

# RD Bulletin

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## EDITOR SPEAKS

Nowadays, there are things that happen beyond human control. Everybody is prone to any eventuality like unsafe environment and situation. It is a fact that man has no perfect formula for safety. Mankind has tried to solve and resolve the impending

threats that this world may give. Fear that leads to death has taken its toll on the human race. Precautions have been set to avoid danger and harm. To provide security and safety, the best inventions, from safety gears and gadgets to high-tech security systems, were adapted. People resorted to temporary, sophisticated measures trying to ensure safety of family members and loved ones. Yet, the inevitable happens. Accidents and tragedies occur all over the world. At times natural and man-made calamities strike without warning. The imminent assault from terrorist is a daily horror to some places. Endless reports of crimes are flashed in the news. In this fallen world, danger and harm may be avoided, but it cannot be stopped because it has been told in the Scriptures that in the last days perils will happen. No place ever written on map, across the globe, can be considered as one hundred percent free from these threats. Most of the times things happen beyond control even though we are frequently bombarded with reminders that "safety is everybody's concern".

True safety and security can only be found in God who is our Refuge and Fortress that is why we really need His guidance and wisdom especially in decision making. The psalmist David declared his full trust in His divine protection when he said, in the midst of danger, in Psalm 4:8 "In peace I will lie down and sleep, for you alone, Lord, make me dwell in safety".

The name of the LORD is a strong tower; the righteous man runs into it and is safe -Proverbs 18:10. It is His will that we call on Him and cling to His ability to protect His people from the risks of both temporal and eternal jeopardy. We can always trust that our GOD is watching over us both now and forevermore Psalm 121:8." Only at the center of God's will is the safest shelter, haven, protection, covering a person can have, both physical and spiritual. There's no other way. It is very important that we hold concern for our safety and of the people around us in high regard. But, it is imperative that we know whom to trust and entrust our lives for true security and safety. Safety can also be defined as "TRUST" the moment we commit our lives to God. We will never worry of what lies ahead because we are assured of God's protection and safety as you let Him be in control of your life.

Proverbs 3:5-6- "Trust in the LORD with all your heart and lean not on your own understanding; in all your ways submit to Him, and He will make your paths straight". Stay with God and you will be safe!

## Arowana Agriventures Corporation inaugurates new feeds production line

Arowana Agriventures successfully conducted the dedication ceremony & blessing of their line 1 and 2 milling facility which was held last February 28, 2018.

The fully automated milling facility or simply line # 1, uses state-of-the-art machineries in the manufacturing of animal feeds built by the famous Van Aarsen of The Netherlands with a production capacity of 10 metric tons of high quality feeds.

Line # 2 on the other hand is a combination of locally fabricated machine and IDAH machineries, a Taiwanese manufacturer of pellet mill machine. This equipment is dedicated to producing shrimp feeds exclusively with a production capacity of 1.2 metric tons per hour.

The event was attended by the Chairman/ CEO of RD Group of Companies Mr. Rodrigo E. Rivera Sr., Ms. Dolores C. Rivera, Executive Vice President Chief Ministry Officer of RD Group of Companies, Roy C. Rivera- Group EVP/CFO RD Group of Companies & President for Agri Business Group, Roger E.



RD Corporation CFO & Arowana Agriventures Corporation President delivers his speech during the ceremony.

Rivera , SVP-COO- Agribusiness Group, Rita Zenaida Garsuta, Arowana Gen. Manager, bankers, local government officials, RDEX farm managers, visitors & officers from other RD companies.

Arowana Agriventures is one of the subsidiaries of RD Corporation. (Maria Haide Theresa Soldevilla)

## RD Mall Mabuhay breaks ground

Richmond Land Innovations Inc. (RLII) held the groundbreaking of the first community Mall in Gensan last June 14, 2018. The event was in keeping to RLI's goal to develop pioneering projects that will change the economic outlook of the community where it operates.

RLII is under the umbrella of RD Realty Development Corporation (RDRDC) management team, both are subsidiaries of RD Corporation. The construction is set to be finished within the next 12 months.

The mall is located on a 4-hectare property of RLII along Mabuhay Road corner NLSA, Barangay Mabuhay, General Santos City with 10,000 sq.m. gross floor area and at least 70% leasable space with ample parking spaces.

According to the mall's masterplanner Architect Arceo Layno, the mall will have open space for big events with anchor tenant, food court, boutique shops and kiosk and will feature urban park to make up a green environment for its customers.

The project is part of the series of developments of commercial areas that RLII is building, an addition to the 10-door Sinawal Town Center following the residential development which includes the La Cassandra and Norfolk Pine subdivisions and the industrial project, The Mindanao Economic Development Zone (RD City).

The groundbreaking ceremony was attended by the founder of RD Group Mr. Rodrigo E. Rivera, Sr. , members of the Board of Directors like Ms. Debbie Ann R. Riveral, Mayor Ronnel C. Rivera and wife Ms. Jane G. Rivera. Friends from



CEO Rodrigo E. Rivera, Sr. and CFO Roy C. Rivera led the groundbreaking ceremony with General Santos City Honorable Mayor Ronnel C. Rivera.

the banks, prospective clients , RDRDC & RLII employees and officers also graced the event.

Richmond Land Innovations Inc. was formed in 2004 to spearhead RD Realty's entry into residential development. RLII is the developer of the La Cassandra subdivision which won The Best Development and Architectural Design on a regional category for economic housing in 2006. On the same year up to 2007, RLII has acquired a total of 104-hectare in the boundary of General Santos City and Polomolok, South Cotabato for the RD City development which was officially launched in 2016. In 2013, RLII launched the Norfolk Pine Subdivision.

RLII aims to invite more investors to come to the City of General Santos through the economic zone RD City. It will continue to develop significant areas that will economically prosper the nearby community. RLII is expected to launch another housing project within the year. (Jerlyn L. Bernal)

## ACHIEVEMENTS

### RDTMC Brings Home Gold and Silver



From left: 3rd Placer Philip Pimentel; International Speech Champion Ivan Jude S. Busgano; and 2nd Placer Anthony Galenzoga

Beginner's luck or RD Toastmasters are just really good?

March 24, 2018 - RD Toastmasters Club (RDTMC) members Ivan Jude S. Busgano and Sheryl M. Pedroso, who are also public speaking contest first-timers, bagged gold and silver trophies in the Toastmasters International – Division E Speech Contests held at Holy Child College of Davao. Division E is comprised of 14 Toastmasters clubs in Davao City, General Santos City, and Zamboanga City.

Ivan Jude S. Busgano, Management Information System Department Head of Penbank, Inc. and RDTMC Ambassador, won First Place in the International Speech Contest, the prepared speech category, where he delivered his speech, Bold but Not Foolish. It was about building a bridge to one's dreams. It was also his Speech Project 10 that completed his Competent Communication track. As Division E's Champion, he would compete in the national level in April.

On the other hand, RDTMC Vice President-Education Sheryl M. Pedroso, who is also the Training Officer of RD Corporation, competed and placed second in the Table Topics (Impromptu Speech) Contest. Contestants in this category had to answer the topic, "It is not who you are underneath, it is what you do that defines you." (Sheryl M. Pedroso)

### RDTMC wraps up TY 2017 with Major Achievements



RD Toastmasters all smiles with the latest additions to the laurels on their club banner.

RD Toastmasters Club received the Distinguished Club and Beat the Clock Awards for their outstanding performance in Toastmaster Year 2017-2018, which ended on June 30, 2018.

In addition to these two major wins, the club also achieved major recognitions in the public speaking arena: Division E International Speech Contest Champion and Table Topics (Impromptu) Speech Contest 1st Runner-Up. All these were achieved within only six months.

This is the third time the club received the Distinguished Club Award for having met the membership prerequisite and achieved the required goals in the Distinguished Club Program. It is also the club's third time to receive the Beat the Clock Award for adding five new members during May and June.

Under the leadership of the club President Jixseylo C. Portacion, RDTMC has showcased once again the excellence of RDians in communication and leadership. "The past year has been eventful and really challenging. Achieving these recognitions from Toastmasters International made all our members' hard work pay off."

He also added that RD Toastmasters have always been passionate about excellence and so this is the challenge he and the club's Executive Committee 2017-2018 would like to give the next set of officers: "Keep the passion burning, continue to strive for excellence, and work hard to achieve more in the years to come." (Sheryl M. Pedroso)



## Building Awareness: Involve, Inform, and Inspire

It's May once again! Just like other festivities, the IIA (Institute of Internal Auditors) Awareness month is being celebrated whole year round but highlighted during May. In line with the global celebration, the RD Corporation Audit Department raised awareness through different activities.

Involving not just their colleagues but also the future market of internal auditing, the RD Corporate Audit Department conducted its second symposium at Mindanao State University (MSU), General Santos City last May 23, 2018. The activity was attended by BS Accountancy students from third year to fifth year.

A warm welcome and lively opening remarks was given by the Corporate Audit Head, Ms. Stephanny S. Cellacay, CPA, MBA. To ignite a participative atmosphere, Ms. Thea Katrina T. Roble, CPA presented questions to the students.

An overview about internal auditing was discussed by Mr. Emmanuel Hope Gruzo, CPA, emphasizing its purpose and scope. Ms. Janice P. Andres, CPA further laid down the role of internal auditors with situational examples to give a picture to the audience of the internal auditor's actual exposure. To provide a clearer identification between external auditors and internal auditors, Ms. Milky O. Cristobas, CPA, discussed their differences as to employment, focus, background, nature and output. The students were also oriented as to career opportunities of internal auditors in the corporate world.

To keep the warmth and participation, the speakers also presented questions and encouraged the students to speak about what they learned and what they want to know about internal auditing. Apart from learning about the profession, the students were also filled with inspirational messages from auditors who shared about their experiences in internal auditing. After fulfilling its purpose, the symposium was closed with a remark from College of Business Administration and Accountancy Dean, Mr. Efren T. Awayan, CPA, MSCF and a prayer from the host school.

(Milky O. Cristobas)

## Connected: Building relationships with IA SOX's Chapter

Overflowing laughter, information and newfound friends filled the walls of City Park Inn last May 18, 2018 as RD Corporation Corporate Audit department spearheaded the first ever IIA Socio Night in General Santos City chapter joined in by some members from the academe, banking, manufacturing and retail industries.

The said activity, whose objective was to develop a community that will serve as an avenue for the internal auditors in the area to discuss and tackle the emerging concerns and issues in the different industries nowadays, served as an initial attempt to gather auditors and establish a lasting relationship.

The auditors got to know each other in a fun-filled environment, a sweet escape from the usual reports-and-deadlines kind of day, and connected thru fun quizzes involving audit theories, current events and history. Also, some auditors were able to share the challenges, struggles, and the learning from their respective experiences in the internal audit profession. A short video was also presented conveying the roles and responsibilities of the internal auditors in the development of the businesses and to the overall objective of nation-building. In addition, an assessment survey was conducted to identify the training needs of the auditors which will serve as basis of possible future IIA trainings and seminars in Gensan.

Following the success of such event, RD Corporation's Corporate Audit Department envisions to conduct an annual gathering that will solidify the IIA community within the area, which will soon flourish into the birth of an independent IIA association in the General Santos City chapter. (Thea Katrina O. Roble)

## Employee Service Awards: Shared Success Through the Years

Graced by One Hundred Fifty-Four (154) employees in their striking gowns and suits, RD group of Companies honored dedication and loyalty in the 2018 annual service awards with the theme "Shared Success Through the Years". The event was held last April 27, 2018 at Greenleaf Hotel, General Santos City.



"This year's employee service award is proof of that passion and loyalty. We also acknowledge and appreciate that the foundation of our organizational success is built upon our employee's individual commitment and effort", Madam Dolores C. Rivera, RD Group Treasurer and EVP-Chief Ministry Officer, said as she expressed her heartfelt gratitude in her inspirational message.

Sharing the success of the business that is changing lives for more than 40 years, service awardees personally received their plaques and tokens of appreciation which were presented by their respective business unit heads and board of directors. They are composed of fifty (50) 10-year service awardee, fifty-three (53) 15-year service awardee, sixty-six (66) 20-year service awardee, twelve (12) 25-year service awardee and four (4) 30-year service awardee. Special citations were also given to five (5) security personnel who worked for the company for thirty (30) years.

The event affirmed empowerment and excellence as a fruit of collaboration between management and its people. In a video presentation, 30-year awardee Ms. Belinda T. Tiongson, Finance & Admin Division Head of RD Credit Corporation, expressed her appreciation to the Board of Directors for their leadership and continuing support. She added, "I have always trusted their vision for the group and they never failed in achieving that vision."

She narrated her earlier years in the company starting as a loan teller at RD pawnshop and eventually transferred to RD Lending Investors as Area Accountant in 1995. With her hard work, integrity and commitment, she was promoted and currently hold the position of Finance & Admin Division Head of RD Credit Corporation. Her stay with RD provided her with opportunities for self-development and personal satisfaction.

"So my advice for to new employees is to use every opportunity to do your work to the best of your competencies. Work and never expect for any recognition. You will be surprise of the rewards that will eventually come. Anyway, success makes our sacrifices worthwhile" -Ms. Belinda T. Tiongson said as an encouragement to love our job.

In an interview, other service awardees also expressed their appreciation for the recognition, thanking the company for its invaluable efforts through the years.

"My sincere declaration from the deepest of my heart... that RD will become prosperous and abundant. And there are many souls who will bring into the receiving knowledge of the Lord Jesus Christ which is the most important thing na gawin ng RD and I love RD so much. – Ptr. Joseph Paunillian, RDMI Subsidiary Head, 25-year service awardee.

"What I like most with RD is that they have emphasized the God-fearing values to employees. And this makes the employees to perform well and even achieve better. And also with these values I have seen the compassionate attitude of the employees in doing their respective tasks"-Imelda F. Tupas, General Manager of Dolores and Hotels and Resort, 25-year service awardee.

And lastly, RD Group of Companies also imparted this success to the public as it takes part in community development. Mr. Jessie Dela Cruz, Board Secretary of Regional Tripartite Wages and Productivity Board attended the event as a special guest speaker. He explained "Giving recognition to our employees is part of the program of the Department of Labor and Employment, that is recognizing their effort, the labor management cooperation scheme. So, I am sending my best wishes and congratulations to RD Group of companies for this kind of event today". Labor-management cooperation is a state of relations where labor and management work hand-in-hand to accomplish certain goals using mutually acceptable means.

In summary, the event manifested the key core values the company upholds: Faith in God, Integrity, Responsibility and Excellence. Incorporating these principles, RD Group of Companies was able to establish collaboration from top to bottom, specifically, in goal setting and execution.

The event ended with the closing remarks from Madam Debbie Ann Rivera Riveral, Group Committee Chairman/EVP Managing Director, Pawnshops and Hotel Groups, congratulating and honoring our dear awardees. She recognized each of the awardees' hardships and how they have had a long journey but continued on with a reminder that despite the challenges, their journey has always been mostly about success and happiness. The crowd applauded as she ended her message with, "May we continue to share our success through the years." (Joyce Cristobal)



### 3 Surefire Ways to Develop Employees with Minimal to Zero Experience



For the longest time, endless arguments on whether a company should hire a fresh graduate or someone with less or no experience at all have been going on. While many organization leaders

might say it is still wiser to get experienced talents, others would still say otherwise.

According to the article *The 7 Benefits of Hiring Graduates* published by Graduate Recruitment Bureau ([www.gbr.uk.com](http://www.gbr.uk.com)), there are actually more advantages than disadvantages when hiring inexperienced or less experienced talents. They are affordable, their return on investment is proven, they are highly moldable, and provide solid business skills and new perspectives - just to name a few.

A wise man in the form of Jack Ma, Chinese business magnate, once said that the best people are the ones you train yourself. It is safe to say that sometimes it is not about hiring the best out there, it is hiring the right candidates – those with the right set of attitudes for the job and highly trainable.

On the other hand, this does not go without saying that one should just go ahead and hire a graduate or less experienced candidate without factoring in some very important points. As a leader, you must make it your job to find candidates who may have minimal to zero experience but possess non-negotiable characteristics and values such as respect, loyalty, and commitment. These were emphasized in *The Case for Hiring 'Under-Qualified' Employees* on [www.forbes.com](http://www.forbes.com). But, how do you further develop the sense of commitment and loyalty after hiring them? How do you ensure reaping the countless benefits of hiring them? The answer is simple: Talent Development.

Talent Development is a broad concept and practice of increasing a talent or employee's competencies, capacities, and capabilities. It can be difficult to execute, but it can be done. Here are some effective ways on how to develop inexperienced and less experienced hires:

#### 1. Throw them into the water.

Millennials are now increasing and slowly taking over today's workforce and this breed of talents are all about experiential learning and real-time feedback.

Maximize and optimize their skills and talents by

empowering them, i.e. give them a problem to solve and encourage them to come up with their own solutions. Take advantage of their fearlessness and being risk takers. Take advantage of their untapped ingenuity and get new perspectives and ideas that may actually change your company's course of the game and in your favor. However, guide them if and when necessary because you wouldn't want to throw them into the water and leave them to drown.

#### 2. Lead and influence them by modelling.

Cliché as it may sound, one of the best ways to get your employees do what you want is to show them. Be the best example and be the role model. When you show them how you like and prefer things done, they will know what to build on. This way, they know what specifically they need to focus on as well. In addition, embody the values you want them to embody. Do this, and you will cultivate not only the right, but also the best employees.

#### 3. Pave their career development opportunities through coaching.

Communication plays a vital role when it comes to building employees' career development path. Your talents must know the various career growth opportunities in store for them. Ask them about their career desires and aspirations and discuss with them your expectations from them as their leader. By doing so, you will be able to identify how you can come up with an effective career plan for them. They will also know what competencies they need to work on, maintain, and acquire. Effective leaders would always say that constructive and timely feedback is key. This is going to encourage them to keep learning and improving.

Banking on new graduates and less experienced talents may sound too risky but it can be a risk worth taking. It is time to change things up a bit with our talent acquisition strategies and start engaging with them or else we might miss out on their promising leadership potentials. In addition, re-align and enhance your competency, capacity, and capability building strategies to get the most of their potentials and secure employee engagement. (Sheryl M. Pedroso)

## Safety First: The RD way of life!

Two million men and women die every year or approximately 6,000 deaths per day and loss of approximately four percent of the world's annual GDP. These are the cost of work-related accidents and diseases across the globe according to the International Labour Organization (ILO). In the local scene, this number is no different as there were more than forty million Filipinos exposed to occupational accidents and diseases reported by DOLE as of 2015. Think about wives losing their husbands, parents losing their bread winner children or a 5-year-old boy losing his father or mother and clouding a bright future ahead of him. These are real scenarios that confront every one of us in the workplace. So we ask ourselves, "Are we safe enough?"

In line with its desire to provide safety and healthy working environment, RD Group of companies conducted various activities to its employees. In the early quarters of 2018, RD strengthened the awareness of its employees to safety practices by providing seminars, trainings, drills and competition. Below is the summary of these activities:

Activity	Date	Number of Participants	Conducted by
Ambulance Operations	April 2018	25	CDRRMO
RDFG First Aid	February 2018	35	Red Cross
Refresher Training Fire	March 2018	35	BFP
Bomb Threat Safety Awareness	July 2018	45	GJTF EOD
Fire Drill	May 2018	175	BFP and PHILVOLCS
Earthquake Drill	May 2018	175	BFP and PHILVOLCS
Self-Contained Breathing Apparatus (SCBA) Training	May 2018	55	BFP
RD Group First Aid Training	February 2018	26	Philippine Red Cross
RD Group Blood Letting	March 2018	60	Red Cross
RD Group Firelympics	March 2018	120	ERT RDC
Seabest Fire Drill	March 2018	100	Pablo A. Sausa & Cherry Mae B. Villa
Arowana Earthquake and Fire Drill	August 2018	115	Pablo A. Sausa & Cherry Mae B. Villa

Let us hear from the reports of some of our RD safety personnel who were on the move during those activities.

### Self-Contained Breathing Apparatus (SCBA) Training

SCBA was a 1-day training but with a substantial and well-meaning goal for the attendees - "A well-trained (SCBA) user". It was conducted by F02 Aldrin Flores a Bureau of Fire Officer last March 07, 2018 at RD Corporation Training Room

and RD Fishing wharf 3 and wharf 5 for the actual drill. It was represented by the different RD fishing boat captains, GSMWI, RD Fishing, and RD Corporation emergency response teams.

Self-Contained Breathing Apparatus (SCBA) is a type of respiratory protection equipment that contains breathable compressed air. It is used by firefighters and rescue workers while operating in areas of immediate danger to life and health, such as inside a building inferno or in a mine filled with smoke or toxic substances. SCBA is a single or pair of high pressure tank made of steel, aluminum or carbon-fiber composite (2,216 to 4,500 psi or 150-310 bars). These cylinders weigh about 15-18 kilograms.

An actual scenario was given by F02 Flores at wharf 3 and wharf 5 of the same day. (Pablo A. Sausa)

### Community Emergency Response

"RD, the number ONE community responder," declared City Fire Marshall CINSR Reginald L. Legaste during the 2-day training, boosting up the spirit of volunteerism of the RDians who were in attendance.

The Bureau of Fire Protection conducted a two-day refresher course for RD Fire Brigade Volunteers last March 12 and 13, 2018 for certificate of competency renewal held at RD Fishing compound wharf 5, 1st Road, Calumpang, this city. The course was conducted by the Bureau of Fire Protection officers: F02 Kristian Angelo R. Punla, F01 James A. Carrido, and F02 Aldrin Flores. The two-day course consisted of familiarization of the fire truck equipment and usage on the first day and on the last day was the actual drill with different scenarios and then the graduation.

It was a self-driven training that needs self-determination and self-inclination to respond during emergency situation. Teamwork was scrutinized and unity was emphasized on how the participants would solve the scenario through proper coordination.

The training is a pledge to venture in community emergency responses. The volunteers are from RD Fishing Group, RD Corporation, RDEX, and Gensan Shipyard & Machine Works, Inc.

The training ended up instilling pride to the hearts and minds of the RD volunteers. Indeed, each one can proudly declare, "I AM A PROUD RD FIRE BRIGADE VOLUNTEER. A PROUD COMMUNITY RESPONDER." (Cherry Mae B. Villa)

**RD Group Celebrates Fire Prevention Month with a Bang!**

Wee woo. Wee woo. Wee woo. That’s the sound of the siren of a fire truck coming for a rescue. It’s not an actual fire to be put out but a test of readiness and cooperation of RD Group employees in dealing with fire as the group participates in the celebration of Fire Awareness Month. March is not just a month that welcomes summer or month for the celebration of women. It also celebrates the Fire Prevention Month by virtue of Proclamation Nos. 360, s. 1989 and 115A, s. 1966.

March is when the Bureau of Fire Protection kicks off their information drives and other fire-related activities into overdrive, thanks to the aforementioned proclamations. Their message has stayed the same: Keep yourself and your family safe from fires.

With RD Group’s active participation in the event, spearheaded by RD Corporation and with the partnership

from Philippine Red Cross and Bureau of Fire Protection, a friendly competition was organized.

Below are the results of the friendly competition held at Anchor Driving Range on March 16, 2018.

Rank	7-Hose Connection	First Aid	Fire Extinguisher	Fire Bucket Relay	Quiz Bee
1	RDFG & RDC	AROWANA	RDRDC	RDRDC	RDFG
2	RDEX	PENBANK & RDCC	GSMWI	RDFG & RDC	APPSCOR & CELGAS
3	AROWANA	RDEX	AROWANA	APPSCOR & CELGAS	PBCC

The yearly involvement of RD Group’s Companies to this kind of events develops mental readiness and safety awareness to its employees. It also lessens the risk of property loss and casualties. (Charlie Mark R. Peñaredondo)

**Be safe, implement safety, promote safety**



Are you inspired by those reports? Do you want to be part in promoting safety and healthy environment in your work places? Do you have the desire but think that you don’t have the avenue or the position to do so? Think about this: Safety is everybody’s concern and priority. Yes, that’s right! We have a role to play and we are in the exact position to create change. How? You just have to remember this millennial statement, “I. KNOW. RIGHT!” “I” stands for doing it yourself. Yes, it starts from us. Be safe, implement safety, promote safety. By being safe yourself, you will influence others to do the same. “Know”- Know your company safety policies and government standards. Read safety articles and newspapers. Be informed and know your Right. That’s right, you have a “Right” as an employee to be safe and

be protected. And lastly, “Right” the wrong! Be proactive by reporting hazardous incidents or situation to your safety officers or responsible individuals. Conduct safety inspection to identify risky areas and make them RIGHT before they make everything WRONG! A famous line which can also be applicable to safety says, “give it an inch and it will get a mile of you”. If we become complacent, we will never know what our inaction will cost to us, to our family and to our company.

Let’s uphold safety and make it personal – our RD way of life! Also, make sure that when somebody ask you about safety, you can answer them straight away, “I KNOW RIGHT!”. (Emmanuel Hope C. Gruzo)



## RD Foundation commemorates 15<sup>th</sup> Anniversary

RD Foundation celebrated its 15 years as a social development organization by presenting a new logo during the anniversary dinner program last April 30, 2018. The new logo symbolizes the essence of RD Foundation's mission of putting faith into action. The unveiling was led by Mrs. Dolores C. Rivera, Board of Trustees Chairperson and co-founder of the RD Group of Companies, together with the other members of the board and Ryan Vidanes, AVP-Executive Director.

Among the highlights of the celebration is the photo exhibit tagged as "RD Foundation Stories of Faith, Hope and Love", depicting the success stories of the foundation's different programs and projects through the years. A video also portrayed the deep spiritual foundation of the Rivera Family's philanthropic works which started long before RD Foundation was created. Partner program beneficiaries of the foundation also took part in the event by performing and sharing testimonies through poems and spoken poetry.



RD Foundation new logo unveiled during the anniversary dinner program, which was led by Mrs. Dolores C. Rivera, Board of Trustees Chairperson and co-founder of RD Group of Companies.

RD Foundation, Inc. is the corporate social responsibility arm of RD Group of Companies, one of the fastest growing conglomerates in the country, owned and managed by the Rivera Family of General Santos City. Though the philanthropic work of the Rivera Family started in 1970's, the foundation was officially registered under SEC last April 30, 2003 and had been serving the communities in Region XII and some other parts of Mindanao and Visayas. Its programs focus on Education, Environment and Enterprise (3Es). (Ryan S. Vidanes)

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## LINK in Action

It has been a year since LINK (Leaders in Inspiring and Nurturing Kinship) or RDC EMC (Employee Management Council) was launched and still inspired to increase awareness of the employees of their duties and responsibilities as an integral part of the organization. LINK also actively performs its role as a communication tool to promote transparency, sense of ownership and employee-management cooperation to create a harmonious working environment and to meet the goal of the company.

Then and now, here are some of what the LINK has been up to: Gearing up for RD Corporation's transition to ISO 9001:2015 Quality Management Systems, Productivity Committee initiated the 7S program where every department will now embrace and embody good housekeeping in their respective offices. LINK also spearheaded RD Group of Companies activities like Employee Service Awards (ESA) 2018, RD Cup 2018, Blood Letting, First Aid Training, and Firelympics. LINK also rendered collaboration for the successful Spiritual Retreat and Team Building of RD Corporation. Currently, LINK has been assisting to the review of RD Corporation's Company Rules and Regulation (CRR) to get it updated and tailor fit to today's corporate set-up.

Last but not the least, the Steering Committee has been working on the creation of LINK website and planning of having an EMC Summit for all EMCs across RD Group.

It has been a good-bye to former LINK's Modulator Joemari A. Salinas who has pioneered this vision into reality. At present, LINK is now having its new modulator in the person of Mahalaleel S. Malayo who accepted to further run the vision of RDC EMC-LINK. "Accepting this role is a bit challenging to me. But I am grateful as to how the management and my co-employees see me as someone capable to be in this place. Nevertheless, what the former modulator has started we will make sure that it'll be continued and improved. There is nothing more fulfilling to me than to see LINK meeting or even raising from the par when it comes to achieving its purpose, objective and as to what it has been created for." – Mr. Malayo, LINK's current Modulator, about his thoughts on LINK. (Fernaline Joy Galopo)

## RD Corporation hosts BOI Strategic Investors Aftercare Program Forum



From left (sitting): RDFI Dionruf A. Asis; BOI Division Chief Ernesto Delos Reyes; BOI Director & OIC Edilberto C. Nunag; PBCC Rene Alfredo Baños.

GENERAL SANTOS CITY - The Board of Investments (BOI) conducted a Strategic Investors Aftercare Program (SIAP) forum last May 31, 2018 at RD Corporation Training Room. This program was led by the BOI Director and OIC- Edilberto C. Nunag together with the BOI Division Chief - Ernesto C. Delos Reyes and the Investment Specialists - Luis B. Peralta and Minerva E. Tabar. Present on the said program are the participants coming from RD Group of companies.

SIAP is a proactive program initiated by the BOI to create a high quality, trust-based, working relationship with the existing investors to ensure continuing business in the country. BOI provides investors with updates on investment policies and sector developments during this regular visit. The SIAP also aims to collect issues and address concerns from investors involving other government agencies such as Bureau of Customs (BOC), Bureau of Immigration (BI), Bureau of Internal revenue (BIR), Department of Energy (DOE), Department of Trade and Industry (DTI), Local Government Units (LGU) and Land Transportation Office.

During the program, the BOI has initiated an active feedback technique through addressing some of the group's investment concerns. Aside from consultations, Mr. Luis B. Peralta was also introduced as the Investment Specialist assigned for the RD Group of companies to continually provide aftercare assistance. Indeed, it was an informative day for all the participants. (Abigail T. Juradas)

## RDPI holds 2-day private sale for My Jewels

Every ensemble is never complete without the magic touch of jewelries. Regardless of shape, size and value, a piece of jewelry is special in its own way and has varying effects to those who wear it—and each person deserves to have a piece of it.

In the spirit of this, RD Pawnshop's jewelry line, My Jewels, held a two-day private sale collection of its wide array of affordable jewelries last May 30-31, 2018 at Waterfront Cebu City Hotel. It was attended by invited guests and clients who enjoyed special deals and discounts. Among those who graced the event were Debbie Ann Rivera-Riveral, RD Pawnshop EVP Managing Director with husband Deonie Hope Riveral, RDPI GM Alma Sid M. Pascual, and RDPI Finance Head, Leah M. Fariola.

The collection included a variety of fine pieces of jewelry, which are lined with gold, gemstones, pearls and diamonds, and came at affordable prices.

Along with the event, Ms. Belle Reyes also showcase her signature collection of fragrances, named-Ms. Belle Parfumerie. During the gathering, Reyes gave an interactive lecture on the history and process in making perfumes wherein guests were made to smell scents from natural materials such as lemon grass, rose petal and basil.

For more inquiries on My Jewels, you may visit their store at the ground floor of Gaisano Country Mall, Cebu City or you may also visit their Facebook page at [www.facebook.com/myjewelsofficial](http://www.facebook.com/myjewelsofficial).

For interested dealers of Ms. Belle's Parfumerie, you may contact (032) 505-5767 or 0917 817 3937.

(Adrian Villaganas)

## RDC kicks off 2018 with training and development

It's just the beginning of the year and RD Corporation is already on fire proving how serious they are about building its people's capacities and capabilities.

### RDC and Globe strengthen partnership through Risk-Based Thinking Training

In partnership with Globe Telecom, RD Corporation provided a Risk-Based Management and Root Cause Analysis Training to its employees on January 18 to 19, 2018. The two-day learning session was conducted by Globe's Business Consulting Manager, Mr. William Brian Arnaiz at the RD Corporation Training Room.

Participants learned what root cause analysis is about, gained understanding of the steps of root cause analysis, and acquired tools they can use to solve problems at work. The highlight of the training was the workshop applying their learning: they identified a problem in the workplace, conducted the root cause analysis using the methods taught, and presented their action plan.

It was also emphasized in the training that being an ISO 9001:2008 Certified company and working on its certification under ISO 9001:2015, RDC employees must explore a risk-based thinking approach in everything they do. Using Risk Analysis in the organization is strongly encouraged to identify challenges and potential issues to manage risks and minimize their impact.

The same training will be conducted to RD Group in August.

### RDians heighten awareness on Data Privacy and Protection

RD Group of Companies participated in the Seminar-Workshop on Data Privacy Act last January 29 to 30, 2018 to heighten their awareness in data privacy and protection as well as ensure its compliance to Republic Act 10173 also known as the Data Privacy Act (DPA) of 2012. The seminar-workshop was conducted by Robert Arquiza of Worldtech Information Solutions, Inc.

In this two-day learning session, participants were taught about the key roles in DPA, rights of the data subjects, roles of the organizations as data controllers and processors, and the potential penalties if violations will be committed. They also performed Privacy Impact Assessments to determine which of their business processes need to be registered to the National Privacy Commission or if they need to create a Data Privacy Statement.

### RDCC supervisors enhance coaching skills

February 1, 2018 – RD Corporation conducted the Coaching for Optimal Performance Training to RD Credit Corporation's supervisors. This is in line with the holding company's commitment to help the subsidiaries develop their people especially those with high potentials in leadership. The training was led by Ms. Estela Marie O. Verana, the AVP-CPMD Head of RD Corporation. Participants learned the importance of coaching as a leadership role, steps in coaching, and various communication techniques for effective coaching sessions. (Sheryl M. Pedroso)

## CORPORATE SOCIAL RESPONSIBILITY

### RD Foundation conducts "HANDOG KALUSUGAN" Medical Mission

Balut Island, Davao Occidental - Committed to making lives better for the less fortunate people in an isolated island, RD Foundation, the Corporate Social Responsibility arm of RD group of companies, conducted a one day medical mission in the Municipality of Sarangani, Davao Occidental. The one-day mission on June 1, 2017 was dubbed "Handog Kalusugan" a medical mission for the people of Sarangani Municipality.

A total of 622 people, both adult and children, have benefited the free services. Among the services made available to the community were free medical consultations, circumcisions and optical service with free reading glasses. Hot meals were also served free to all considering that most of the beneficiaries travelled far and crossed the sea to avail of the services. Children were also treated with fun games, songs and snacks.

The town of Sarangani in Davao Occidental, which is popularly known as Balut Island is located in the southernmost part of the country. The residents in the islands are mixture of Blann, Sangil, Visayan and Indonesians. The team of volunteers from RD Foundation and other partners travelled more than seven hours via boat braving the strong currents and big waves. It was a harrowing



journey due to bad weather forecast but all were passionate to get to the island for the mission where the beneficiaries eagerly waited.

Due to the distance and difficulty of travel to reach the islands, residents seldom receive medical services. Some of them have to cross the sea from another island or walk a distance just to reach the mission area. During the mission, two hundred sixty five (265) beneficiaries, both adult and children, availed of

medical check-up with free medicines/ vitamins. Two hundred fifty (250) senior citizens benefited from free eye check-up and reading glasses. Another one hundred seven (107) brave boys were circumcised. Additional medicines and vitamins for children were also turned over to the Rural Health Unit of the said municipality for distribution to the health centers of specific barangays. Accordingly, RD Foundation is the only organization who comes to the island to conduct the medical outreach. (Rhea S. Muyco)

## RD Foundation donates classroom

Train up a child in the way he should go and when he is old, he will not depart from it. - Proverbs 22:6 (KJV)

Inspired with that verse, RD Foundation in partnership with Southmin Ihome, Local Government Unit of Polomolok and The Department of Education formally turned over the two-classroom building to Bonifacio R. Tagaban Sr. Integrated School at Barangay Kinilis, Polomolok South Cotabato on April 20, 2018.

This project is under the Education program of RD Foundation with the mission to help in "Building Better Community through its Programs" and a vision of "Making Life Better by Putting Faith Into Action."

This 2-classroom building has 80 armchairs, 4 ceiling fan units, 2 teachers' tables and chairs sets and 2 black boards. The completion of construction lasted for more or less 60 days only. It has also a gender-sensitive comfort room and a lavatory for each classroom.



The conversion of the school from elementary to the very first integrated school in Polomolok resulted to the increase of enrolment for two consecutive school years and expecting more on the succeeding years.

(Francis A. Macagaring)

## RDF, other stakeholders hold "Scubasurero" and Resource Management

"As much as we benefit from the ocean, it is our responsibility to preserve and protect it." RD Foundation Inc. through its various environmental programs anchors its endeavors to this essential principle. Scubasurero is a bi-annual activity collecting underwater rubbish in partnership with private sectors and Local Government Unit (LGU) of General Santos City and Sarangani Province.

Last April 28, 2018, RD Foundation Inc. and other stakeholders conducted a Scubasurero and Resource Assessment in Marine Protected Area (MPA) of Bula, General Santos City. Though collecting rubbish underwater is pertinent to help marine ecosystem, it is also vital to capture, record and document marine diversity status of the area to come up with data that will be a solid reference and baseline for relevant intervention to directly target the issues and concern in the area. The scope of the study includes via Point Intercept Transect (PIT) and FVC (Fish Visual Census). Documenting coral life form, school of fishes, sea grasses, habitat and feeding areas that marine turtles, dugong and butanding rely for food and survival is also an important part of this activity.

In addition, the activity targeted not only the environmental aspect but as well as social aspect. The importance of the observation and feedbacks of local fishermen are vital tools to correlate the observation scientifically and it add on to more realistic and solid data for result and analysis. Also, the



activity resulted to 5 sacks of rubbish collected with estimated weight of 25-30 kilograms composed mainly of food wrappers, single use plastics, plastic utensils, plastic cups, cans, and nets that might entangle marine species that are reportedly causing high cases of suffocation that lead to death and mortality.

Sarangani Bay inhibits so much richness and offers benefits to the communities that belong to it. As environmental advocates, we can never resolve everything but it should not stop us to at least do what we can to protect and conserve our mother nature. (Apple Joy C. Abulag)

### RD Foundation conducts community based skills training



After a series of meetings and consultations to the pilot communities finally the skill training on Massage was held in Barangay Calumpang with 27 learners enrolled composed of Alternative Learning System (ALS) learners and mothers from two neighboring puroks (Cahilsot and Romana). Shielded Metal Arc Welding (SMAW) was also launched in Upper Labay in partnership with BLGU Upper Labay and CSWDO. The skill training was offered to drug surrenderees, out of school youths and non-working fathers. The project was launched through ceremonial signing of partnership pledge of commitment last January 23, 2018.

Massage training sessions were held in one of the classrooms of Romana Elementary School where the ALS learners also occupied an area. Partners from ALS together with RD Foundation collaborated in order to pursue this program which is helpful to non-working mothers and ALS learners to enhance their skills. Massage therapy session started on February 7, 2018 with class schedules every Wednesday and Thursday of the week from 8:00am-11: am. The learners were provided free consumables (massage oil, alcohol etc.) during their trainings.

Out of 27 learners, 11 of them came from ALS learners and 16 are non- working mothers of the community. After the trainings twenty-four (24) of them enthusiastically finished the series of learning sessions

and underwent actual demonstrations. Eleven (11) of them decided to take the National Certificate (NC) II Assessment on March 21, 2018 held in Golden State College Assessment Center. Fortunately, one hundred percent (100%) of the takers passed the assessment and competency. They are now entitled for National Certificate II in Massage Therapy.

On the other hand, the SMAW training conducted in Upper Labay was attended by 30 learners (11 of them are drug surrenderees and 19 of them were out of school youths (OSY) and non-working fathers). Fortunately twenty-six (26) of the learners completed the series of trainings, seven (7) were under the program of recovery drug dependents and nineteen (19) composed of OSY and non-working father. Twenty-Five (25) of them took the SMAW -NC II and one hundred percent (100%) passed the assessment. Out of twenty-five of the passers, twenty-three (23) of them came from B'laan tribe, one (1) is Ilonggo and one (1) came from Muslim tribe.

Aside from the skills training, RD Foundation conducted seminar on visioning / goal setting to the learners. RD Foundation believed that more than enhancing the skill of the learners, it is important also to instill in them good values to achieve their goal. Spiritual enrichment was also realized to emphasize to the learners that the



attitudes about work and the attitudes towards the people around them at work are a reflection of how well they understand that God is a part of their daily activities.

On June 29, 2018 at 1:00 in the afternoon the first Community Based Technical Vocational Skills Training Recognition Day was held in RD Foundation, Inc. compound. The celebration is to recognize the graduates of SMAW and MT vocational trainings. It was attended by the partners Mr. Richard M. Amparo the Provincial Director of TESDA-Sargen Area, Ms.

Melba S. Quinal from DepEd one of the Coordinators of Alternative Learning System, Mr. Julian G. Tagupan- SMAW Instructor and Ms. Verginia Villamor- MT Instructress.

RD Foundation has a total of fifty-nine (59) graduates and thirty-six (36) NCII passers from Massage Therapy and Shielded Metal Arc Welding skills training.

(Nikko Dennis G. Lodrico)

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## RDTMC CORNER

### Improving Cross-Cultural Agility thru Effective Communication

Being one of the fastest growing conglomerates in the country, RDians may have to speak to different nationalities and cultures from time to time. This is also the very reason that every RDian must acquire and enhance their cross-cultural agility. What better way to start than improving the way we communicate, right? Here are some tested and proven public speaking tips from Toastmasters International:

#### Speaking to Diverse Audiences

Giving a speech or presentation to an audience of people who speak various languages or have differing cultural backgrounds requires special tact on the part of the speaker. Here are some tips and techniques on how to effectively engage a diverse audience:

- Enunciate clearly. If possible, try to speak with a neutral accent to better include all audience members.
- Don't speak too fast. Remember that the normal pace of speech in one language might become incomprehensible for people relatively new to that language.
- Be careful with metaphors. Some metaphors that are appropriate in one culture can be

offensive to another. A good example is references to sports not popular or practiced in a certain country, or phrases that are comical in one culture yet offensive in another.

- Know the meanings of words outside your native language. Unless you are absolutely sure of the meaning and pronunciation of a word you are using in a given language, do not use it. In some languages, slight variations of a vowel will completely alter the meaning of a word.
- Avoid slang, jargon and idiomatic expressions. Diverse audiences may not understand slang from a given country. English phrases such as "that dog don't hunt" or "cool as a cucumber" might be colorful, but the meaning could be lost on a large part of the audience.
- Be mindful of body language, eye contact and personal space. Posture, mannerisms and eye contact speak volumes and what is taken for granted in one culture might be considered offensive in another.

Source:  
<https://www.toastmasters.org/resources/public-speaking-tips/speaking-to-diverse-audiences>

## Bold But Not Foolish

*This was the winning piece delivered by Ivan Jude S. Busgano during the Toastmasters International Division Speech Contest on March 24, 2018 at Davao City. This also served as his Speech Project 10 completing his competent communication track.*

During my sophomore year in college, I was terribly attracted to this girl named Lyn. She had the sweetest smile, she was so cute, and I wanted her to be mine.

Contest chair, fellow Toastmasters, have you ever done something so bold but very foolish in the name of love?

Well, I did.

I sought advice from friends on how to win her heart and all of them said – “Go big or go home!”

So, I did what any college male would do. I wrote Lyn a song. It was ninety seconds of pure poetic pleasure which took me only a day to write.

Then one fateful afternoon, I boldly knocked on her doorstep.

But when the door opened, ekkkk!!! Tsaraaaannnn!!!, I was greeted with a full house of girls askance on their faces. I almost lost heart but it was too late to back out.

So, with all the courage that I could muster, I swung the guitar from behind my back, pulled it up to my chest, and began to play. For the next minute and a half, I serenaded my dream girl, ignoring everyone else.

My song finished with the line: “Will you be my girl?”

To my embarrassment, Lyn answered, “No... I’m sorry!”

I felt a shooting pain somewhere. How could she refuse me? I was bold, charming, and tall as Tom cruise... according to my mama.

Downhearted, I retreated to my grandpa’s farm. “What brought you here off the beaten track?” He knowingly looked at me.

When he heard my story, he chuckled. “Ivan, you are an arrogant fool! Hitler may have invaded Europe by doing a blitzkrieg but in courtship blitzkrieg does not work. Shortcuts do not apply.

When it comes to chasing a dream, my boy, don’t take a leap. Instead, build a bridge. Who knows, you might just win her heart.”

As I left my grandpa, he shouted from a distance, “Be bold but not foolish, Ivan!”

Be bold but not foolish...be bold but not foolish...

Armed with my grandpa counsel, I came back more decisive this time. And I courted Lyn the old fashioned way. I brought her flowers once in a while, asked her out for a walk when there’s a chance, and got to know her better as the days passed.

And I always magically appeared, like a genie, at the most opportune times when she was in distress. Like when she was laboring on her dreaded math assignments. “Oh! My princess, consider it done.”

I have lots of friends from engineering, you know.

I wooed her, pursued her, and chased her. Slowly but surely.

After a year, by a strange twist of fate, we finally became an item. She couldn’t resist my Tom Cruise charms very long. The mission was not impossible.

In retrospect, grandpa was right after all. Shortcuts don’t guarantee success. But, you see, we’re so fascinated with the idea of being bold in chasing our dreams. So, we save all our passion and foolishly take that leap of faith instead of diligently building a bridge.

Have you done the same thing?

Friends, relationships take time, just as dreams do. Yes, we need to be bold enough to take action but not to be foolish to risk all our chances in one go.

It is actually your conscious efforts, hammered by determination, braced by commitment, and linked-together by perseverance that will surely get you to the other side - to get your dream job, your dream car, your dream house, your dream life, and your dream girl. And all other dreams that were once out of reach.

Do you want that?

Ladies and gentlemen, you might have failed several times in taking big leaps of faith to attain to your goals but don’t give up just yet!

Pick yourself up, regain your strength, and build a bridge to this time around. It may take longer and it doesn’t look exactly “awesome” but this is the way to build things that last, by being bold but not foolish.

Fellow Toastmasters, it has been 10 years since then. Now, I am in the process of composing another song for my lovely wife, Lyn, and our little boy, Ivan Junior.

Grandpa was never wrong. I should be bold but not foolish.

Likewise, you should be bold but not \_\_\_\_\_.

Mr. Contest chair.

### Adonis: The Story of How I Fell for You

(Katrina Thea Dacillo)

Our eyes locked and for the first time,  
I knew how the characters of old movies feel like.  
I still remember how the world around me froze and how time  
stopped.  
You were beautiful, like you were birthed out of Aphrodite's  
womb.  
Your eyes were the stars, and I stared at the wonders it held.  
It couldn't have been more than a minute,  
But it was as if the universe' secrets flashed before my eyes.  
You chose me, it felt like you did.  
I poured out myself to you, so much so that I was incomplete  
when I was without you  
But naivety had always been my Achilles' heel.  
It was only a matter of time that I fell. Hard.  
As if gravity had a special grasp on my feet  
But your hands were weak, it shook, and it trembled.  
You couldn't catch me even if you wanted to,

Bruised and aching from my fall, I sit here. Regret slipping  
through my fingers.  
I am filled instead of understanding, a sense of realization.  
I gave so much responsibility to those feeble hands,  
Too much trust on that guarded heart.  
Now, our eyes barely touch and our hearts are behind iron-clad  
bars.  
But I know now how sorry I am.  
Sorry for giving you the responsibility you've never asked for.  
For asking you to shatter those walls,  
When building them took so much out of you.  
I hope that someday you find a sculptor,  
One who you would willingly ask to take down those walls,  
Brick by brick,  
And mold them into the likes of you,  
Into what will be an Adonis,  
Her greatest masterpiece and my greatest tragedy.

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### I Love You Goodbye

(Yancy C. Pajaron)

First, I wanna tell you how happy I am when the universe  
played its tricks and brought our fate together, for you have  
cast away my melancholy. I was like the portion of a moon  
having its first taste of sunrays only to be left again when  
twilight comes. But I don't regret a thing because what we  
had are worthwhile.

I'm not in a rush and I know what we are, but I guess this  
relationship just won't workout. I'm not what you need, this  
may sound dramatic and cliché' but I mean it, it's what I  
feel. As much as I don't want to, but this must be uttered.  
Because sometimes, the dark, void sky doesn't just need  
the moon and stars to light it but also the glimmering flying  
plane we've all mistaken as star when we were little. It  
deserves all the light that it can get. You deserve better, we  
both do.

And thank you. Thank you for giving me butterflies in my  
stomach. Thank you for sharing me your warmth when my  
blanket fails to. Thank you for showing me that humans  
can hug better than a Koala can hug a tree. Thank you, but  
I shall say my goodbye for everything has an end and this  
is ours. Lastly, I know I have no right to ask this but, do me  
a favor and thank yourself for me. I love you, goodbye.

### Work with a Heart

(Jamilah Frias)

We rise and do our work from day-to-day  
Feeling like it's a very tiring role to play,  
But if you work with heart and pray,  
Everything will go your way very smoothly.

We go to work with fear of rejection  
Because we focus on our work for attention,  
Craving affection and dreaming of perfection,  
All these are just a matter of simple motivation.

One more time, work with a heart for a task to  
complete,  
Do not put all the force, neither compete.  
Rather, challenge yourself to do your work even better,  
And don't let your behaviour dictate.

Now, work for a cause and not for applause,  
Live your life to express, and not to impress.  
Forget the rest and be your best,  
For God is working and He will do the rest.

**THIS IS MY SONG**

Words &amp; Music by Rene Alfredo D. Baños

INTRO: Dm-C-Em-C-Em-Dm (2x)

1.

Dm C Dm  
 Beauty is the price of my eyes  
 Dm C Dm  
 And music is the language of my soul  
 Dm C Dm  
 Love is the shadow of devotion  
 Dm C Dm  
 Open your heart I'm ready to fall

CHORUS:

F G  
 This is your song  
 C Am  
 Let me sing it for you  
 F G  
 This is you song  
 C Am (Intro)  
 And I wrote it for you

2. Do same chords as 1

You are the springtime of my morning  
 The first time I opened my eyes  
 You are the reason of my being  
 The promise of my paradise

(Repeat Chorus &amp; Intro)

**UNTIL TOMORROW**

Melody and Words by Rene Alfredo D. Baños

INTRO: Gsus-D6sus (2x)

1.

Gsus D6sus  
 Gone, gone is the sun  
 Gsus  
 And all you'll be dreaming are rainbows  
 D6sus  
 For this cloud day

2. Do the same chords as in 1

Dream of summer days  
 And before you'll know it  
 The storm has gone away

CHORUS:

Em D-Dsus-D-D6  
 And though the stars won't shine tonight  
 Em D-Dsus-D-D6  
 The evening breeze will keep you tight  
 C G  
 And so go on may you have a goodnight sleep  
 D (Intro)  
 Sweet dreams my little darling, until tomorrow

3. Do same chords as 1

Give, give it a chance  
 Because in every life  
 A little rain must fall

4. Do the same chords as in 1.

Sing, sing out in praise  
 We have to be grateful  
 The fields are still green at fall

(Repeat Chorus &amp; Intro)

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