
Total	₱51,004,799	₱31,064,939

15. EMPLOYEE BENEFITS

Personnel expenses

This account consists of:

	2020	2019
Salaries, wages and allowances	₱109,877,751	₱94,319,183
Employee benefits	45,180,688	41,455,827
Retirement benefits	25,361,327	8,551,136
SSS, PHIC, HDMF and other contributions	10,260,056	8,652,940
Human resource development	2,141,206	2,071,201
Total	₱192,821,028	₱155,050,287

Retirement benefits

The Cooperative maintains a defined benefit plan covering all its regular employees with at least 10 years of tenure. The plan provides for payment of benefits in lump sum amount upon attainment of the normal retirement age of 60 or upon retirement or separation at an earlier age. The fund is administered under an insured plan. The retirement plan is intended to provide employee benefits based on the years of service and percentage of latest monthly salary.

Contributions and costs are determined in accordance with actuarial valuation made for the plan. The Cooperative's latest actuarial valuation is at December 31, 2020.

The amount recognized as expense is as follows:

	2020	2019
Current service cost	₱1,328,656	₱1,975,027
Interest income (net)	(1,263,207)	(1,496,687)
Actuarial loss	25,295,878	8,072,796
Total	₱25,361,327	₱8,551,136

The actual return on plan assets is as follows:

	2020	2019
Interest income/ expected return on plan assets	₱1,263,207	₱1,496,687
Actuarial gain on plan assets	668,041	1,842,865
Actual return on plan assets	₱1,931,248	₱3,339,552

2020 EXTERNAL AUDITOR'S REPORT

Notes to Financial Statements
Page - 27

The amounts of retirement benefit obligation recognized in the statements of financial condition as at December 31, 2020 and 2019 are presented as follow:

	2020	2019
Defined benefit obligation	₱74,581,116	₱44,288,541
Fair value of plan assets	(54,522,965)	(42,106,907)
Retirement benefit obligation	₱20,058,151	₱2,181,634

The plan assets are invested in a retirement plan managed by a trustee who invests the contributions in various treasury bills and bonds issued by government banks.

The movement in the net pension assets for the year 2020 is as follows:

	Fair value of plan assets	Less: Present value of retirement obligation	Retirement benefit obligation
Current service cost	₱ -	₱1,328,656	(₱1,328,656)
Interest income (net)	1,263,207	-	1,263,207
Actuarial gain or loss	668,041	25,963,919	(25,295,878)
Retirement benefits	1,931,248	27,292,575	(25,361,327)
Contributions	10,484,810	3,000,000	7,484,810
Movements during the year	12,416,058	30,292,575	(17,876,517)
Balance at beginning of year	42,106,907	44,288,541	(2,181,634)
Balance at end of year	₱54,522,965	₱74,581,116	(₱20,058,151)

The movement in the net pension assets for the year 2019 is as follows:

	Fair value of plan assets	Less: Present value of retirement obligation	Retirement benefit obligation
Current service cost	₱ -	₱1,975,027	(₱1,975,027)
Interest income (net)	1,496,687	-	1,496,687
Actuarial gain or loss	1,842,865	9,915,661	(8,072,796)
Retirement benefits	3,339,552	11,890,688	(8,551,136)
Contributions	10,947,894	(4,312,677)	15,260,571
Movements during the year	14,287,446	7,578,011	6,709,435
Balance at beginning of year	27,819,461	36,710,530	(8,891,069)
Balance at end of year	₱42,106,907	₱44,288,541	(₱2,181,634)

The significant actuarial assumptions used as at December 31, 2020 and 2019 are as follow:

	2020	2019
Discount rate	3.00%	5.38%
Salary increase rate	3.16%	5.00%

The sensitivity of the defined benefit obligation to changes in the actuarial assumptions by one percent (1%) is:

	2020	2019
Discount rate +1%	(P13,069,507)	(P3,671,053)
Discount rate -1%	16,676,770	4,331,843
Salary increase rate +1%	16,467,292	4,185,000
Salary increase rate -1%	(13,164,565)	(3,597,632)

The above sensitivity analyses are based on a change in an assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating sensitivity of the defined benefit obligation to significant actuarial assumptions the same method (present value of the defined benefit obligation calculated with the projected unit credit method at the end of the reporting period) has been applied as when calculating the retirement liability recognized within the statements of financial condition.

16. INTEREST EXPENSE ON DEPOSIT LIABILITIES

This account consists of:

	2020	2019
Savings deposits	P25,306,697	P24,501,541
Time deposits	125,828,568	121,791,032
Total	P151,135,265	P146,292,573

17. OPERATING EXPENSES

This account consists of:

	2020	2019
Performance incentives	P52,450,414	P50,270,750
Meetings and assembles	27,041,925	19,180,189
Marketing and promotion	9,158,383	7,551,200
Stationery and supplies	8,092,480	6,206,125
Year-end expenses	5,953,883	2,466,589
Fuel and lubricants	5,616,267	7,418,038
Collection	4,096,873	3,990,232
Honorarium and allowances	3,944,787	3,234,880
Travel and transportation	3,928,131	4,803,823
Professional fees	3,541,439	2,521,209
Taxes and licenses	3,190,045	7,715,782
Representation and entertainment	2,690,909	2,766,096
Miscellaneous	3,869,910	3,176,184
Total	P133,575,446	P121,301,097

Miscellaneous include all other expenses incurred by the Cooperative, which are not classified under any of the specified expense accounts such as research and development, representation, membership fees and dues, and bank charges.

18. OCCUPANCY AND EQUIPMENT RELATED COSTS

This account consists of:

	2020	2019
Depreciation and amortization (notes 8, 9 and 10)	₱40,876,926	₱37,002,097
Security services	21,898,805	21,365,981
Communications	17,753,204	15,720,269
Rentals (note 21)	14,491,359	11,602,031
Bond and insurance	9,537,404	6,467,414
Light and water	9,459,633	9,599,892
Repairs and maintenance	7,447,807	7,901,066
General support	5,808,936	6,063,558
Total	₱127,274,074	₱115,722,308

19. RELATED PARTY TRANSACTIONS

The Cooperative's related parties include its BOD, members of various committees, and officers as described in this section. None of the transactions incorporate special terms and conditions and no guarantee was given or received. Outstanding balances are usually settled in cash.

Loans

In the ordinary course of trade or business, the Cooperative has loan transactions with certain officers and directors. These loan transactions are made substantially on the same terms and conditions as with other individuals and businesses of comparable risks. The breakdown of these loans is as follows:

	2020	2019
Related interest	₱8,734,701	₱10,594,839
Staff	1,940,031	1,903,102
Total	₱10,674,732	₱12,497,941

The above accounts will be settled in cash and payable based on the individual terms agreed with the individual employees, directors and other related parties.

Key management compensation

The remuneration of key management personnel is set out below in total for each of the following categories:

	2020	2019
Short-term employee benefits	₱15,315,960	₱13,100,310
Post-employment benefits	1,797,542	420,085
Total	₱17,113,502	₱13,520,395

20. INCOME TAX

The reconciliation of tax on pre-tax surplus computed based on the applicable statutory income tax rate and recognized as current income tax expense in the statements of operations and distribution of net surplus for the year 2020 is as follows:

	2020	2019
Surplus before tax after other item	₱655,836,654	₱628,661,736
At statutory income tax rate	196,750,996	188,598,521
Reductions in income tax resulting from		
Surplus from tax exempt operations	(196,544,522)	(188,321,156)
Total	₱206,474	₱277,365

21. COMMITMENTS AND CONTINGENCIES

Operating lease commitments - Cooperative as lessor

The Cooperative entered into lease agreements on the commercial spaces of its hotel building. The lease contracts are for periods ranging from one year up to five years and are renewable upon mutual agreement of both parties. Rental income recognized amounted to ₱1,247,876 in 2020 and ₱1,179,172 in 2019, and is presented as part of *Hotel and rental operations* under *Other income* in the statements of operations and distribution of net surplus (see note 14).

The future minimum annual commitments on the above are as follows:

	2020	2019
Not later than one year	₱1,435,057	₱1,356,047
Later than one year but not later than five years	8,730,172	8,249,516
Total	₱10,165,229	₱8,325,576

Operating lease commitments - Cooperative as lessee

The Cooperative leases building and office spaces from certain individuals for the location occupied by its branches. The lease contracts are for periods ranging from one year up to five years and are renewable upon mutual agreement of both parties. Rent expense charged to operations amounted to ₱14,491,359 in 2020 and ₱11,602,031 in 2019, and is presented as *Rentals* under *Occupancy and equipment related costs* in the statements of operations and distribution of net surplus (see note 18).

The future minimum lease payments on the above are as follows:

	2020	2019
Not later than one year	₱16,665,063	₱13,342,336
Later than one year but not later than five years	101,381,908	81,168,100
Total	₱118,046,971	₱94,510,436

Contingencies

There are contingent liabilities such as litigation and claims that arise in the normal course of the Cooperative's operations which are not reflected in the accompanying financial statements. As at December 31, 2020, the Cooperative's management is of the opinion that losses, if any, from these claims will not have any material effect on the Cooperative's financial statements.

* * *

OPERATIONAL BUDGET FOR THE YEAR 2021

TAGUM COOPERATIVE Maguppo West, Tagum City, Davao del Norte

APPROVED OPERATIONAL BUDGET FOR YEAR 2021 Per Joint Official's Meeting (JOM) Resolution No.019; Series of 2020

	TOTAL	MEMBERS BENEFIT ASSISTANCE		FUNECARE	TC Commercial Space Leasing	2021 BUDGET CONSOLIDATED	2020 BUDGET CONSOLIDATED
	SAVINGS & CREDIT	CAC	HPP				
Revenues							
Interest Income	1,235,166,658					1,235,166,658	942,861,749
Service Fee	132,400,614					132,400,614	113,738,186
Fines and Penalties (Late Payment)	14,381,500					14,381,500	13,830,851
Recovery Income	3,170,000					3,170,000	4,025,000
Income from Services		45,890,018	24,069,045	50,409,761		120,368,824	106,974,972
Other Income	63,135,085	1,918,641	534,164	5,220,467	1,374,263	64,528,733	61,704,716
Total Revenues	1,448,253,856	47,808,660	24,603,209	55,630,227	1,374,263	1,570,016,329	1,243,135,475
Less: Operating Costs and Expenses							
Cost of Funds/Services							
Interest on Deposits	148,820,424					148,820,424	150,850,515
Cost of Services			3,440,000	18,242,349		21,682,349	18,379,094
Sub-total	148,820,424	-	3,440,000	18,242,349	-	170,502,773	169,229,609
Institutional Development Cost							
Meeting & Conferences	1,495,326	35,331	17,203	10,321	6,000	1,564,180	1,322,305
Officers Honoraria	4,859,567	134,025	65,258	39,151		5,098,001	4,468,923
Gratuity Expense	2,146,902	63,573	30,954	18,571		2,260,000	1,014,000
General Assembly	2,633,613	77,985	37,972	22,781		2,772,350	3,935,025
Members' Benefit Expense	14,051,809	416,094	202,600	121,548		14,792,050	19,417,104
Representation & Entertainment	7,660,272	103,393	65,762	213,855		8,043,281	7,023,900
Mgt. & Professional Services	2,876,595	3,038	1,479	887		2,882,000	2,387,444
Audit Expense	1,035,453	30,661	14,929	8,957		1,090,000	1,090,000
Membership Fees & Dues	20,500	281	137	8,332		29,250	32,525
Bond and Insurance	7,161,331	44,574	23,902	701,838	162,000	8,093,645	7,349,824
Travel and Transportation	9,585,253	279,466	256,600	250,263	480	10,372,062	6,374,171
Sub-total	53,526,622	1,188,420	716,794	1,396,503	168,480	56,996,819	54,415,222
Premises							
Light & Water	11,378,933	141,556	102,438	1,593,861	144,000	13,360,788	11,900,120
Repair & Maintenance	11,815,386	165,542	73,190	1,709,622	96,000	13,859,740	11,481,179
Depreciation	49,894,348	650,081	362,909	5,298,002	727,663	56,933,003	45,661,015
Taxes & Licenses	3,658,875	81,296	41,866	5,306,373	923,679	10,012,089	3,723,400
Fuel & Lubricants	10,514,724	87,495	46,551	1,420,829		12,069,600	10,873,900
Security Services	24,807,629	70,064	34,115	1,746,654		26,658,461	23,496,092
Sub-total	112,069,895	1,196,034	661,070	17,075,341	1,891,342	132,893,682	107,135,705
Manpower							
Salaries and Wages	116,394,765	2,661,024	2,415,925	3,235,681		124,707,396	122,861,659
Employees Benefits	113,814,351	4,384,868	2,446,503	2,225,830		122,871,552	95,713,148
Pag-ibig/SSS/Philhealth/ECC Contr.	10,682,050	249,653	236,501	305,457		11,473,662	10,987,597
Retirement Expense	8,812,745	260,958	127,062	76,230		9,276,995	5,000,000
Sub-total	249,703,911	7,556,503	5,225,992	5,843,199	-	268,329,605	234,562,405
Other Operating Costs							
Staff Meeting Expense	4,892,321	137,791	78,670	129,719		5,238,500	4,518,691
Litigation	1,718,791	5,626	2,739	6,643		1,733,800	1,728,692
Periodicals	33,340	281	137	82		33,840	35,140
Communication	22,955,835	151,769	99,694	611,208		23,818,506	20,916,162
Marketing & Promotion	11,154,589	192,396	112,508	387,651	30,000	11,877,144	10,625,659
Collection Expense	5,946,588					5,946,588	4,630,939
Pre Operating Expense	-					-	1,387,760
Stationeries & Supplies	12,496,264	565,535	68,668	365,616	1,200	13,497,283	8,173,539
Year-end Expenses	3,085,399	86,502	102,813	137,787		3,412,500	3,523,267
General Support Services	5,872,164	25,197	12,268	2,044,759		7,954,388	7,231,515
Miscellaneous	1,376,433	4,250	3,096	6,657	2,400	1,392,837	1,336,250
Rent Expense	16,075,350	90,000	90,000	144,000		16,219,350	14,756,078
Research & Development	366,303	10,847	5,281	3,169		385,600	497,000
Human Resource Management	6,289,698	185,604	100,377	74,022		6,649,700	3,068,100
Calamity Expense	949,957	28,130	13,697	8,217		1,000,000	500,000
Sub-total	95,902,601	1,483,927	689,948	7,694,314	1,043,133	99,160,036	83,128,791
Total Operating Costs and Expenses	660,023,454	11,424,884	10,733,804	50,251,706	3,102,955	727,882,916	648,471,732
Net Surplus Before Provision for Probable Loss							
Probable Loss	788,230,403	36,383,776	13,869,405	5,378,521	(1,728,692)	842,133,413	594,663,743
Less: Provision for Probable Loss	69,000,000			250,558	194,517	69,445,075	63,186,720
NET SURPLUS	719,230,403	36,383,776	13,869,405	5,127,963	(1,923,209)	772,688,338	531,477,023

- Note: 1. The Consolidated Other Income is net of P7,653,886 (P2,689,570 Interest on Seedfund-SCG for 2021; P3,774,784 Interest on Funecare Fund for 2021; P1,009,533 Interest on seedfund TC Commercial Space and Leasing for 2021 and P180,000 Rent of the CAC & HPP Offices for 2021)
2. The inter-office Interest imposed on Seedfund, Funecare Fund and Commercial Space Leasing of P7,473,886 for 2021, is eliminated.
3. The Consolidated 2021 Rent Expense is net of P180,000 inter-office Rent on CAC & HPP Offices.

2020 TAGUM COOPERATIVE MANAGEMENT AND STAFF DIRECTORY

OFFICE OF THE CHIEF EXECUTIVE OFFICER (OCEO)

Chief Executive Officer Juris D. Perez, CPA, MBA
Executive Secretary to the CEO Princess Grace C. Fabian

OFFICE OF THE CHIEF FINANCE AND ADMINISTRATIVE OFFICER (OCFAO)

Chief Finance and Administrative Officer Judelyn A. Sanchez, CPA, MBA

OFFICE OF THE CHIEF OPERATING OFFICER (OCEO)

Chief Operating Officer Vivelyn D. Fronteras

SAVINGS AND CREDIT GROUP (SCG)

Savings and Credit Group Manager II Jovencio I. Rubilla Jr., CPA
Savings and Credit Group Manager I Jerry D. Cabanisas, MM, MBA
Credit Analyst I (Branch Opening Team) Darryl O. Grancho
Secretary to the Savings and Credit Group Managers Jenelyn G. Saramillas

HUMAN RESOURCE MANAGEMENT DEPARTMENT (HRMD)

Human Resource Management Department Manager Erlybeth F. Plaza, MM
Human Resource Management Officer III Gennivie O. Avelino
Catherine B. Ali
Human Resource Management Officer II Hermelita M. Montaña
Louisa Faye G. Candilosas
Human Resource Management Officer I Janica Ember C. Samson
Reynalin C. Dacanay
Gemerry Joyce C. Escobar, RPh
Human Resource Management Assistants Dennis Roldan M. Quiboy
Cherry Mae Q. Maratas
John Christian C. Mayang
Jasmin C. Goles
HRM Clerk

COMPTROLLER DEPARTMENT (CD)

Comptroller Sherwin Gabriel C. Petalino, CPA
Accounting Manager Reymond L. Flores, CPA
Budget Officer Mary Joy S. Tabalanza
Accountant III- Area 2 Carmelita M. Dimen, CPA
Accountant III- Area 1 Maya Q. Pelandas, CPA
Automated Teller Machine (ATM) Supervisor Niel M. Franco
Bookkeeper I Analet M. Bag-ao
Tax Compliance Officer Charmaine Anne B. Zamora
Disbursing Officer Franz Marione E. Jamang
Accounts Analyst II Francis Jay A. Baguio
Accounts Analyst I Joneil L. Lloren
Ellaine Mary B. Madelo
Kimberly T. Lanoy
Lovely May L. Jumangit
Eunice A. Lebria
Aljon G. Item
Doreen Jean T. Mabaso
Dexon L. Asenjo
Eloise E. Limotin

QUALITY MANAGEMENT DEPARTMENT (QMD)

Quality Management Department Manager Eve E. Petalino, CPA
Systems and Procedures Officer Arlene R. Pillo

INFORMATION AND COMMUNICATION TECHNOLOGY DEPARTMENT (ICTD)

Information and Communication Technology Department Manager Jappeht M. Fortich, MSIS

Information and Communications Technology Supervisor

Information and Communications Technology Specialist II

Information and Communications Technology Specialist I

Webmaster I

Information and Communications Technology (ICT) Assistant

TECHNICAL SERVICES DEPARTMENT (TSD)

Officer-In-Charge/Technical Services Officer II
Technical Services Officer I
Draftsman

GENERAL SERVICES DEPARTMENT (GSD)

GSD Acting Officer-In-Charge
General Services Supervisor

Property Custodian
Procurement Officer
Clerk II
Procurement Convasser
General Maintenance Technician
Messenger
Driver III
Driver II

Driver I

RESEARCH AND DEVELOPMENT DEPARTMENT (RDD)

Research and Development Specialist Annie Rose O. Pingol
Aya Bianca P. Into

TREASURY DEPARTMENT (TD)

Treasury Department Manager
Treasury Supervisor
Operations Assistant
Clerk IV
Treasury Assistant

Sean Plaza
Randel R. Cahiyang
Ann Nieves T. Malingin

Jeleo Stephen C. Enrile
Al Jasper F. Puti-an

Wilfredo B. Barco
Harold M. Calio
Donnie Ray C. Malabuza
Mcbell S. Cadao
Jesrel L. Dumanacal
Carmelito L. Batino
Linbert A. Tapangan
Jelmar A. Cambongga
Chylde B. Cifra
Eliel C. Morre
Roniño A. Diaz
Neil M. Cajulao
Azalea Samantha A. Rin
Willord Jay O. Villanueva
Lemuel Dave T. Angteg
Christian Pete C. Legaspi

Melver C. Aguipto
Danilo E. Amarille Jr.

Archt. Ariel John R. Claver
Rizel C. Hipos
Junaid S. Manabilang

Judelyn A. Sanchez, CPA, MBA
Kristine T. Lumayno
Kristia Mae T. Maquilan
Shalika S. Panulin
Joejuanna Babe L. Banilad
Ray John Dell C. Maniwang
Tyrone Jade D. De Guzman
Angel O. Infiesto
Roxanne F. Abella
Teotimo G. Magsalay Jr.
Joel C. Loberanes
Roderick C. Gado
Fortunato D. Visande, Jr.
Eric Joseph P. Pspay
Junever C. Barug
Alan P. Lapiz
Arian T. Evalle

Jovie Lou S. Cahiyang, CPA
Chaim Azriel L. Juayang, CPA
Elaissa Mae R. Bernalte
Karen V. Suzon
Chessa Mae Paola D. Narbay

INTERNAL AUDIT DEPARTMENT (IAD)

Internal Audit Department Manager	Ailene G. Donguya, CPA, MBA
Internal Auditor II	Ricky M. Pitallar, CPA
	Denmark A. Sampani, CPA
Internal Auditor I	Danilo B. Sagarang Jr., CPA
	Michael Dave S. Campoamor, CPA
	Jan Eric F. Agosto, CPA
	Joenel L. Sipsip, CPA
	Ariel O. Capurihan, CPA
	Lani F. Bacalso, CPA
Internal Audit Associate	Angeli A. Gullos, CPA
	Shaira Cecilia O. Sapio
	Jeanlyn I. Maro
	Leah Mae C. Bagot, CPA
Internal Audit Assistant	Sherre Mae M. Palaran

LEGAL DEPARTMENT (LD)

Legal Supervisor II	Conrado A. Macasa Jr., RN
Legal Supervisor I	Jacob Philip Q. Banal
	Sven P. Cabrera
Program Coordinator I	Jejel Jovan S. Asio
Clerk IV	Rey D. Sastrillas
	Connie D. Tarranza
Clerk II	Analie M. Bullag
	Marigold A. Gabonada
	Angelyn O. Polinar

SAFETY AND SECURITY DEPARTMENT (SSD)

Safety and Security Officer	Aristotle D. Aguipo
Safety and Security Coordinator	Elven L. Bonghanoy, RCrim
Safety and Security Assistant	Ronan A. Santillan, RCrim
	Eden R. Gorgod
	Norman S. Lumangtad

COMMUNICATIONS, EDUCATION AND COMMUNITY DEVELOPMENT DEPARTMENT (CECD)

Communications, Education and Community Development Department Manager	Regina Kate T. Boja
Program Coordinator II	Leslie S. Canuto
	Nikko C. Revita
Communications and Press Relations Officer	Hanna Johara A. Balon
Clerk I	Darwin Paul M. Tubod
	Kint A. Balicog

MARKETING AND MEMBERSHIP DEPARTMENT (MMD)

Marketing and Membership Department Manager	Joy Fritz H. Josol
Membership Services Officer	Venus C. Tabanao
Marketing Officer II	Luisa Marie D. Dela Peña
Market Analyst	Paul Martin L. Ruedas
Multimedia Artist	Daryl Jay D. Dumandan
Marketing Officer I	Harchin Bates R. Gambuta

OFFICE OF THE CORPORATE SECRETARY (OCS)

Board of Directors' Deputy Secretary	Shen Myrh M. Saligan
Board of Directors' Administrative Secretary	Marilou N. Lingasa

YOUTH LABORATORY PROGRAM DEPARTMENT (YLPD)

Youth Program Officer	Liezel T. Lumaad
Program Coordinator II	Haidee L. Balo
Program Coordinator I	Suzie Darlyn M. Nugal
Member Care Assistant I	Remalyn Perez

FUNECARE SERVICES DEPARTMENT (FSD)

Funecare Services Manager	Maria April V. Bandala
Funecare Services Supervisor	Lourence T. Caga-anan
Funecare Event Coordinator	Paolo Khryzz Sumagang
Bookkeeper I	Sarah Jane R. Yorac
Funecare Services Assistant II	Liza L. Daligdigan
Funecare Services Assistant I	Jay D. Herceda
Embalmer	Rolando B. Enostacion
	Arnel V. Turaja
Driver II	Francisco A. Mijares
Driver I	Joenar F. Galvez
	Ruben P. Baloma Jr.
	Jay Mark J. Soroy

MEMBER BENEFIT AND ASSISTANCE DEPARTMENT (MBA)

MBA Manager	Shiela Jay M. Rubinos
Coop Nurse	John C. Camacho, RN
Bookkeeper I	Katrina Gay R. Alayon
Accounts Analyst I	Devalyn B. Lelis
Marketing Officer	Gerald Kim E. Jawa
Clerk III	Rochel D. Isidro
Clerk II	Mae P. Urata
	Kimwell John G. Cosicol
Clerk I	Eugene T. Balili
	Bea G. Pontillas
	Ledejoe R. Ladra

TC MAIN OFFICE

Acting Branch Manager V	Nathaniel R. Desierto
Branch Operations Officer	Rother S. Ombajin

TC MAIN - ACCOUNTING SECTION

Acting Accountant II	Shelie Lou L. Separes, CPA
Bookkeeper I	Angel Mae C. Idago
	Julius P. Nagac
Accounts Analyst I	Shalamie M. Marquizo, CPA
	Juneil Vanleo A. Alas
	Rovelyn G. Baran
	Johaira P. Guiling
	Ryan Christian B. Requillo

TC MAIN - TREASURY SECTION

Cashier III	Maryjoan A. Boque, MBA
Teller I	Edilberto A. Jao, Jr.
	Cherymee E. Matildo
	Ellen C. Ballo
	Ana Marie D. Arce
	Mae Rose M. Calledo
	Jay P. Salvo
	Fatima M. Pulido
	March Anthony B. Cañete
	Jee Ann L. Cahayag
	Jemer P. Dalumpines
Clerk IV	

TC MAIN - LOANS SECTION

Loans Supervisor I	Renand T. Segundo
Credit Analyst I	Mary Ann L. Jabile
	Ramil F. Tusay
	Allan Thor C. Alvarez
	John Paul P. Guboc
	Miecle Jayson B. Panilag
	Cyrian S. Evangelista
	Joel T. Militante
	Lloyd C. Espinosa
Clerk IV	Marlou B. Sarellana
Clerk II	Cirilo A. Anduyan Jr.
	Jonathan R. Ventura
	Jiou Jay Bastasa
Loan Vault Custodian	

TC MAIN - MARKETING AND MEMBERSHIP SECTION

Marketing Officer I
 Cyndril A. Malabuza
 Manilyn T. Montañez
 John Paul B. Baay
 Membership Services Assistant I
 Belly Jane S. Limogmog
 Louie Jane L. Petiluna
 Jessa D. Ochigue
 Member Care Assistant I
 Benilyn D. Eliot

TC MAIN - COLLECTION AND ASSET RECOVERY SECTION (CARS)

Collection and Asset Recovery
 Supervisor II
 Allan N. Flores
 Collection and Asset Recovery
 Supervisor I
 Arvin A. Asis
 Anna Liza A. Seno
 Michael F. Gozalo
 Virgilio L. Bilbao Jr.
 Darwin E. Manuel
 Rodel A. Mahubay
 Gerald John P. Esencia
 Edimar S. Alconera
 Jose I. Ranario Jr.
 Jem Boy A. Hingosa
 JanLou T. Custodio
 Ritchie Z. Sumbague
 Charlie D. Galera
 Leemar G. Lanoy
 Romeo Q. Barnachea, Jr.
 Freah Ivy Zobell D. Quirante
 Jansen C. Acera
 Nyla Kimberly D. Estrada
 John Anthony M. Taladhay
 Gessah F. Serrano
 Clerk IV

BAJADA BRANCH

Branch Manager IV
 Branch Operations Officer
 Loan Supervisor I
 Collection and Asset Recovery
 Supervisor I
 Bookkeeper I
 Credit Analyst I
 Marketing Officer I
 Accounts Analyst I
 Teller II
 Teller I
 Collector I
 Program Coordinator I
 Membership Services Assistant I
 Clerk II
 Clerk I
 Driver II
 Driver I
 Nelson C. Salvalozo
 Jonnifer C. Pogoy
 Jerry L. Asuque
 Randy T. Liquit
 Cherell L. Manilag
 Alfie C. Orellanida
 Benjamin T. Solis Jr.
 Leunamme G. Seguia
 Gelbert D. Pestañas Jr.
 Hazel M. Raneses
 Alice Mae C. Putong
 Honeybeth G. Tagasling
 Sheena Mae O. Amaga
 Haide C. Arcibar
 Klarisse Kristi V. Bulanhagui
 Roland A. Taguba
 Robert John A. Almendral
 Joan O. Eltagonde
 Naphtali Joy E. Apostol
 Jonathan R. Limos
 Jonie Jay C. Bahinting
 Jeafy C. Aricaya
 El Benjie S. Bataluna
 Philip James M. Glimada
 Angilyn N. Autida
 Jizzelle G. Escoreal
 Ryan A. Padillo
 Neizel Jane B. Gerodias
 Tanny Joy C. Duaban
 Michael S. Gargar
 Dennis C. España

MATINA BRANCH

Branch Manager III
 Branch Operations Officer
 Collection and Asset Recovery
 Supervisor I
 Bookkeeper I
 Credit Analyst I
 Marketing Officer I
 Accounts Analyst I
 Teller I
 Collector I
 Program Coordinator I
 Member Services Assistant I
 Clerk II
 Clerk I
 Driver I
 Clyjenee S. Dairo, MM
 Jershwin S. Buyco
 Cristorico L. Tusias
 Genevieve Keith G. Gasatan
 Ruel C. Gerundio
 Narciso M. Lanoy Jr.
 June Edward T. Natividad
 Barry A. Tomas
 Iris Jean C. Degamon
 Norry Jane R. Degamo
 Mericris B. Vallejos
 Jonathan I. Ceballos
 Rolando O. Lagria
 Veche C. Bestre
 Archie A. Paghacian
 Joel P. Tulang
 Janna Celle R. Laurista
 French Mel H. Orion
 Relieto T. Grado
 Beverly C. Merto
 Rommar V. Malicay

NABUNTURAN BRANCH

Branch Manager III
 Branch Operations Officer
 Collection and Asset Recovery
 Supervisor I
 Bookkeeper I
 Credit Analyst I
 Marketing Officer I
 Accounts Analyst I
 Teller I
 Collector I
 Program Coordinator I
 Membership Services Assistant I
 Clerk II
 Clerk I
 Driver II
 Ria Diosa A. Caliao, MBA
 Melissa C. Mortera
 Nick David G. Legaspi
 Ivy Jhane Benaires
 Reynan L. Pongos
 Emiliano D. Anislag Jr.
 Liezel D. Calvo
 Lenie P. Amoyon
 Chantelle S. Baysa
 Mariquiel D. Alimes
 Leo L. Binalangbang
 Aljon Dave P. Sasan
 Rodel G. Parcon
 Khert Jonel P. Bulat-ag
 Marck S. Pastillero
 Abner S. Solomon
 Xela Asset B. Rivera
 Jonah Fe P. Elicanal
 John Rey R. Artazo
 Jeraldine A. Germino
 Rudy C. Calapre Jr.

PANABO BRANCH

Acting Branch Manager III
 Branch Operations Officer
 Collection and Asset Recovery
 Supervisor I
 Bookkeeper I
 Credit Analyst I
 Marketing Officer I
 Accounts Analyst I
 Teller I
 Theresa E. Miñoza
 Rolly M. Giamalon Jr.
 Rick F. Bermudez
 Lea G. Cabanizas
 Erlito A. Morilla
 Jerhum T. Boiser
 Vladimer C. Marilla
 Renante E. Infante
 Rachelle E. Hernandez
 Stephanie S. Villanueva
 Sheena Joy A. Serenio
 Irish Jane C. Barrete
 Katherine A. Regalado

2020 TAGUM COOPERATIVE MANAGEMENT AND STAFF DIRECTORY

Collector I

Ivy O. Temblor
Christopher C. Maningo
Anito M. Wenceslao Jr.
Reniel R. Quilla
Rafael Carlo A. Nopal
Janine May A. Castañeda
Kenn Philip S. Ulzame
Gene Joy C. Labastida
Christny P. Cosio
Marjorie A. Rapas
Eric B. Villegas

Program Coordinator I
Membership Services Assistant I
Clerk II
Clerk I
Driver II

TAGUM PUBLIC MARKET BRANCH

Acting Branch Manager III
Branch Operations Officer
Bookkeeper I
Credit Analyst I

Joan P. Almendras
Fahizzah Meda M. Manan, MBA
Ruth A. Salvaña
Felix M. Alban
Floro L. Miranda Jr.
Shena Leyen F. Palomo
Jethro Kim C. Chu
Mayshyll P. Endres
Arvie Lloyd N. Romagos
Jesson L. Convicto
Marlou C. Aguirre
Rebodem T. Arante
Ronel O. Alejandrino
Leizel R. Malnegro
Jessa Mae S. Loja
Gilbert S. Dacera

Marketing Officer I
Accounts Analyst I
Teller I
Collector I

Membership Services Assistant I
Clerk II
Driver II

CARMEN BRANCH

Acting Branch Manager III
Acting Branch Operations Officer
Bookkeeper I
Credit Analyst I

Eugene Elija H. Veloso, MBA
Garry Gibb G. Regidor, MBA
Analie M. Piccio
Rigoberto M. Auguis
Decer C. Ambos
Bobby M. Dagoy
Karen P. Limpo
Jonathan A. Bajeyo
Camilo D. Figuro Jr.
Joan S. Acero
Jovelyn M. Macaliniao
Ma. Eva Mae A. Giducos
Melandro B. Manog

Marketing Officer I
Teller I
Collector I

Membership Services Assistant I
Clerk II
Clerk I
Driver I

STO. TOMAS BRANCH

Acting Branch Manager III
Bookkeeper I
Credit Analyst I

Eugene Elija H. Veloso, MBA
Mark Kaye C. Anggan
Eupre G. Porras
Johnrel B. Manalo
Eddie Mar M. Orcullo
Mafil B. Miraflor
John Robert M. Royo
Dexter G. Llana
Ariel Joy A. Corlet
Jemuel Vin R. Esporsado
Lotis C. Macabenta
Rena Joy B. Varca
Joemar M. Dinapo

Acting Marketing Officer I
Accounts Analyst I
Teller I
Collector I

Program Coordinator I
Membership Services Assistant I
Clerk II
Driver I

DIGOS BRANCH

Branch Manager III
Branch Operations Officer
Bookkeeper I
Credit Analyst I

Francisco D. Villamor
Reynaldo A. Lugo Jr.
Girly D. Ferolino
Juvanie V. Dela Cruz

Marketing Officer I
Accounts Analyst I
Teller I

Collector I

Membership Services Assistant I
Clerk II
Clerk I
Driver I

MINTAL BRANCH

Acting Branch Manager II
Bookkeeper I
Credit Analyst I

Marketing Officer I
Accounts Analyst I
Teller I

Collector I

Membership Services Assistant I
Clerk II
Program Coordinator I
Clerk I
Driver II

SAN FRANCISCO BRANCH

Acting Branch Manager III
Branch Operations Officer
Acting Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I

Collector I

Membership Services Assistant I
Acting Clerk II
Accounts Analyst I (JO)
Clerk I (JO)
Driver II

BUTUAN BRANCH

Acting Branch Manager II
Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I

Collector I
Membership Services Assistant I
Clerk II
Driver I

Archie A. Reducto
Quenie Roselle M. Cadungog
Rio Janeth I. Concha
Eullan Jane T. Quiño
Gina Masambay
Richard S. Gabitoya
Ehrol Jay S. Adlawan
Ryahn Joseph S. Adante
Johnicar P. Te Jr.
Rea Mae Lazada
Glea Mareez L. Suerto
Cindy L. Moda
Early B. Linogon

Elmer O. Galletto
Jean Y. Tagalo
Charlie Emmanuel L. Jabal
Raymond K. Chiong
May Ann N. Talledo
Teopanes F. Geraldo
Angela Elaine S. Villegas
Risamie D. Donayre
Jonathan T. Benigno Sr.
Juvilon Kem-Kem E. Tugal
Welanie C. Rondero, MBA
Juanito S. Yee
Fritzie Joy L. Andamon
Jade Aiza B. Jumangit
Johnson V. Inson

Mildred G. Resma
Sherwin B. Cuico
Mynah Lou G. Torres
Dexter N. Perez
Jeffrey S. Geramo
Leonor D. Fudalan
Leah P. Pablo
Melca Anthonette T. Olamit
Jeffrey J. Corbella
Walter A. Gonzales
Daisy B. Porquillo
Shiela Mae B. Sisiban
Angelica M. Salindato
Nichole Dame Yeeconlo
Rechmon E. Hablo

Joanne B. Legurpa
Richel A. Greño
Carl Brian L. Sinahon
Romell G. Serna
Eliane A. Bancairen
Jenifer L. Elcanto
Archie I. Bacsarpa
Kirvee Marie G. Bahala
Kathleen D. Englis
Felonilo R. Radaza

Rube Rose L. Bercero
Ralph James B. Calibuso
Robert John A. Payot
Andrew G. Salvaña Jr.

2020 TAGUM COOPERATIVE MANAGEMENT AND STAFF DIRECTORY

Marketing Officer I
Teller I
Collector I
Membership Services Assistant I
Driver I

GENERAL SANTOS SATELLITE OFFICE

Acting Branch Manager III
Bookkeeper I
Credit Analyst I

Marketing Officer I
Accounts Analyst I
Teller I
Teller I- Roving
Collector I
Membership Services Assistant I
Driver I

VALENCIA SATELLITE OFFICE

Acting Branch Manager II
Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I
Membership Services Assistant I
Driver II

KORONADAL SATELLITE OFFICE

Acting Branch Manager II
Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I
Membership Services Assistant I
Driver I

MALITA SATELLITE OFFICE

Branch Operations Officer
Bookkeeper I
Credit Analyst I

Marketing Officer 1
Membership Services Assistant I
Teller I
Driver I

BAYUGAN SATELLITE OFFICE

Branch Manager I
Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I
Membership Services Assistant I
Driver I

Kristine Evonie P. Galo
Mary Mae C. Malaya
Oliver R. Alvarado
Shenna N. Mahumas
Don D. Dajao

Roberto G. Corilla Jr.
Brenda L. Eleccion
Mark Lloyd G. Parreño
Jeste M. Taga-an
Archilyn S. Catipay
Mecky Lei P. Torre
Ivy Joy A. Zamora
John Heinrich S. Florentino
Rhyan Jaye D. Salmorin
Jelieza Faith L. Dela Cruz
Raul L. Uban

Cristine M. Rosa, MBA
Geehan Carah N. Un
Jim Gerald P. Jamisola
Gil R. Mendezabal
Ailene Me P. Balingcasag
May Amor L. Alboroto
Charlene Grace A. Belga
Nesle A. Namuag

Ana Lourdes A. Jabal, MBA
Aprile B. Cabang
John Cliff S. Andrada
Marcelino D. Perez Jr.
Khristerbel T. Domingo
Mary Luz P. Anoché
Daphne Kaye S. Tomaub
Vicente M. Quiñones

Leeven G. Granada, MBA
May Franz S. Remoto, CPA
Edwin P. Rios
Raymond V. Baluli
Mayren Grace D. Baring
Karen Mie B. Arevalo
Vanessa Pearl Guinang
Bimbo B. Cajés

Jenalyn M. Rivera, MBA
Sheilla Mae A. Enriquez
Jaffey Rod I. Superada
Reymart R. Padernal
Criszl Mae S. Micabalo
Jona Mae A. Cartagena
Hilda B. Salazar
Erikson R. Sabellano

KIDAPAWAN SATELLITE OFFICE

Branch Operations Officer/
Officer-In-Charge
Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I
Membership Services Assistant I
Driver I

SAMAL SATELLITE OFFICE

Branch Operations Officer
Bookkeeper I
Credit Analyst I
Marketing Officer I
Teller I
Membership Services Assistant I
Driver II

SURIGAO SATELLITE OFFICE

Officer-In-Charge
Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I
Membership Services Assistant I
Driver I

TANDAG SATELLITE OFFICE

Officer-In-Charge
Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I
Membership Services Assistant I
Driver I

GINGOOG SATELLITE OFFICE

Officer-In-Charge
Bookkeeper I
Credit Analyst I

Marketing Officer I
Teller I
Membership Services Assistant I
Driver I

Karen Remia S. Cabalonga
Ellen May T. Romo
Waynard B. Padua
Jofhel L. Olodin
Rema B. Rollon
Jecil Mae C. Muaña
Hanna Grace B. Alejo
Orlando L. Cortez

Daniel A. Bantilan
Sandra Faye S. Patenio
Bryan L. Manlapuz
Darex M. Pial
Rachelle V. Davin
Paula Jean H. Recla
Gemm B. Loquillano Jr.

Leoncio Mejino II
Charese E. Berdin
Charles M. Timcang
Harold Q. Galos
Krizza Mae A. Sales
Meluna L. Salino
Isabel S. Morales
Jonathan G. Lastra

Camid D. Yahya Jr.
Christian L. Jacosalem
Edmon A. Batino
Romar M. Bagdoc
Jully Nouf M. Sabularse
Herjean L. Diaz
Rica Mae D. Velasco
Mark M. Gerance

Dennis C. Acio
Eunelin V. Unahan
Jimmy Mark V. Salingay
Lyndon D. Taño
Caryl Jane M. Beltran
Cris E. Condeza
Hannah Hart A. Sumndad
Francis Joel M. Escoto III

2020 TAGUM COOPERATIVE AWARDEES

OFFICIALS

Presidential Citation Chief Executive Officer Citation	Dir. Rosalina S. Argent, MBA Ms. Juris D. Perez, CPA, MBA
Special Service Award of the Board of Directors	Dir. Rosalina S. Argent, MBA Dir. Noel O. Quidilla Dir. Eduard S. Amoguis, Ed.D. Dir. Evelia R. Sator, Ed.D. Dir. Miriam R. Baloyo, CPA Dir. Nenita R. Malbas, CPA, MBA Dir. Monica L. Salido, MM Dir. Janet T. Matuguinas, CPA, DBA Dir. Antonio C. Arañas, MPA
Loyalty Service Award	Dir. Rosalina S. Argent, MBA Mr. Vicente P. Binag Ms. Michelle B. Claridad, MPA, MHRM

MANAGEMENT STAFF

Best Branch Manager of the Year	Ms. Ana Lourdes A. Jabal, MBA
Most Outstanding Branch/Satellite Office of the Year	Gensan Satellite Office
Outstanding Branch/ Satellite Office of the Year	Kidapawan Satellite Office Nabunturan Branch Mati Satellite Office Bajada Branch & Samal Satellite Office
Top Collector of the Year	Mr. Charlie D. Galera
Star Sales Award SCG Products	Ms. Liezel D. Calvo
Youth Products	Ms. Angilyn N. Autida
Most Courteous Employee Award	Ms. Rema B. Rollon
Most Industrious Employee Award	Ms. Angel Mae C. Idago
Best Well-Groomed Female Employee Award	Ms. FreaH Ivy Zobell D. Quirante
Best Well-Groomed Male Employee Award	Mr. Gelbert P. Pestañas, Jr.
Loyalty Service Award 30 years in service	Mr. Nelson C. Salvalozza
25 years in service	Mr. Eupre G. Porras
15 years in service	Ms. Ria Diosa A. Caliao, MBA Mr. Ramil F. Tusay Ms. Mildred G. Resma Ms. Joan P. Almendras Mr. Jerry D. Cabanisas, MM, MBA Mr. Eugene Elija H. Veloso, MBA Mr. Wilfredo B. Barco
10 years in service	Mr. Allan Thor C. Alvarez Mr. Vladimer C. Marilla Ms. Jean Y. Tagalo Ms. Clyjensee S. Dairo, MM Ms. Jose I. Ranario, Jr. Mr. Rey D. Sastrillas Ms. Haide C. Arcibar

MEMBERS

Top Patronizer of TC Products and Services	Mr. Virgilio J. Abarquez Mr. Oliver G. Ocampo Mr. Christopher F. Ganotise Mr. Gregorio S. Cadelina Ms. Jovy Ros B. Gacal Mr. Alan P. Cabahug II Mr. Jayvee L. Talledo Mr. John Vicent J. Diaz
Branch Model Member	Ms. Heide M. Paradero Mr. Isidro T. Uy Ms. Concepcion L. Lubon
Most Outstanding Model Member	Mr. Bartolome V. Sombolon
Top Class A Member	Atty. Maria Lina F. Baura, CPA
Pioneer Members	Mr. Pedro B. San Jose Mr. Alberto Ramos Mr. Rolieto T. Trinidad Ms. Beatriz C. Lumangtad Mr. Baltazar A. Sator Ms. Anaclea N. Buladaco Dir. Rosalina S. Argent, MBA Ms. Milagros V. Lopez Ms. Mamerta A. Madelo Mr. Esteban P. Balanza

MANAGEMENT STAFF

Loyalty Service Award 10 years in service	Mr. Archie A. Reducto Mr. Michael S. Gargar Mr. Jonathan A. Bajeyo Ms. Analie M. Piccio Mr. Leo L. Binalangbang Ms. Cristine M. Rosa, MBA Ms. Liezel D. Calvo Mr. Jem Boy A. Hingosa Ms. Mariquiel D. Alimes Mr. Rick F. Bermudez Mr. Rudy C. Calapre, Jr. Mr. Jerry L. Asuaje Mr. Camid D. Yahya, Jr. Ms. Chantelle S. Baysa Ms. Rovelyn G. Baran Ms. Joanne B. Legurpa
5 years in service	Ms. Emesvem B. Lazarte Ms. Mae Rose M. Calledo Mr. Ryan A. Padillo Mr. Harold M. Calio Mr. Eddie Mar M. Orcullo Mr. Mark Lloyd G. Parreño Mr. Ronan A. Santillan, RCRim Ms. Daisy B. Porquillo Ms. Janica Ember C. Samson

2020 3RD TAGUM COOPERATIVE ARA WORKING COMMITTEES

EXECUTIVE COMMITTEE

Chairperson	Dir. Rosalina S. Argent, MBA
Vice-Chairperson	Dir. Noel O. Quidilla
Members	Dir. Evelia R. Sator, Ed.D. Dir. Miriam R. Baloyo, CPA Dir. Eduard C. Amoguis, Ed.D. Dir. Nenita R. Malbas, CPA, MBA Dir. Monica L. Salido, MM Dir. Janet T. Matuguinas, CPA, DBA Dir. Antonio C. Arañas, MPA Ms. Juris D. Perez, CPA, MBA Ms. Vivelyn D. Fronteras Ms. Judelyn A. Sanchez, CPA, MBA

GIVE-AWAYS COMMITTEE

Coordinators	Dir. Rosalina S. Argent, MBA Dir. Noel O. Quidilla
Chairperson	Mr. Ricky M. Pitallar, CPA
Vice-Chairperson	Ms. Kristia Mae T. Maquilan
Members	Ms. Ailene G. Donguya, CPA, MBA Mr. Chaim Azriel L. Juayang, CPA Mr. Niel M. Franco Ms. Rizel C. Hipos Mr. Joneil L. Lloren Mr. Ray John Dell C. Maniwang Mr. Darwin Paul M. Tubod Mr. Tyrone Jade D. De Guzman

ANNUAL SOUVENIR PROGRAM COMMITTEE

Coordinators	Dir. Evelia R. Sator, Ed.D. Ms. Josephine L. Fadul, Ed.D.
Chairpersons	Ms. Gennivie O. Avelino Mr. Sherwin Gabriel C. Petalino, CPA
Vice-Chairperson	Ms. Luisa Marie D. Dela Peña
Members	Ms. Hanna Johara A. Balon Mr. Daryl Jay D. Dumandan Ms. Louisa Faye G. Candilosas Mr. John Christian C. Mayang

FOOD COMMITTEE

Coordinators	Dir. Miriam R. Baloyo, CPA Ms. Gertrudes L. Yap, CPA, MBA
Chairperson	Ms. Kristine T. Lumayno
Vice-Chairperson	Ms. Joejuanna Babe L. Banilad
Members	Ms. Kristia Mae T. Maquilan Mr. Dennis Roldan M. Quiboy Ms. Rizel C. Hipos Mr. Ray John Dell C. Maniwang Ms. Babegen P. Nesperos Branch Marketing and Membership Personnel

RAFFLE COMMITTEE

Coordinators	Dir. Miriam R. Baloyo, CPA Dir. Evelia R. Sator, Ed.D.
Chairperson	Ms. Joy Fritz H. Josol
Vice-Chairperson	Ms. Harchin Bates R. Gambuta
Members	Mr. Sean Plaza Mr. Jesrel L. Dumanacal

HALL & VENUE PREPARATION COMMITTEE

Coordinators	Dir. Monica L. Salido, MM Dir. Janet T. Matuguinas, CPA, DBA
Chairperson	Ms. Shiela Jay M. Rubinos
Vice-Chairperson	Mr. Aristotle D. Aguipo
Members	Mr. John C. Camacho, RN Mr. Tyrone Jade D. De Guzman Mr. Joneil L. Lloren Home Office and Branch Utilities

REGISTRATION COMMITTEE

Coordinators	Dir. Eduard C. Amoguis, Ed.D. Ms. Rosamaria S. Torrejano, CPA, MPA
Chairperson	Mr. Jovencio I. Rubilla Jr., CPA
Vice-Chairperson	Mr. Nelson C. Salvalzoa
Members	Branch Managers Branch Marketing and Membership Personnel

CONNECTIVITY COMMITTEE

Coordinators	Dir. Antonio C. Arañas, MPA Engr. Jose Alvic P. Suaybago, SE, MPA
Chairperson	Mr. Donnie Ray C. Malabuza
Vice-Chairperson	Ms. Ailene G. Donguya, CPA, MBA
Members	Mr. Michael Dave S. Campoamor, CPA Mr. Danilo E. Amarille Jr. Mr. Melder C. Aguipo Mr. Christian Pete C. Legaspi Mr. Lemuel Dave T. Angteg

AWARDS COMMITTEE

Coordinators	Dir. Antonio C. Arañas, MPA Ms. Milagros V. Gutierrez, MPA
Chairperson	Ms. Venus C. Tabanao
Vice-Chairperson	Ms. Catherine B. Ali
Members	Mr. Reymond L. Flores, CPA Ms. Haidee L. Balo

2020 3RD TAGUM COOPERATIVE ARA WORKING COMMITTEES

DOCUMENTATION - VIDEO AND SCREEN PRESENTATION COMMITTEE

Coordinators	Ms. Admarie D. Marcelo, CPA, MM Ms. Milagros V. Gutierrez, MPA
Chairperson	Ms. Ann Nieves T. Malingin
Vice-Chairperson	Mr. Randel R. Cahiyang
Members	Mr. Jeleo Stephen C. Enrile Mr. Daryl Jay D. Dumandan Mr. Harold M. Calio Mr. Mcbell S. Cadao

FINANCE AND ACCOUNTING COMMITTEE

Coordinators	Dir. Nenita R. Malbas, CPA, MBA Ms. Rosamaria S. Torrejano, CPA, MPA
Chairperson	Ms. Jovie Lou S. Cahiyang, CPA
Vice-Chairperson	Ms. Analet M. Bag-ao
Members	Ms. Maryjoan A. Boque, MBA Mr. Chaim Azriel L. Juayang, CPA Mr. Niel M. Franco Branch Tellers

LITURGY COMMITTEE

Coordinators	Mr. Daniel S. Aguinaldo
Chairperson	Mr. Lourence T. Caga-anan
Vice-Chairperson	Ms. Leslie S. Canuto
Member	Ms. Elaissa Mae R. Bernalte

ELECTION COMMITTEE

Coordinator	Atty. Marilda J. Boja, CPA
Chairperson	Mr. Vicente P. Binag
Vice-Chairperson	Ms. Flordeliza L. Alegarbes
Secretary	Mr. Ruel L. Dagsangan
Member	Mr. Sean Plaza

PROGRAM AND INVITATION COMMITTEE

Coordinators	Dir. Monica L. Salido, MM Dir. Nenita R. Malbas, CPA, MBA
Chairperson	Ms. Hermarie T. Esmael, MAEd
Vice-Chairperson	Ms. Shen Myrh M. Saligan
Members	Ms. Marilou N. Lingasa Ms. Hermelita M. Montaña Ms. Jasmin C. Goles

VERIFICATION, CLEARANCE AND TEST-CALL COMMITTEE

Coordinators	Mr. Mark Louie D. Mahinay, CPA, MBA Ms. Michelle B. Claridad, MDA, MHRM
Chairperson	Ms. Regina Kate T. Boja
Vice-Chairperson	Ms. Leslie S. Canuto
Members	Mr. Nikko C. Revita Mr. Kint A. Balicog Mr. Denmark A. Sampani, CPA Mr. Joenel L. Sipsip, CPA Ms. Annie Rose O. Pingol Ms. Elaissa Mae R. Bernalte Ms. Shaira Cecilia O. Sapio Ms. Cherry Mae Q. Maratas Ms. Aya Bianca P. Into Ms. Azalea Samantha A. Rin

SECRETARIAT COMMITTEE

Coordinators	Dir. Janet T. Matuguinas, CPA, DBA Ms. Josephine L. Fadul, Ed.D.
Chairperson	Ms. Erlybeth F. Plaza, MM
Vice-Chairperson	Ms. Eve E. Petalino, CPA
Members	Mr. Sean Plaza Ms. Janica Ember C. Samson Ms. Charmaine Anne B. Zamora Ms. Cherry Mae Q. Maratas Ms. Eunice A. Lebria Ms. Reynalin C. Dacanay Ms. Louisa Faye G. Candilosas Ms. Princess Grace C. Fabian Mr. Carmelito L. Batino Ms. Arlene R. Pillo Mr. John Christian C. Mayang

PUBLICITY AND ADVERTISEMENT COMMITTEE

Coordinator	Dir. Eduard C. Amoguis, Ed.D. Mr. Mark Louie D. Mahinay, CPA, MBA
Chairperson	Mr. Jappeht M. Fortich, MSIS
Vice-Chairperson	Ms. Hanna Johara A. Balon
Members	Mr. Dennis Roldan M. Quiboy Mr. Ray John Dell C. Maniwang Mr. Tyrone Jade D. De Guzman Mr. Joneil L. Lloren

"20 Million Lives Insured by 2024"



INSURANCE PRODUCTS

Life Products

- Coop Loan Protection Plan (CLPP)
- Coop Life Savings Plan (CLSP)

Group Yearly Renewable Term (GYRT)

- Group Life & Accident with Fire Insurance (GLAFI)
- Group Accidental Death, Dismemberment and Disablement Insurance Plus (GADDDI PLUS)
- Coop Family Plan (CFP)
- Group Accidental Death, Dismemberment and Disablement Insurance (GADDDI)
- CLIMBS Life Plus
- Kids & Youth Secure (KYSE)
- Bantay Protection for Tanod and Security Guards
- Insurance TeleHealth (INTELEHEALTH)
- COVID19 Complementary Protection (COPe)
- Family Protection Plan (FPP)

Permanent / Endowment Plan

- 5 Pay Endowment at 15
- 10 Pay Endowment at 15
- 5 Pay Life

CAC Exclusive Products

Life Products

- Kabayan Insurance (KABAYANI)
- Life and Home Assure
- 3Sure Life Insurance
- Individual Disability Life Ensure (IDLE)
- MyParents Protek (MPP)

Non-Life Products

- Tricycle Operators and Drivers Association (TODA) Accident
- Family AKSI (FAMSI)
- Millennials Protek
- Love Yourself Always (LYSA)

Microinsurance Products

Personal Accident Insurance

- Coop AKSI
- CLIMBS Health & Accident Insurance (CHAIN)
- Student Personal Accident Insurance (SAI)
- Travel Personal Accident Insurance
- PATxt15

Property Disaster

- Property Emergency & Tragedy Insurance (PrETI)

Non Life Products

Motor Car Insurance

- Compulsory Third Party Liability (CTPL)
- Comprehensive Motor Vehicle

Fire Insurance

- Standard Fire with Allied Perils
- Prestige

Personal Accident Insurance

- Keyman

Other Products

- Money Security & Payroll Robbery (MSPR)
- Fidelity Guarantee (FG)

SUBSIDIARIES



CLIFSA GENERAL INSURANCE AGENCY, INC.



CLIMBS INSTITUTE OF MANAGEMENT



CLIMBS PRINTING PRESS & PUBLISHING, CORP.



CLIMBS INVESTMENT MANAGEMENT AND ADVISORY CORP.



CLIMBS SHARE CAPITAL EQUITY INVESTMENT FUND CORP.



COSMO CLIMBS LIFE PLAN, INC

CLIMBS Life and General Insurance Cooperative

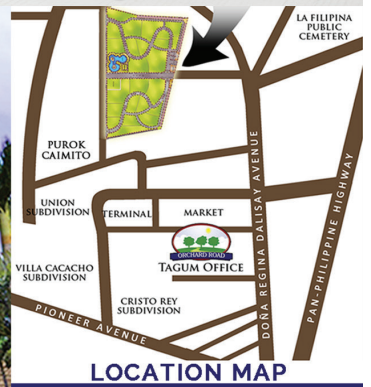
CLIMBS Bldg., Zone 5, National Highway, Bulua, Cagayan de Oro City, Philippines, 9000
 TeleFax: (088) 856 1355 | Website: www.climbs.coop | Email: head_office@climbs.coop
 TIN: 006237231





MEMORIAL PARK TAGUM
BRGY. LA FILIPINA, TAGUM CITY

An Asian Inspired Memorial Park in the City



LOCATION MAP

For inquiries, please call:

ORCHARD ROAD TAGUM CITY
Gante Ave., Maguppo West, Tagum City
Tel No. (084) 655-9615
Mobile No. 0977-831-4788

Gated and Fully Fenced



Jogging Path



Wide Parking Area



Beautiful Scenery



Lagoon



Amenities

Chapel



All plans and illustrations in this material may vary from the actual design.

[fb.com/orchardroadtagum](https://www.facebook.com/orchardroadtagum)

www.orchardroadmemorialparks.com





NATCCO NETWORK

“Cooperatives Thriving in a VUCA World”



NATCCO Network has again been awarded with these Three (3) ISO Certifications along with the imigration to the new OH&S standards as a result of our unending and passionate pursuit of quality

- 
ISO 9001:2015
 Quality Management Systems
- 
ISO14001:2015
 Environment Management Systems
- 
ISO45001:2018
 Occupational Health & Safety Management Systems



CONGRATULATIONS!



SHARING AND GROWING TOGETHER

 Tiano-Yacapin Sts., Cagayan de Oro City, Philippines 9000

 (088)856-2339

 Anahaw Road, Dinaville Village, Ma-a Davao City, Philippines 8000

 (082)244-1096

 <https://www.facebook.com/MASS.SPECC>

 <https://mass-specc.coop>

 admin@mass-specc.coop

CASA PLAYA DE CH'II


A private beach house for rent - exclusive
SAN JOSE, SAMAL DISTRICT IGACOS, DAVAO DEL NORTE



Change your view and relax to a very good place for best memories. Welcome to your residence!



For bookings and reservation, contact us through our official facebook page: **CASA PLAYA DE CH'II**



ENJAY



Farm School

Purok Vanda, Bagong Silang, Maragusan, Davao de Oro

☎ 09208637377 / 09958909075 enjayfarmschool@gmail.com

**Registered Programs with the
Technical Education and Skills Development Authority
under the
Unified TVET Program Registration and Accreditation System (UTPRAS)**

The program covers the following units of competency:

COMPETENCIES

Perform record keeping
Raise organic chicken
Produce organic vegetables
Produce organic fertilizer

Produce organic concoctions and extracts
Raise organic hogs
Raise organic small ruminants

Program Title
Organic Agriculture
Production NC II

Duration
261 Hours

Registration No. (CoTPR)
20201182AFFOAP212064


Date Issued
November 17, 2020

NOEL ORTIZ QUIDILLA
Proprietor



St. Francis Casket & Services
Purok Ipil-ipil Visayan Village Tagum City Davao del Norte, 8100
Contact Number: 09196170578 | 09192260980

FRANCISCO "Boy" MARTINEZ
Proprietor



NEL'S

CARWASH

Baan Km.4, National Highway, Butuan City

Proprietor: Mrs. Nelly B. Lara

ADVERTISEMENTS

*Mabuhay and Congratulations to Tagum
Cooperative in celebration of its successful
3rd Annual Representative Assembly*



MS. JOSEPHINE L. FADUL, Ed.D.
Vice-Chairperson, TC Ethics Committee

*Mabuhay and Congratulations to Tagum
Cooperative in celebration of its successful
3rd Annual Representative Assembly*



DIR. JANET T. MATUGUINAS, CPA, DBA
Member, Board of Directors



Partners Through Generations

Deposits and Investments
Life and Non-Life Insurance
Home, Car, Personal or Business Loans
Credit Cards

RCBC Tagum
(084) 655-6341 to 42; 655-9520

RCBC Digos
(082) 553-2319; 553-2560

RCBC Victoria Plaza
(082) 221-8583; 221-8581

RCBC Panabo
(084) 822-1192; 629-0048

RCBC Toril
(082) 295-1600; 295-1700

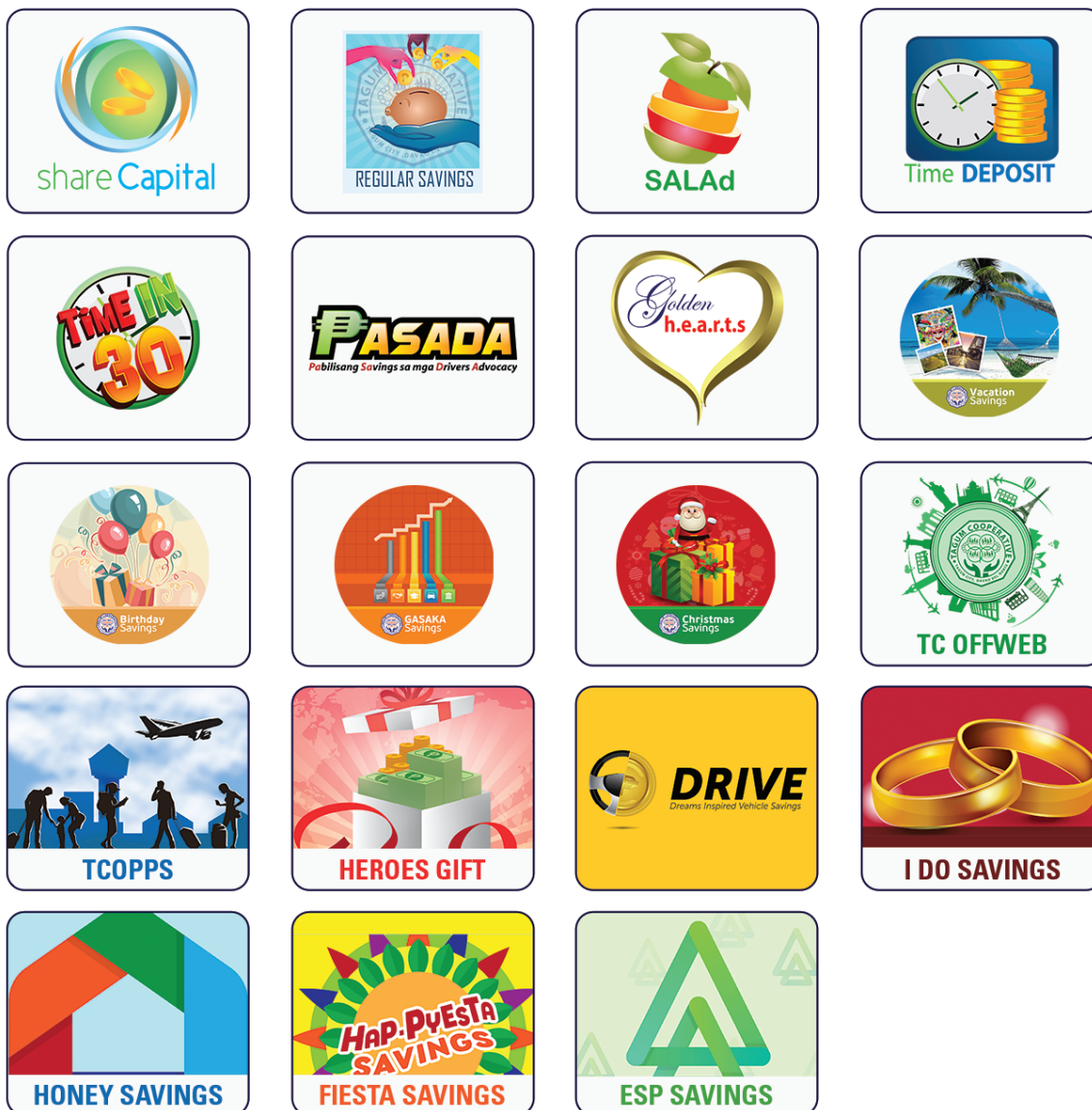
STRONGHOLD
INSURANCE COMPANY, INCORPORATED



**YOUR NON-LIFE INSURANCE
COMPANY**

2nd Floor Chikara Building J.C. Aquino Avenue, Butuan City
Tel No: (085) 815-40-08 / (085) 342-56-55

DEPOSIT PRODUCTS



LOAN PRODUCTS

MAJOR LOANS

- Regular Loan (RL)
- Government Employees Special Loan (GESL)
- Private Employees Special Loan (PESL)
- Special Credit Line Service Loan (SCSL)
- Income-Generating Service Loan (IGSL)
- Accredited DepEd Employees Salary Loan (ADESL)
- Prime Asset Liquidation Service Loan (PALSL)
- Pensioner Loan (PL)
- GESL Dep-Ed

SPECIAL LOANS

- Instant Loan Bonanza (ILB)
- Micro-Finance Loan (MFL)
- Benefit Loan (BL)
- Appliance and Furniture Loan (AFL)
- Travel Loan (TL)
- Convenient Loan (CL)

MINOR LOANS

- Cash Advance (CA)
- Emergency Loan (EL)
- Educational Loan (EdL)

Say **YES** to your Future! Save **NOW**



Visit Youth Laboratory Office now!

your *Protection* **MATTERS**

to protect your loved ones from paying off debts
to provide your family in case of accident
to cover funeral expenses

We Can Help You!



0999-887-0344 | 0917-312-9786 |
0932-889-3913



COOP
FUNECARE
"We Make it Special"



An Memoriam 2020

ABABAT, EVER BEDOYA
 ABAO, MARCELINO JAJALLA
 ABELLA, CONCHITA CORPUZ
 ABUCAY, PRUDENCIANA TULIAO
 ABUNDO, REX CABUSAS
 ACASIO, REGINA GARCIA
 ACASO, FELOMINO BAGANGAN
 ACOSTA, CRISTETA B.
 ADO, JOVITO SILAGAN
 ADOL, MA. NORA BARBADILLO
 AFDAL, RITA SALAZAR
 AGBON, ALEX BORDAJE SR.
 AGUDONG, RICARTE RASALAN
 AGUELO, CARMENCITA USA
 AGUILAR, CECILIA DOROPAN
 AGUILAR, FLAVIANO CRUEL JR.
 AGUIO, RUBY JANE ARAYATA
 AGUIRRE, CESAR TUSCANO
 ALABA, BRIMMA ROSA ROFLO
 ALAMBAN, MA. DAHLIA AYON
 ALAMO, HENRY AUMAN
 ALBARICO, EDWIN LOAG
 ALBITE, ANASTACIO CASINILLO JR.
 ALCOPRA, VERGINCITA SANCHEZ
 ALCORIZA, KIM LIMPIO
 ALE, MONICA TAUTHO
 ALECAPO, FRANCISCO ANAIA
 ALGONEX, LIEZLE CAPUNO
 ALICANTE, PEREGRINO RACOMA
 ALMENDRAS, FELICISIMA DANO
 ALORRO, ANITA TUBALADO
 ALTERADO, ROSELYN DELA CRUZ
 AMADEO, VERNA PANES
 AMBROSIO, HELEN ROMA
 AMEROL, AMELYN NICOLAN
 AMIGABLE, ERLINDA DECREPITO
 AMOY, ROSALINDA VERANO
 AMOYEN, MARIFE TANQUE
 AMPOG, VILLA ANSALE
 AMTO, NOEL PERATER
 ANCHITA, NORMA PLAZA
 ANCOG, FLORDELIZA DELOS REYES
 ANDRION, ROWENA MONTEFALCON
 ANGELO, ILLUMINADA BASADA
 ANINO, TIMOTEO TOGONON
 APARICI, ROMULO APARRI
 APOYON, NITA ALUM
 ARADO, WENAH OMANDA
 ARCALES, MARCELINO COSIP
 ARELLANO, ALMARIO BUNSI
 ARNADO, JOAN SERRA
 ASOY, DELIA ALUNAN
 ASUMBRADO, DANILO DELGADO
 ASURO, ELEONOR SOGUILON
 AUGUSTO, JOVITA EVANGELIO
 AUTIDA, VICTORIA PEREZ
 AUTOR, MILAGROSA SANCHEZ
 AVELIS, CELITO ROMO
 AVES, DOMINADOR AROY

BABAS, NERISSA RABARA
 BACALSO, JUAN MANAYAGA
 BACARON, BILLY FRANCES NELLAMA
 BACLAAN, ESTRELLA PATRICIO
 BAGUIO, ELEUTERIO TATOY
 BAITAN, NORBEN ZASPA
 BALABA, GREGORIO CADELIA JR.
 BALAGA, SOFRONIO FUHANEZ
 BALATE, ALBERTO CERVANTES
 BALBARINO, VIANNEY ROY MOLINA
 BALGOMA, CRISTINA MARCOS
 BALIAD, ROSALINDA DEVIBAR
 BALILI, ROGELIO LOPEZ
 BALIOG, REYNALDO PARADERO SR.
 BALLESTEROS, ELMA GESTA
 BALON, NARCISO BUNO
 BALTUNADO, JULIE PANTALITA
 BANAA, BERNABE LACNO
 BANGHAL, WILFREDO TOTAS
 BAÑONIA, CERFERIO NARAGA
 BARBARONA, WILFREDO ANOBA
 BARCELONA, ROSALYN AGUILAR
 BARDOS, ROSITA TORREON
 BARING, NEDIA HIFARVA
 BARRIENTOS, FAUSTINO GEDORIO
 BASILIO, LUZ OMBI-ON
 BASMAYOR, CHRISTOPHER FABULAR
 BATAS, GRACE KUDERA
 BATINGAL, EDGAR PONTE
 BATOLANON, JEMUI LIMBAGO
 BATOLANON, MARIANO CALAPAN
 BATOON, ROLANDO EVANGELISTA
 BAUTISTA, GLORIA RANA
 BAUTISTA, JESTERINI SUBA-AN
 BEDREJO, AMELITA ESPAIA
 BEIT, JULIETA PARCON

BELLO, EDWIN FALGUERA JR.
 BENTAYAO, DELIA VALDEZ
 BERNALDEZ, WILFREDO JAMILA
 BERONGYO, NADOR ESCOL
 BERTUMEN, EDGARDO MALANOG
 BETINOL, HIPOLITO LUPIAN
 BETONIO, SHIRLEY HOPE EMPLERO
 BIÑAS, ROSEMARIE PEREDA
 BINASBAS, EDUARDO SALVADOR
 BITANG, LOLITA LICAYAN
 BLANCO, BREXEL VILLAVER
 BLANCO, GUILLERMO MADANGON
 BOHOLST, REY ENERO
 BONDAD, JOSE AMAR
 BONGCAWIL, MARGARITA CARTAGENA
 BORJA, CECILIA
 BORRE, CRISANTO LACERNA
 BRAVO, ROMULO AGUSTIN
 BROBO, ANANIAS ANTIPAS
 BUAGAS, LORETA PAGA
 BUENASEDA, LEONILA CANINCIA
 BUHATAN, ZOSIMO OBLIGANA
 BULADACO, LEONA LIBRES
 BUNGACAG, MESAEL SABANDAL
 BUNIALES, ROBERTO CARBONILLA SR.

CABABAN, LORNA ENTERO
 CABAHUG, CRISTITA PAINIT
 CABAHUG, GLORIA HINLO
 CABALIDA, KAREN MAE PIZA
 CABALLERO, TEODORICO SORSANO
 CABALLES, MA. DELFA ALINGALAN
 CABANATAN, PRISCILLA PAGDILAO
 CABANILLA, DANY MARTENEZ
 CABARDO, AVELOSA CADENAS
 CABERO, ALEXANDER ASPE JR.
 CABERTO, DAVID MANSANO
 CABIGAS, EDGARDO LARGO
 CABIGAS, ROGELIO CERVANTES
 CABRERA, SHIRLEY MARCIAL
 CABUSAS, ELIZA DACANAY
 CABUSLAY, JAKE DOROPAN
 CACAYORIN, ROGER CLEMENTE
 CADIZ, CARMEN RECOPELACION
 CAGADAS, SOCORRO BERNALDEZ
 CAGOCO, MARCIAL BONGABONG JR.
 CALAMAAN, GOLDA MAE RUIZ MALAGANTE
 CALDA, ROSITA PIQUERO
 CALDERA, LOURDES FLORES
 CALIBUSO, EMMANUEL GOBOY
 CALVARIO, ARNOLD PAPA
 CAMACHO, EVANGELINE ECONG
 CAMACHO, RUBEN LAPING
 CAMPOS, HIYASMIN BASUTE
 CAMPOS, JOSEPH CABEJE
 CANCIO, EMMA LEE
 CAIEDO, FRANCISCO MABANAG JR.
 CAIETE, CONSOLACION LABUCA
 CANUMAY, MARIO DELA CRUZ
 CAPALAR, MAE GLADYS MALMIS
 CAPAROSO, ANGELES IGNALIG
 CAPUNO, LILIA BALASABAS
 CAPURAS, NENITA LABASTIDA
 CAPUYAN, RODRIGO DELGADO JR.
 CARNECER, LYNDON LINTUAN
 CARRIEDO, ALBERTO DAGONGONG
 CASERA, EDBERT MERCADO
 CASIA, ANDRESA SAMON
 CASTELO, IRELYN VILLARUZ
 CASTILLO, FELICISIMO DAYAG
 CASTILLO, JOSE RAUL MONTERO
 CASTILLO, PROFETISA PONDOC
 CASTOR, EDITHA DIWARA
 CASTRO, LILYBETH DIAZ
 CASTRO, MANUEL DIAZ

CATBAGAN, EFREN MANUEL APILADO
 CAVITE, JIMMY FUENTES
 CAYANONG, ALFREDO DOMANILLO
 CELIS, ARNEL D.
 CERBAS, JOSEPHINE LEUTERIO
 CHINILLA, ELEANOR ARROCENA
 COLITA, LUZVIMIN UGAY
 COMONSAD, ANECITO TAPAY
 CONAHAP, EDWIN VILLAMOR
 COQUILLA, HELEN UY
 CORELLA, TITA HINGCO
 CORONEL, NAZARIO BALOLOT
 CORTEZ, BASILISA JACINTO
 CORTEZ, WILLY JACINTO
 CREDITO, SILVANO BERMEJO
 CRISOSTOMO, CECILIA GENITA
 CUARTEROS, JERLUO SALIENTE
 CUATRIZ, FELIX VILLANUEVA
 CUBIO, CELSO RESMA SR.
 CUCHARO, LAURENCIO CUBIO
 CUEME, ALEJANDRO TUSO

CUTAMORA, JULIETA BACO
 CUYOS, FE GONZO
 DABALOS, LEONARDO SAMSON
 DAG-AY, JUANY SIVA
 DALAGAN, REYNALDO REPONOYA
 DALAYGON, PATERNO TENGGANG
 DAMO, ERLITO TARLE
 DANCEL, REY MATURAN
 DANO, DOLORES CAMARILLO
 DANO, JULIETA PARAMO
 DARANG, CHRISTIAN DAGUNO
 DAVID, JOSE ACUIN JR.
 DAWAL, CESAR LANGBID
 DAYANG, ROGELIO MATUGUINA
 DAYRIT, RODELIO BUHIA
 DE COSTO, ISMAEL MAGHUYOP
 DEL PUERTO, MARY GRACE CAMANCE
 DELA CRUZ, CONCHITA MEJINO
 DELA CRUZ, EVANGELINE CERBO
 DELERIO, MAMERTO AGUANTA
 DELFIN, SOZETH MATURAN
 DELICANO, ISMAELITA HUNAS
 DELIMA, LEODEGARIO CAPIN JR.
 DEMOL, LAUDEMER ALBANO
 DEPARINE, LIBRADO CANTABACO
 DERECHO, MARIA ROWENA CABANTING
 DESCARTIN, RODOLFO VALENCIA
 DICHOSA, AUDIE SOBREVEGA SR.
 DIMAGNAONG, ROY SODJE BORONGAN
 DINGAL, AVELINO FERRER SR.
 DINGLASA, ALLEN ENANORIA
 DIOCARO, LEONILA LAMANILAO
 DIVINO, JOSEPH JAMES RIVERA
 DIWATA, EVANGELINE ESTANDARTE
 DOCTORA, FELICITAS FERIA
 DOMECCILLO, TOMAS LAVADOR
 DOSOL, SEDRICK MADULIN
 DOTAROT, JACINTO VISANDE
 DRAMA, EDWIN VELOS
 DUAZO, ELEAZER CONDRIILLON
 DUGADUGA, GLORITA ARABEJO
 DUHAC, ZHAN KIRBEY PLAZA
 DULAY, MERCEDITA ESPORA
 DURAN, HELEN LIZONDRA

EBBA, ALFONSO GARCIA
 EBREO, TIMOTEO ACLAN
 ECONG, BENITA SORIA
 EDIG, ERLITO BENITEZ
 EDULIANTES, DOMINADOR GARCES
 EGNO, EMMA INSO
 EGUIA, JUSTINA LUAYON
 ELIMANCO, RHWEL BARRIOS
 ELUMBRA, NENITA CABAIEIRO
 EMAN, AMADOR VALLE JR.
 ENARGAN, AIDA OLAY
 ENCOMIENDA, VIRGINIA ESCRANDA
 ESCAÑA, DANIEL PACENIO
 ESMALE, CESAR BOU
 ESPAÑA, AMELITO SALADAS
 ESPINA, MELBARITA SUMAYA
 ESPINA, ROBERTO CHIU
 ESPIRITU, MARIO GATCHALIAN
 ESTOSE, RUEL DEL PILAR
 ESTRELLA, AMADOR CATITO SR.
 EVANGELISTA, ERNESTO NAMANGCAYAO
 EWAY, ELENA SIGATON
 EXENTOS, REGINA DUPA
 EYANA, ALBERTO DOLERA

FABE, MERCEDES DIGAO
 FABIAN, WILLIAM ALUAG
 FABULAR, NIÑO PEPE
 FAELAGMAO, REX NEDULA
 FEDERISO, JOSE RECARIDO P.
 FERIDO, JOSE MATILDO
 FERIDO, VICTORIA OMEGA
 FERMILAN, LINO ABABAN
 FERNANDEZ, DAYLINDA MONTEBON
 FERNANDEZ, ELIZABETH ACASO
 FERNANDEZ, MARLON RANARIO
 FERNANDEZ, MIRALUNA CIRPO
 FERRAREN, BIENVENIDO AYONO
 FERRAS, MARY GRACE RABAJA
 FLOREMONTE, PAQUITO MALIZA
 FLORENTINO, NEOFITA DEL ROSARIO
 FLORENTINO, PHOEBE PERALES
 FLORES, EMMANUEL MOVILLON
 FLORES, NOEL DUHAYLINGSOD
 FONTILAR, SIDNEY SERNA
 FULACHE, MERLYN OCAMPO
 FULLIDO, MARCIAL GAMOLO
 GACO, BIENVENIDA MORALITA
 GALANG, CESAR SANTOS

GALIPOSO, ELISA PONTRIAS
 GALVADORES, MARILYN GUTIERREZ
 GAMA, JAMES GABRIEL
 GAMUTAN, CORAZON DE VERA
 GANABA, TERESITA SALVADOR
 GARCIA, ROMEO DAVID PADUA
 GARDONIA, JEFFREY CEBALLOS
 GECALE, RAUL ALBARACIN
 GEMENTIZAN, ROSALIA GUILLANO
 GENELSA, ENEMECIA CAMPOMANES
 GENTILES, QUIRICO P. JR.
 GEOLAGON, PEDRO ABONERO
 GERCIOTOSANTO, ROMEO CAIETE
 GINOLOS, GUMERCINDO OBAS
 GO, ERIC ANG
 GOCELA, MARIA ANDOY
 GOC-ONG, LAURA CAGAY
 GODEN, EMILIA MA
 GOMEZ, JONAS PEDRAJAS
 GONATO, WINDY AMAD
 GONZALES, LILIA
 GRANADEROS, CAYETANO AYUNO JR.
 GRECIA, LEO JAVIER
 GUIANG, ALITA CERIO
 GUIAO, EPILANCO SALADO
 GUIMBARDA, LEONARDA VILLEGAS
 GUISEHAN, SEGUNDO YANA JR.
 GUITGUITEN, CARMEN VILLANUEVA
 GULAJA, ROBERTO SENINHA
 GULLE, AMELITA LARECHE
 GUMIA, EDEN BELTRAN
 GUTIERREZ, CRISELDA ROPEROS

HABLO, LYDIA GERVERO
 HILOT, PRIMITIVA BAJAO
 HIMOTA, PACITA LUNA
 HINAY, DOMINADOR BATICAN
 HOOK, JAMES ALAN
 HUIISO, GALICANO BUTLAY
 IGONG-IGONG, NENITA FACTO
 IMPAS, ARNULFO BENSIG
 INTEGRO, RUGEMMA PASINABAO
 INTONG, VIRGINIA BALINO
 ITO, DANILO EBAYAN

JABILLES, LUCIO GASTA
 JANIOLA, MA ERLINDA YAMAS
 JENISAN, PRIMITIVO PAQUIBOT
 JIMENEZ, EUFEMIA AKLA
 JUAREZ, ELEGIO DELA CERNA
 JUAREZ, EPEFANIA MAHINAY
 JUAREZ, JACINTO HIPONIA
 JUAYANG, DONATO BAJAJA
 JUBAC, CECILIA BASCO
 JULLIONES, ALEJANDRO WAHING

LABAREJOS, GODOFREDO INACAY
 LABASAN, FELOMINA TACUBAN
 LACIA, EMILIANA BASLUTE
 LACIDA, VIOLETA CABALLERO
 LADERA, ALFREDO CABALLERO
 LADIA, RUTHMAN BACACA
 LAFUENTE, JUDY TANGARURANG
 LAGMAY, JULIUS GANANCIAL
 LAGOS, VICENTE PACLIBAN
 LAGUNZAD, ANTONIO M
 LAHOYLAHOY, ZACARIAS PAGAPONG
 LAINEZ, MARIA LIZZETTE SUELAN
 LAJERA, FELIXBERTO JR. NUJEZ
 LAMBINO, LUCIA TAPDASAN
 LAMIGO, EMMANUEL PONTEVERDA
 LANGOY, DIONISIA TAJALE
 LANGTAD, MARIA LAZARTE
 LANIBA, ELENORA ABAPO
 LANZADERAS, ROGELIO MARQUITA
 LASTIMA, NATHANIEL ESTAJO
 LASTIMOSA, REBECCA GUMELA
 LAURON, FORTUNATO ALQUISA
 LENCIANO, REYNALDO LOOT
 LIBARIOS, TEOFILA CAMPION
 LIBERTINO, MAURICIO CABAYAO JR.
 LIGUID, CONCORDIA SAJULAN
 LIMBING, DAISY SELGAS
 LIMBING, JESUS SAYMAN
 LIMBOHAN, CARMELO CATCHAPERO
 LIMSAN, ALFREDO LUAYON
 LIMSAN, JOSEFINA BUDIONGAN
 LLANO, MARCELA CALIO
 LLOREN, JOSEPHINE IRAN
 LOLONG, ANNABEL GUILLLEN
 LOMA, JULIUS OPEIA
 LOMOSBOG, ROMEO HUIT
 LONZAGA, MERCEDETHA BARITOGO
 LOREJO, JANREY LAGANGA

In Memoriam 2020

LOYLOY, ESTRELLA FLORO
LOZANO, CARMILITO CASAGDA SR.
LUAYON, ADRIANO INTING
LUCHAVEZ, ZALDY DACAY
LUMAPAS, JENNETH TABALDO
LUMEN, IRENEO B
LUMIGUID, LUZMINDA BASTIDA
LUMOCOSO, REX TORREON
LUMOR, ZOSAR DESCALLAR

MABANDOS, MARINA DANSIGAN
MACAYRA, MARIA ELENITA CASTILLO
MACLA, ALFREDO REMOCILLO
MADALI, FLORANTE ALMEDA SR.
MADRID, REYNALDO VALDEZ
MAG-ASO, MARY ANN MEJARES
MAGBANUA, ROBERTO LOCSIN
MAGHANOY, REUEL BAROY
MAGNANA, JAIME DORONIO
MAGNO, TEODORO SARIGUMBA JR.
MALASAGA, HENRY VALDUEZA
MAMBURAM, MYLENE GALACIO
MANANSALA, NOEL GUEVARRA
MANAWATAO, AMELITA ALING
MANDAYA, JOSELITO SEBAN
MANGLICMOT, ROMEO TEODORO
MANINGO, FERDINAND DELA VICTORIA
MANIANG, LORNA CALONIA
MAPANA, ROBINSON RIVERA
MAPINOGOS, ALEJANDRO LEUMENTE
MAQUIRANG, WILMA SINON
MARANAN, ROSENDA ENEROSA
MARINAS, CIPRIANO GUTIERREZ
MARQUEZ, JULIETA QUILLLOSA
MARTUE, SORIANO MAMBULAO
MASBANG, NAPOLEON NOGAS
MATA, ROLANDO MAHILUM
MATUGUINA, MARILOU OCAN
MAYMAY, FERDINAND PANES
MEDRINA, MARTIN REBARBAS
MEJOS, FILEMON BALMADARES
MENDIO, DEXTER GERVAICIO
MENDOZA, MARICHU ANG
MERCADER, JESUSA CATAYLO
MERCADO, ANDRES SOLON JR.
MERIS, NORMA TABAL
MESIONA, MERO ASOMBRADO
MILAN, ANGELITA VARGAS
MOLINA, RUBEN CANAS
MONGADO, AIDA ERALINO
MONIDA, ISABELITA ACIDILLO
MONTERA, LEAH AMPER
MONTEROSO, EDEN QUIDILLA
MONTES, RANDY BONAJOS
MORAL, LEA MONDERO
MORCELLOS, NORBEN
MUJANA, LEONORA MACATIAG

NALUGON, BENILINDA SIERRAS
NAMOCOT, FIDEL LAGARE
NANDING, BAISARSEYA ABPI
NASAYAO, TEDDYBOY NAVARRO
NAVALUNA, HENRY VILLAREAL
NENARIA, ALEXANDER DAGOOC JR.
NERI, LILY BERNIL
NERI, ROGELIO DURENS
NESPEROS, ROGELIO PAPILLERAS SR.
NICOLAS, SHIELLA MAE CABATLAO
NOBLES, TERESA FERRAREN
NOBLEZA, LEISEL MAGALE
NUMANCIA, MILYN PESINO

OCARIZ, CHITO PAN
OCHIGUE, DANILO MONTAÑES
OCHOCO, LUCITA CABATUAN
OCITE, CONCORDIO PATETE
OHIDOR, ARSENILO VILLA SR.
OHIDOR, JERREY FERNAN ADVINCULA
OLIVAR, NELSON LIGAN
OMPAD, GANESIO SUAREZ
OPEÑA, FILOMENA SASUTIL
ORDANIZA, MARCELA LANOY
ORELLANO, FELIX INTE JR.
ORILLO, LORETA TORRES
OROC, CHRISTOPHER DABLO
ORQUINA, LORETA ANOVER

PACANZA, CRISTINA MELITARES
PACAO, JOSEPHINE YAP
PACOT, ANASTACIO LUMACTUD
PACQUIAO, NICOLAS MAXILUM
PADORAN, JOEL
PAELDON, FRANCISCO FAMENTERA
PAGARAN, REGINA AMATE
PAHUWAY, RHEZA MARIE BUSCATO
PALER, PERLA RETOTAS

PALMERA, LEONARDO CALIXTO JR.
PALMERA, ROGELIO LUMANTA
PALO, ROSITA GENABE
PAMEN, ROSALINDA LUMANTAS
PAMPOSA, FLORENCIO BELLESIS
PANDORO, TERESITA DAVIN
PANER, DIONISIO CALDEO
PANSACALA, VICTOR VINTOLA JR.
PARAGES, MARIO CARTAGENTE
PASCUAL, MARITES LIZARDO
PASCUAL, NARCISO GALLANO JR.
PASTOR, EULOGIO CANJA JR.
PATAYAN, JULIANA SONGAHID
PATES, AURELIO LIMPAPAN JR.
PATI, BIENVENIDO RELOJERO
PAZ, MERCEDES LAYAO
PECSO, ELPIDIO DUMAUP JR.
PEDARIOS, EDNA MUANA
PELAYPA, NESTOR DADONG
PELPIÑOSAS, ISIDRA VITORILLO
PEREYRAS, LUZ TESORO
PEREYRAS, SOLIVEN USON
PEREZ, MARIO DE VENANCIO
PEREZ, RAMONETTE ARCEO
PEREZ, SARA SUMAMPONG
PERFECIO, RUEL VALDUEZA
PETINES, CRISPIN CAS JR.
PIAPE, JANMARK ESTEBAN
PINEDA, JUNITO RANGA
PINILI, ROMULO CASIA JR.
PINO, FELICISIMO PALMARES
PINO, ROGELIO URDANETA
PINTOR, CAMILO RECLA SR.
PLEÑOS, HELNA ARAGONES
PODADOR, LORENZA APOR
POLINAR, ANTONIO LARGO
POSTRERO, GINA TARIMAN
PUEBLAS, ANGELO SUPRIMO
PUEDAN, DINDO LIM
PUGOY, POLICARPO ATOP
PUYAT, LOLITA BACALSO
PUYAT, PRIMMITIVO CUIZON JR.

QUIAO, ALBINA TENEBROSO
QUIJOY, LILIA AROMBO
QUINO, GIOVANNI AMARILLO
QUIÑO, IRMA TABIOSA

RACHO, ELIZABETH TECSON
RAMONIDA, EUGENIO SAMBLASINO
RAMONIDA, REV. FR. HENRY SAMBLASINIO
RAMOS, ALEXANDER PONTEJOS
RAMOS, CYNTHIA PANES
RAMOS, JOHN AGUSTIN
RANARIO, BONIFACIO BALALA
REBUCAS, NIÑO ANTHONY OCCENA
RECTO, REMEDIOS RUIZ
RELAMPAGOS, NOLI GOC-ONG
RELOX, MILAGROS MANGARIN
REMULTA, HELEN MANALO
REPATO, LORNA ALTIZO
REPOLLO, ROSALINDA MARILYN AGULLANA
REYES, RODRIGO ALMERES
RICO, ISABELO R.
RIMANDO, EDNA GUIBELONDO
RITA, MARTIN GATAB
ROBIN, ARNOLD ORTEGA
ROBLES, DANIEL BASCO
ROCA, MARIVIC SEPULVEDA
RODRIGAZO, GREGORY ABEJUELA
ROILES, ALFONSO PLAZA
ROMANILLOS, NOEL RAGAS
ROMUAR, EVANGELINE SALINAS
ROSELLO, EDGARDO VILLACURA
ROY, ALLAN TUKONG
RUALES, ADELINA LAGOS
RUAYA, PLACIDO LUCINO
RUFANO, MARIANITO GUIRAL

SABALLE, ELENA VALDEVIESO
SABASALES, JOSE ALVAREZ JR.
SABBANI, ADJERE SAM
SAGOLILI, RICHARD ARES SALEDON
SAGULO, CARLITO CANANIA
SAGUN, RICHARD ORTILANO
SALAS, ESTERLITA PAGARAN
SALAZAR, MERCEDES BRIZ
SALAZAR, ROLAND RESURRECCION
SALGA, SOCORRO CAGAS
SALISID, TERESA DE GRAN
SALMON, WILLIAM DALO
SALTING, CYNTHIA AZANA
SALVACION, RODRIGO CUBERO
SAM, NORMA CATAYEL
SAMPIANO, ERNA ARQUINTILLO
SANCHEZ, JOY ASUELO

SARITA, ALEJANDRINA DIAZ
SATORRE, SELISIANO LAPAS
SAYSON, ELSA JAPITAN
SAYSON, EMILIO MONTAÑO JR.
SEGISMUNDO, RICKY GUBER
SENO, HOSPICIA MADERA
SERAS, VENANCIO TUGAON
SERRANO, GLORIA SUASIN
SIAN, OSCAR ACOSTA
SILVERON, AVELINO BONGCAWIL
SIMACAS, MAURICIO CASTORA JR.
SIMBAJON, WENNIE CANDEL
SIMENE, VICENTE ASIBAL
SINGCO, GEORGE LOMOTOS
SINON, ROGELIO LAUD SR.
SINTO, ANGELA ABQUINA
SOLIS, RENE VASQUEZ
SOLIVA, JOEL GOC-ONG
SOLIVA, VIRGENIA GOC-ONG
SOLIVEN, PEDRO LIBARDO
SORIA, LEONORA CATALAN
SORIANO, CURPOZ TIMBAL
SORONGON, AMOR POTENCION
SUAN, THELMA TAYLARAN
SUAREZ, ANALYN DARO
SUELTO, REYNOLD PACAÑA
SUGCAY, GENARA PONTE
SUGIAN, ENRIQUITA DUMDUM
SUMUAN, NENITA GALLO
SURIAGA, MARILYN FAMARANCO

TABA, LILIA AYAG
TABAOEC, FLORA CLARA
TACASTACAS, ROBINSON RAMOS
TACAY, MAXIMINO MENDOZA JR.
TADENA, EPIFANIA HIGUAL
TAGAOD, REBECCA CAMILO
TAJA-ON, MARY JEAN BALDON
TAJA-ON, ROGINE BALDON
TALANDRON, ALLAN DUJAN
TALISIC, JOCELYN ZABALA
TAMBI, HERMIE CHANGCO SR.
TANGUAMOS, GUILLERMO BAJAO
TANO, VENERANDO EYA
TANZO, CARLITO PAREJO
TAPARAN, ERNESTO ALBISO
TARIPE, MELODY RITA
TECSON, REYNALDO GONZAGA
TEJADA, WILLIAM
TERO, WILFREDO HIPOS
TESTA, AUSTRIBERTA LIGAN
THIAM, GILBERT ANDREW SANCHEZ
TIGTIG, VICENTE BALHON
TIMAAN, RUBELIETA CLAPANO
TIMOGAN, MAXIMO VIRTUDASO
TINDA-AN, TARCITA RANARIO
TOGONON, SANCISMEIRA ESCASINAS
TORION, REYNALDO VIDAL
TORRERO, ERNANDO FUENTES
TORRES, JULIO WABAN
TOYONG, CRISGENIA REYES
TRAJERA, PAQUITO ABANTO
TRANGIA, EDWIN TAOJO
TRANGIA, FREDJAN SACAY
TUMAMPOS, CESAR JULON
TUMINDIG, SONNY GICA
TUSOY, RENNY BOY MAHILUM

UNGUI, RODANTE COYOCA

VALENCIA, LOURDES LUMANGTAD
VANGUARDIA, JUANITO MASOCOL
VARGAS, FLORENCIO DALIS JR.
VASQUEZ, DIONESIA REBLORA
VERANO, ANGELITO CANOY SR.
VERDIDA, MARGARITA COLEGADO
VERDIDA, ROGELIO SALA
VERGARA, PAGITA ALCARAZ
VIDO, MARICRIS SAYAS
VIGONTE, GILDA DARUCA
VILAR, FELY JOSE
VILLA, DIONESIO MALAZARTE
VILLACUER, IRENEO LOPEZ
VILLACURA, FLORENCIA GARCIA
VILLAMOR, RAUL CABALLERO
VILLANO, ABELARDO DACLES
VILLAREAL, MARINA ALLONES
VILLARENTE, MONICO MONTIMON
VILLARIAS, RODOLFO SALTAMORIN JR.

YAIOS, MACARIA GUTIB
YBAÑEZ, ERWIN GUALDERAMA
YUMO, LORNA PATONONA



Tagum Coop in your hands!

- ✓ Access TC accounts 24/7
- ✓ Loan Application and Renewal on Selected Loan
- ✓ Fund Transfer
- ✓ Fast & Convenient

**Download Tagum Coop Mobile app
at Google Play Store or App store**



TAGUM COOPERATIVE

SUPPORTS

2022

**COOP
NATCCO
PARTY-LIST**

[**C N P L**]

'Totoong' Tinig ng Kooperatiba

- The Party-List of *Genuine* Cooperatives in the country •

Tagum Cooperative Mindanao-wide Business Expansion Program Through Branch Operations and Allied Business Services



REGION 10

VALENCIA SATELLITE OFFICE

Mina Bldg., National Highway, Brgy. Bagontaas, Valencia City, Bukidnon
(088) 828 - 3890

GINGOOG SATELLITE OFFICE

Sampaguita St. Barangay 20, Gingoog City, Misamis Oriental
0917-812-0435 | 0908-885-7668

REGION 11

TC MAIN OFFICE

Doña Regina Dalisay Avenue, Magugpo West, Tagum City, Davao del Norte
(084) 655 - 6140

TC PUBLIC MARKET BRANCH

Door 1 & 2, Pereyras Bldg., Public Market Tagum City, Davao del Norte
(084) 216 - 4173

NABUNTURAN BRANCH

TC Building, Purok, L. P. Arabejo Ave., Barangay Poblacion, Nabunturan, Davao de Oro
(084) 736 - 0485

CARMEN BRANCH

Carmen Public Market, Rosal St. Ising Carmen, Davao del Norte
(084) 628 - 5800

PANABO BRANCH

Ground Floor, Madonna Homotel & Suites, New Pandan, Panabo City, Davao del Norte
(084) 628 - 8512

STO. TOMAS BRANCH

Ramon Magsaysay Ave., FD.RD 2, Brgy. Tibal-og Sto. Tomas, Davao del Norte
(084) 829 - 2558

BAJADA BRANCH

Door 4, 5 & 6 L&R Bldg., J.P. Laurel Ave., Bajada, Davao City
(082) 224 - 1886

MATINA BRANCH

#68 Mc Arthur Highway GSIS, Matina, Davao City
(082) 299-2172

MINTAL BRANCH

Abrasaldo Bldg., Sampaguita St. Mintal, Tugbok District, Davao City
(082) 293 - 1377

DIGOS BRANCH

Door 1 & 2, Sorongon Realty Ventures, Luna St., Brgy. Zone 3, Digos City, Davao del Sur
(082) 237 - 0055

SAMAL SATELLITE OFFICE

Triple A Building, Babak, Island Garden City of Samal, Davao del Norte
(084) 225 - 6977

MATI SATELLITE OFFICE

Alisa S. Redulla Bldg., Madang Hills, Slide 2, Brgy. Central, Mati City, Davao Oriental
(087) 811 - 7005

MALITA SATELLITE OFFICE

2nd Floor, Madrigal Bldg., Poblacion Highway, Malita, Davao Occidental
0917-796-2991 | 0998-963-1619

REGION 12

GENERAL SANTOS SATELLITE OFFICE

Falgui Bldg., corner Marine Village National Highway, Brgy. City Heights, General Santos City
(083) 553 - 2636

KORONADAL SATELLITE OFFICE

Ground Floor, SCJ Bldg., Abad Santos St., Koronadal City, South Cotabato
(083) 877-9473

KIDAPAWAN SATELLITE OFFICE

AMQ Building, Padilla Street, Poblacion Kidapawan City, North Cotabato
(064) 557-4409

REGION 13

BUTUAN BRANCH

Lifescape Bldg., JC Aquino Ave. Brgy. Bayanihan, Butuan City, Agusan del Sur
(815) 5607

SAN FRANCISCO BRANCH

Prk. 6 Barangay 2, San Francisco, Agusan del Sur
(085) 839-5162

BAYUGAN SATELLITE OFFICE

Prk. 20, Narra Ave., Poblacion, Bayugan City, Agusan del Sur
0917-710-6169 | 0908-890-7281

SURIGAO SATELLITE OFFICE

Parkway, Km. 3, Brgy. Luna National Highway, Surigao City, Surigao del Norte
086) 827 - 5787

TANDAG SATELLITE OFFICE

RCP Bldg. 1, Capitol Road, Telaje, Tandag, Surigao del Sur
0917-812-2323 | 0908-885-6997

ALLIED BUSINESS SERVICES

TC MEMBER BENEFIT & ASSISTANCE

TC Main Office, Tagum City, Davao del Norte
(084) 655 - 6137 local 101 or 102

TC COMMERCIAL SPACE LEASING

TC Commercial Building, Gante Road, Magugpo West, Tagum City, Davao del Norte
(085) 839-5162

TC FUNECARE 1

Purok 4 Santol, La Filipina, Tagum City, Davao del Norte
(084) 655-9105

TC FUNECARE 2

Km. 54 National Highway, Tagum City, Davao del Norte
(084) 655-6767