

STATUS REPORT ON THE REVIEW AND VALIDATION OF DATA GENERATED FROM THE INTERVIEWS CONDUCTED RALATIVE TO THE CRAFTING OF THE MIAA L and D PLAN

Validation Interviews were conducted with the supervisors and/or authorized representatives of the different MIAA work units from July 13 to September 1, 2020. The Validation Interview conducted by the Project Consultant aimed (1) to validate with the supervisors and other representatives of the different work units the development objectives/competency gaps listed in the Individual Development Plans (IDPs) of every employee in each work unit, and (2) to guide the supervisors in identifying other appropriate learning and development interventions, aside from training, which may be used to address the development objectives/competency gaps identified in the IDPs.

The virtual interviews were conducted via Zoom and Messenger, with the following in attendance: (1) Ms. Marie Rose Simon, OIC of the HRDD and 2 members of the HRDD staff, (2) one or two supervisors or other designated representatives of the work unit, and (3) the Project Consultant.

After completion of the Validation Interviews, the Project Consultant reviewed and further validated all data gathered.

The following salient points were noted:

1. Generally, the development objectives and competencies were aligned with the positions occupied by individual employees. For example, the department heads and division managers and other supervisors included leadership competencies such as Leading Change, Managing Performance for Coaching and Results, and Building Collaborative, Inclusive Working Relationships, in their Individual Development Plans (IDPs). The technical personnel, on the other hand, identified competency requirements related to their present functions such as Electronic Systems Maintenance for the Electronics and

Communications Division, Aerodrome Ground Operations Management for Airport Ground Operations Division, Airport Security Operations for Terminals 1- 4 Police Section, Disaster Management for Landside Police Division, Electrical Works for Electrical Division, Defence Tactics for Surveillance Division, Investigation Techniques for Police Intelligence and Investigation Division, Terminal Operations Management for Terminals 1 to 4, and so forth. The supervisors also mentioned soft skills such as writing and speaking effectively, as well as, computer skills.

2. As expected, the respective supervisors suggested training as the Learning and Development (L and D) intervention that can address the development objectives and competency gaps.
3. The Project Consultant suggested other L and D interventions such as Coaching, Benchmarking, Self-Development, and Academic Courses, among other things that may also be used to address the development objectives. Some work units said that they have done some Benchmarking before and they welcome the opportunity to have it again over the next three years. Some supervisors also expressed their desire to undergo further training on Leadership and Supervision, and undertake academic courses and short-term courses that the MIAA may provide. A few supervisors also mentioned that Training on Values Formation may be useful.
4. At the end of every validation interview, the supervisors were asked to identify the Compliance Training that may be needed by their respective staff members. Initially, they were able to identify some training courses that they consider as "Musts" for their staff members. HRDD further suggested that they can discuss with their respective staff their training needs and submit a more thorough listing of Compliance Training, using a template to be prepared by HRDD.
5. A template for Compliance Training, a copy of which is hereto attached was sent by HRDD to the different work units. The accomplished Compliance Training Matrix, will be one of the inputs for the preparation of the Three-Year MIAA L and D Plan.

Prepared and submitted by:

JJ Quintana

JOSEFINA J. QUINTANA
Project Consultant

NOTED:



MARIE ROSE SIMON
OIC, HRDD

September 8, 2020

Project Title: Formulation of the 3-Year MIAA Learning and Development Plan
(Status Report as of August 7, 2020)

The third step in the Formulation of the MIAA 3-Year Learning and Development Plan is the Conduct of Validation Interviews with the different work units of the MIAA. As of August 6, 2020, the third step is already 50% complete.

The Validation Interview conducted by the HR Consultant aimed (1) to validate with the supervisors and other representatives of the different work units the development objectives/competency gaps listed in the Individual Development Plans (IDPs) of every employee in each work unit, and (2) to guide the supervisors in identifying other appropriate learning and development interventions, aside from training, which may be used to address the development objectives/competency gaps identified in the IDPs.

The virtual interviews were conducted via Messenger, with the following in attendance: (1) Ms. Marie Rose Simon, OIC of the HRDD and 2 members of the HRDD staff, (2) one or two supervisors or other designated representatives of the work unit, and (3) the Project Consultant.

As of August 6, 2020, the following MIAA work units have gone through the Validation Interview:

Date of Interview	MIAA Work Unit	Supervisors and/or Office Representatives
1. July 13, 2020	Accounting Division	Ma. Christina Azarcon and Arminius Baldoza
2. July 14, 2020	Internal Audit Services Office	Nerisa Grefalde
3. July 15, 2020	Design and Planning Division	Angelina Magno
4. July 15, 2020	General Aviation Operations Division	Ronald Celis and Edna Sulmeron
5. July 20, 2020	Legal Office	Arthur Lamban
6. July 21, 2020	Airport Security Inspectorate Office	Janette Sarmiento
7. July 21, 2020	Safety Management Systems Office	Noel Butingan
8. July 21, 2020	Business Real Estate Investment and Development Division	Josephine Mosot
9. July 22, 2020	Finance Department	Miriam Ilarde
10. July 22, 2020	Budget Division	Freddie Valencia
11. July 23, 2020	Cashiering Division	Feliza Dizon
12. July 23, 2020	Collection Division	Belinda Estrella
13. July 24, 2020	Administrative Department	Emelvyn Valencia
14. July 24, 2020	Personnel Division	Aurelia Tortona
15. July 24, 2020	General Services Division	Romeo Gulinao
16. July 24, 2020	Human Resource Development	Raymond Lim

	Division	
17. July 27, 2020	Procurement Division	Benjamin Manalili III
18. July 27, 2020	Property Management Division	Rosemarie Ereneta
19. July 28, 2020	Office of the Senior Assistant General Manager	Rogelio Arzaga
20. July 28, 2020	Terminal Concessions Division	Carlo Marfil
21. July 29, 2020	Medical Division	Maria Theresa Azores
22. July 29, 2020	Emergency Services Department	Simeon Valleser
23. July 30, 2020	Rescue and Firefighting Division	Alvin Manabat
24. August 3, 2020	Civil Works Department	Carmencita Ver
25. August 3, 2020	ID and Pass Control Division	Edelyn Solano
26. August 4, 2020	Airport Operations Department	Imelda Espiritu
27. August 4, 2020	Electro-Mechanical Department	Llewelyn Villamor
28. August 4, 2020	Office of the AGM for Security and Emergency Services	Rogelio Silapan
29. August 4, 2020	Intelligence and Access Management Department	Roque Alcantara
30. August 5, 2020	Buildings Division	Grace Espinas
31. August 5, 2020	Plans and Programs Division	Rodel Tungala
32. August 6, 2020	Intelligence and Investigation Division	Leo Gonzales
33. August 6, 2020	Pavements and Grounds Division	Zenaida Ilagan
34. August 7, 2020	Media Affairs Division	Jenson Nellas
35. August 7, 2020	Public Affairs Department	Ma. Consuelo Bungag
36. August 7, 2020	Public Assistance Division	Gavine Mirador
37. August 7, 2020	Management Information Systems Division	Joel Valenzuela

Prepared and submitted by:



JOSEFINA J. QUINTANA
Learning and Development Consultant

10 August 2020

Certified Correct:



MARIE ROSE SIMON
OIC, HRDD

Project Title: Formulation of the 3-Year MIAA Learning and Development Plan
(Status Report as of September 2, 2020)

The third step in the Formulation of the MIAA 3-Year Learning and Development Plan is the Conduct of Validation Interviews with the different work units of the MIAA. As of September 1, 2020, the third step is already 100% complete.

The Validation Interview conducted by the HR Consultant aimed (1) to validate with the supervisors and other representatives of the different work units the development objectives/competency gaps listed in the Individual Development Plans (IDPs) of every employee in each work unit, and (2) to guide the supervisors in identifying other appropriate learning and development interventions, aside from training, which may be used to address the development objectives/competency gaps identified in the IDPs.

The virtual interviews were conducted via Messenger, with the following in attendance: (1) Ms. Marie Rose Simon, OIC of the HRDD and 2 members of the HRDD staff, (2) one or two supervisors or other designated representatives of the work unit, and (3) the Project Consultant.

As of September 1, 2020, the following MIAA work units have gone through the Validation Interview, thus completing the third step of the Project.:

Date of Interview	MIAA Work Unit	Supervisors and/or Office Representatives	Validation Interview Results
1. August 10, 2020	Systems and Procedures Improvement Division	Cynthia Alviola	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Compliance Training to include Training on Quality Assurance, Training on Effective Writing, and Training on How to Benchmark
2. August 10, 2020	NAIA Terminal 1	Edith Verendia	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions.

			<ul style="list-style-type: none"> • Compliance Training include Terminal Operations Management, Computer Training, and Training on Effective Writing
3. August 11, 2020	Office of the General Manager (staff only)	Gemaine Pormento	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Compliance Training: Feedbacking Skills and Computer Skills
4. August 11, 2020	Airport Ground Operation Division	Reynaldo Lontoc	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Compliance Training include Training for Ramp Controllers, Apron Management, and Wildlife Training
5. August 11, 2020	NAIA Terminal 4	Cecilio Bobila	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Compliance Training focused on Training on Public Relations, Stress Management, Anger Management, and Terminal Airport Management • The unit also welcomes opportunities for Benchmarking, saying that this is the cornerstone of airport efficiency.
6. August 12, 2020	Police Detection and Reaction Division	Victor de Leon	<ul style="list-style-type: none"> • The developmental objectives and

			<p>competencies are aligned with the positions.</p> <ul style="list-style-type: none"> • Compliance Training: Tactical Training, SWAT Training, K9 Handling Operations Training, Computer Literacy Training, and Coaching for Supervisors
7. August 13, 2020	Electronics and Communications Division	Philip Lerum	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Compliance Training: Electronics Systems Maintenance and Security Training
8. August 14, 2020	Mechanical Division	Danilo Gemarino	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Suggested Compliance Training: Technical Training on Motor Controls, Refrigeration and Air Conditioning, and Electrical Welding, and Training on Computer-Aided Drawing (CAD)
9. August 14, 2020	NAIA Terminal 3	Dina de Leon	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Suggested Compliance Training

			include Stress Management Training, and Managing Terminal Operations Under the New Normal
10. August 17, 2020	Police Investigation and Intelligence Division	Jaime Estrella	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Suggested Compliance Training: Training on Investigation Techniques and Leadership and Supervisory Training
11. August 17, 2020	Surveillance Division	Joseph Eric Miranda	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Compliance Training include CCTV Operations Training Course and Training on Effective Writing
12. August 18, 2020	Screening Division	Anatalio Salaysay	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Suggested Compliance Training are: Aviation Security Refresher Course, and Refresher Courses on Supervision
13. August 18, 2020	International Cargo Division	Leonardo de la Rosa	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Compliance Training suggested are:

			Property Management Training, Cargo Warehousing Management, and Leadership and Supervisory Development
14. August 18, 2020	NAIA Terminal 2	Manolo Ereneta	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Suggested Compliance Training include Problem Analysis and Decision Analysis for section heads, and Training on Effective Writing and Speaking
15. August 19, 2020	Electrical Division	Edson Andrada	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Compliance Training for submission to HRDD, after consultation with the Division Manager.
16. August 19, 2020	Screening and Surveillance Department	Dominador Vergara	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Suggested compliance training: Training on Intelligence Information Gathering, and Training on how to Manage Information.

17. August 19, 2020	Office of the APD Manager	William Dolot	<ul style="list-style-type: none"> • The developmental objectives are aligned to the positions. • Compliance Training focused on Supervisory Training Programs, particularly Coaching and Mentoring for Supervisors.
18. August 19, 2020	Tactical Operations Center, APD Headquarters	William Dolot	<ul style="list-style-type: none"> • The developmental objectives are aligned to the positions. • Compliance Training focused on Supervisory Training Programs, particularly Coaching and Mentoring for Supervisors.
19. August 20, 2020	Logistics and Finance Center	Gilfredo Dilan	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions. • Suggested training include Training on Inventory of Logistical Requirements and Training on Proper Handling and Safekeeping of Explosives and Ammunitions
20. August 24, 2020	Training Unit, APD HQ	Jimboy Servas	<ul style="list-style-type: none"> • Aside from the usual developmental objectives and competencies for Police Officers, it was also suggested that Training on Presentation Skills and Training Documentation be added. • Compliance Training for the unit include

			Training on Aviation Security and Training on Leadership and Supervision, Mentoring and Coaching. for Supervisors
21. August 26, 2020	Airside Police Division	Teotimo Cruz	<ul style="list-style-type: none"> • The developmental objectives are aligned with the positions • Compliance Training include Recurrency Training on Aviation Security and Training on Handling Security Problems During the Pandemic and other Unusual Occurrences
22. August 26, 2020	Quality Control and Inspectorate Office	Demetrio Sison	<ul style="list-style-type: none"> • The developmental objectives are aligned with the positions.. • Suggested training is Basic Course on Investigative Techniques.
23. August 27, 2020	Landside Police Division	Jack Funtanilla	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions.. • Suggested Compliance Training are: Training on Effective Writing, Speaking and Oral Communication Training, especially on Basic English, Profiling of Documents, and Records Management
24. August 27, 2020	Corporate Management Services Department	Rico Gonzalez	<ul style="list-style-type: none"> • The developmental objectives/

			<p>competencies are aligned with the positions.</p> <ul style="list-style-type: none"> • Benchmarking is suggested as an L and D intervention. • Suggested training include Training on Business Continuity Plans, Training on Integration to emphasize the importance of being part of a system rather than the fragmented approach.
25. September 1, 2020	Support Section, APD HQ	Nestor Ngoho	<ul style="list-style-type: none"> • There were some slight changes done on the developmental objectives and competencies of a few staff members. • Suggested Compliance Training include Training on Writing Effectively, Computer Training, Training on Problem Solving and Decision Making, and additional Training on Leadership for its section chiefs.
26. September 1, 2020	Personnel Records Section, APD HQ	Reynante Datu	<ul style="list-style-type: none"> • In addition to the developmental objectives/ competencies required of Airport Police Officers, it was also suggested that some competencies relating to Personnel and Records Management be included. • Suggested compliance training

			include Training on Leave Laws, Records Management, and Updates on Human Resource Management
27. September 1, 2020	Business Development and Concessions Management Department	Juan Marcos Reyes	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions . • Suggested training programs to further improve office operations are: Training on Technical Writing/Writing Effectively and Additional Know How and Technical Knowledge on Land Registration
28. September 1, 2020	Terminal Police Division	Luis Cometa	<ul style="list-style-type: none"> • The developmental objectives and competencies are aligned with the positions . • Suggested Compliance Training: Language Training, particularly Chinese, Japanese, Korean languages, and Values Formation

Prepared and submitted by:



JOSEFINA J. QUINTANA
Learning and Development Consultant

3 September 2020

Certified Correct:

A handwritten signature in blue ink, appearing to read 'MARIE ROSE SIMON', written over a horizontal line.

MARIE ROSE SIMON
OIC, HRDD

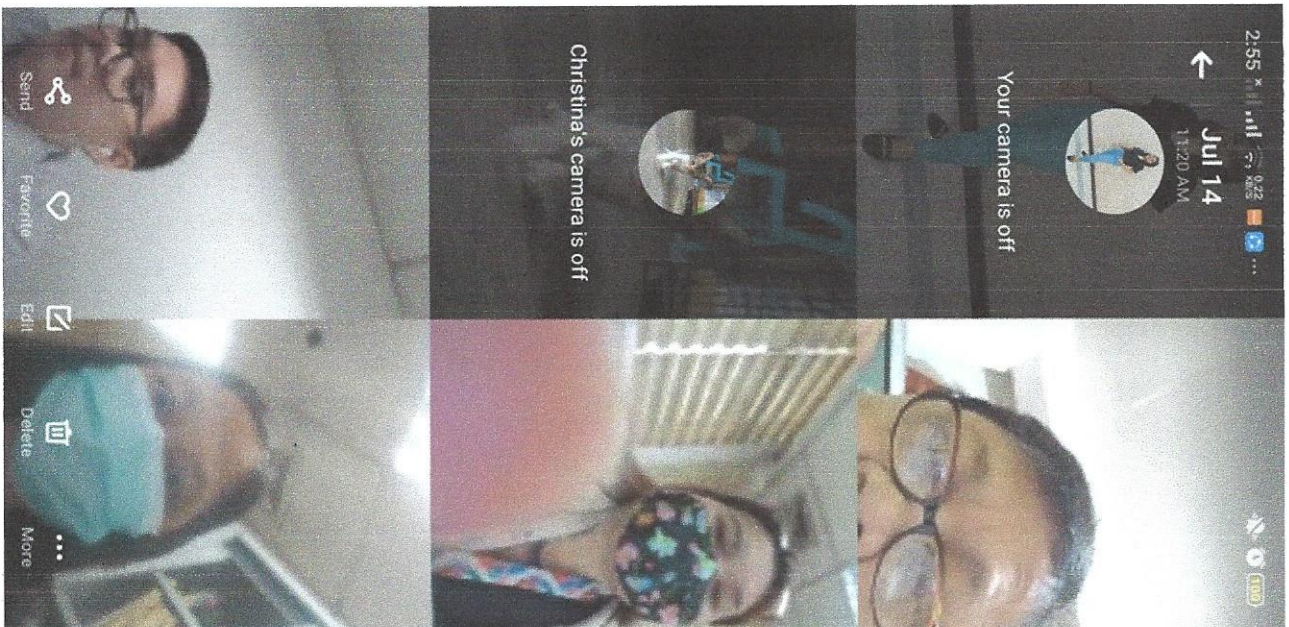
Date: July 13, 2020
Office: Accounting Division
Attendees: Azaron, Ma. Christina & Baldoza, Arminius

Time: 10:00 a.m.



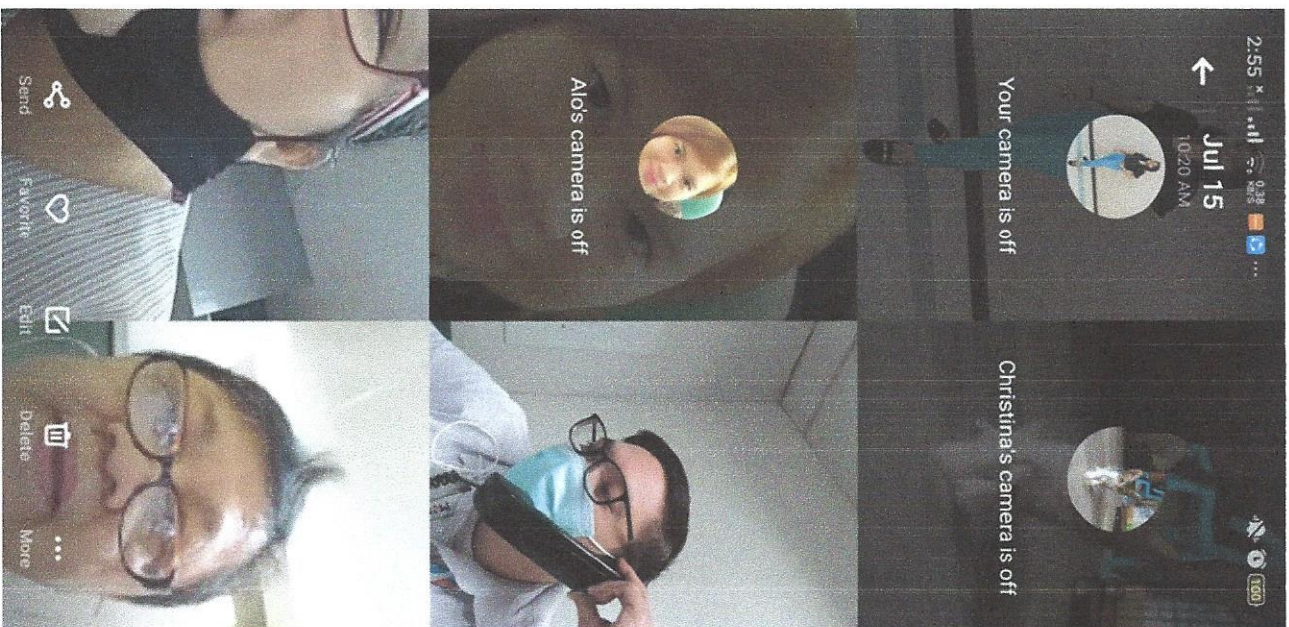
Date: July 13, 2020
Office: Internal Audit Services Office
Attendee: Grefalde, Nerisa

Time: 11:00 a.m.



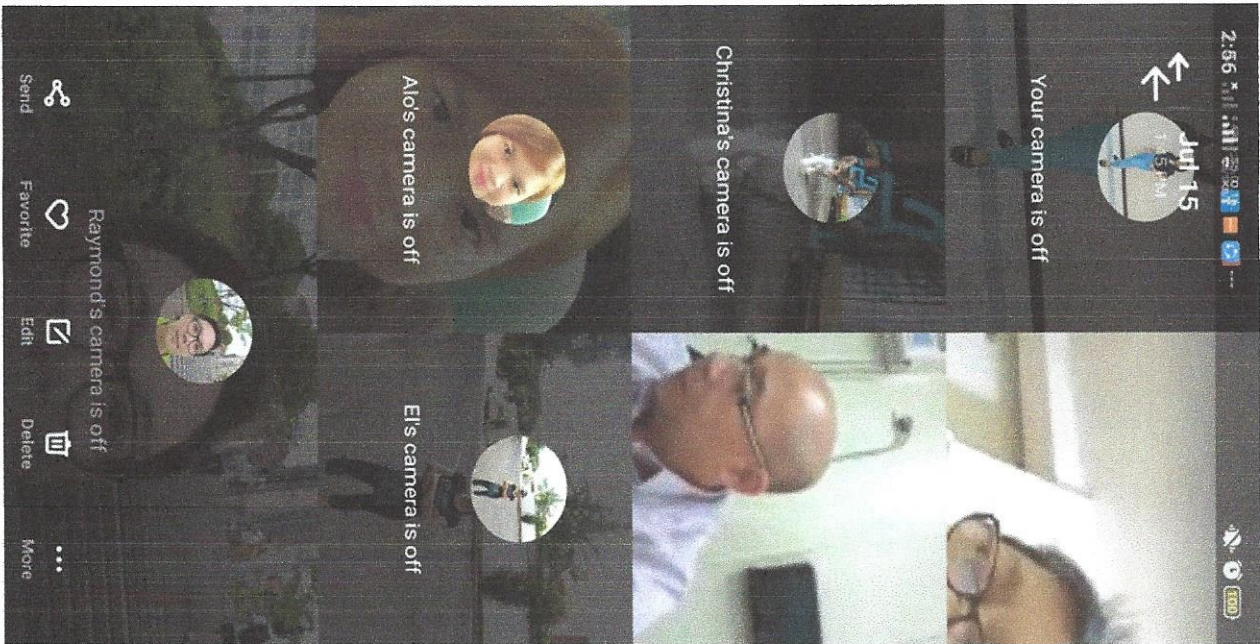
Date: July 15, 2020
Office: Design and Planning Division
Attendee: Magno, Angelina

Time: 10:00 a.m.



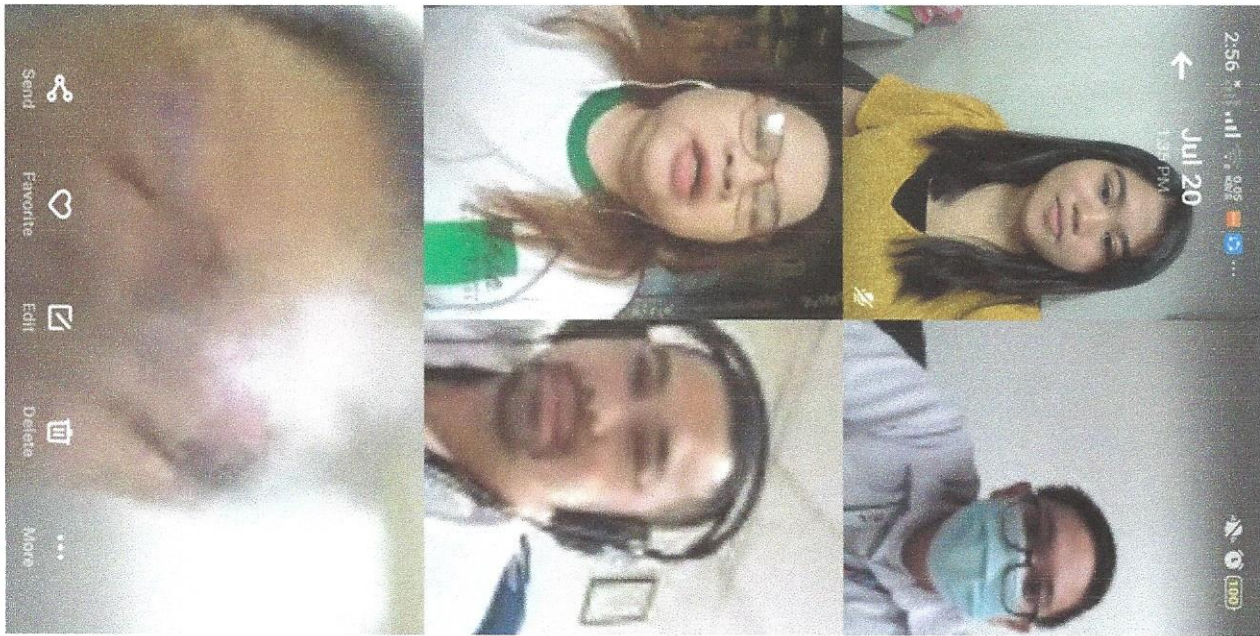
Date: July 15, 2020
Office: General Aviation Operations Division
Attendee: Celis, Ronaldo

Time: 01:30 p.m.



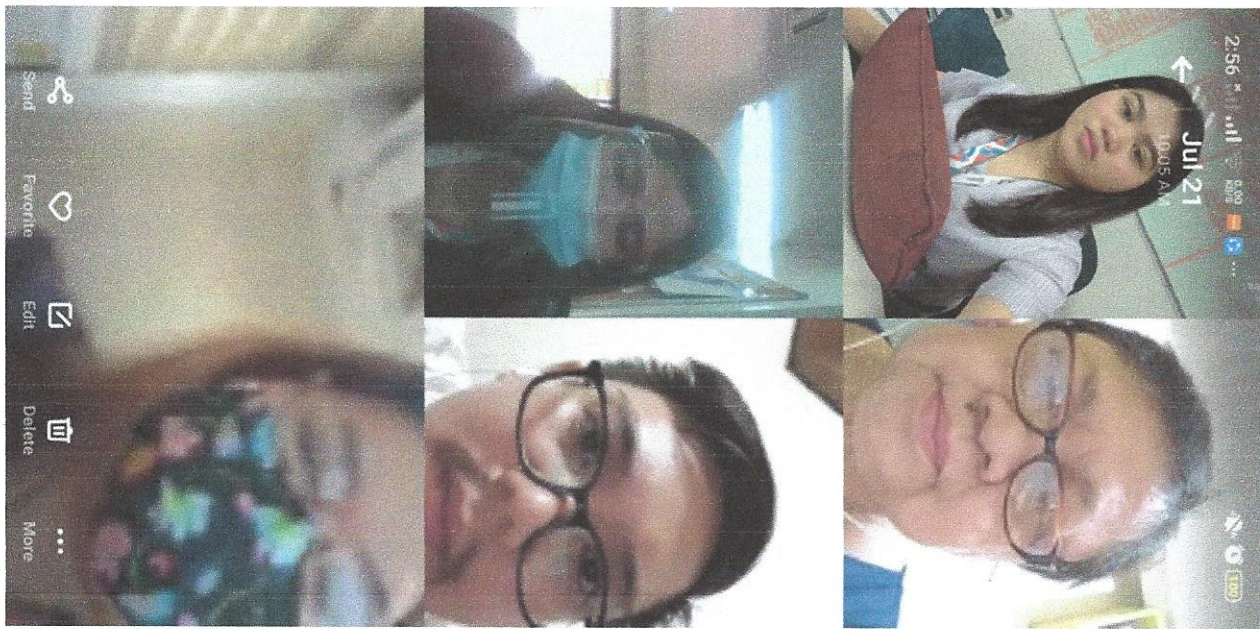
Date: July 20, 2020
Office: Legal Office
Attendee: Lamban, Arthur

Time: 01:30 p.m.

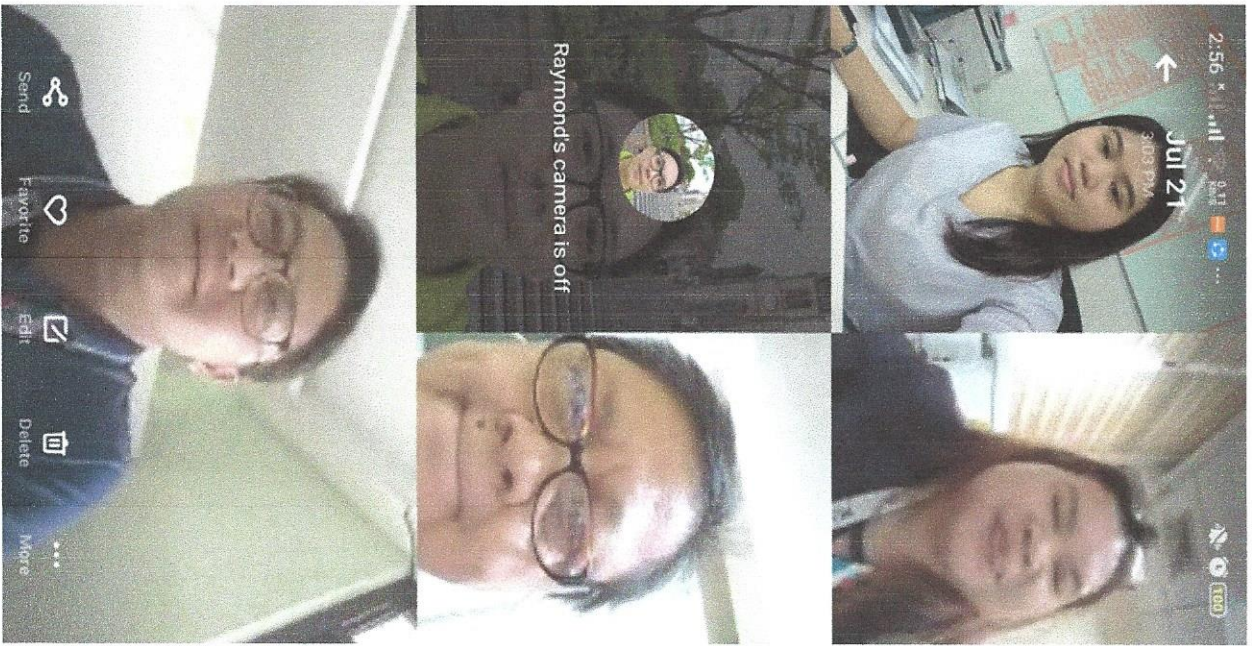


Date: July 21, 2020
Office: Airport Security Inspectorate Office
Attendee: Sarmiento, Janette

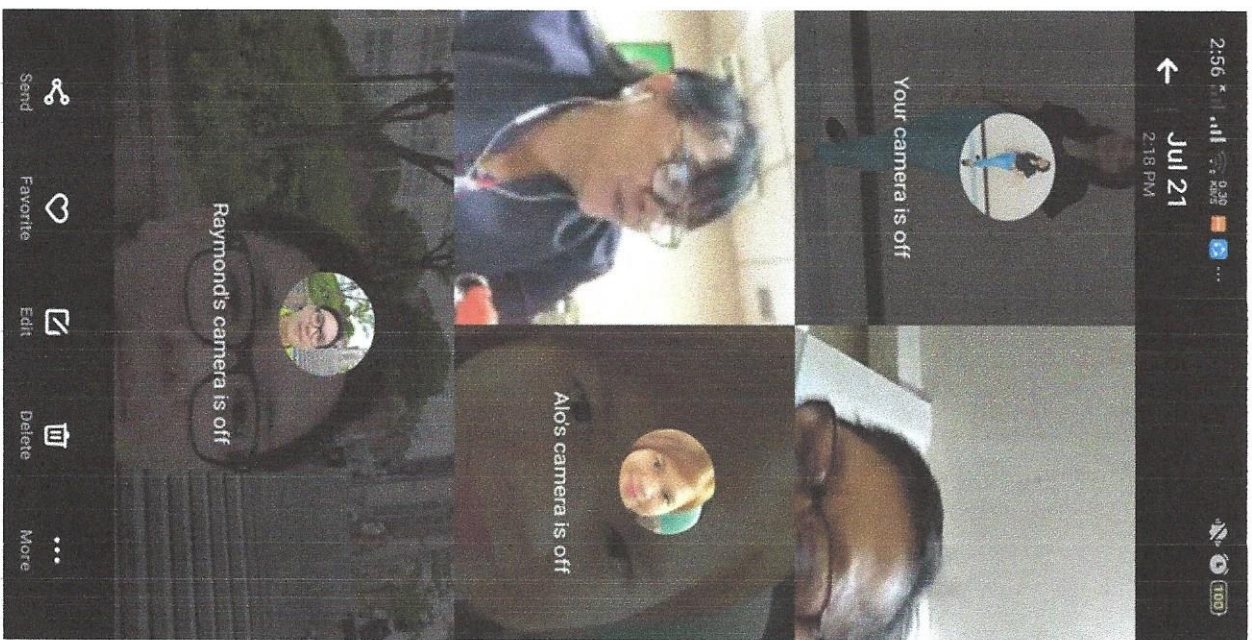
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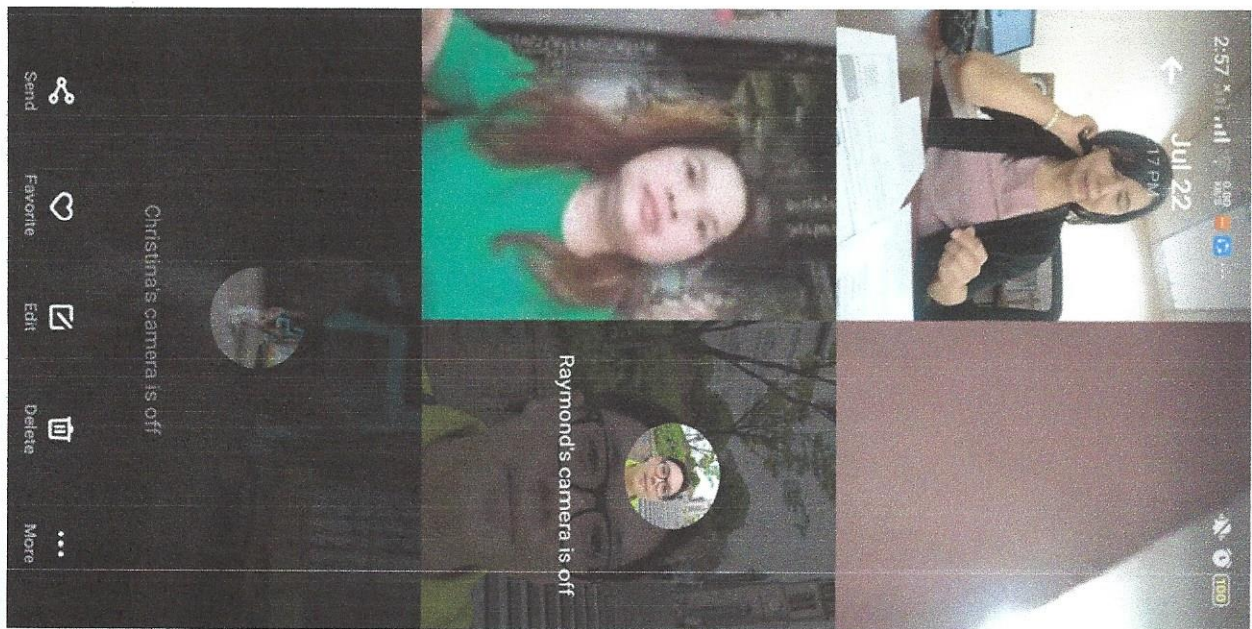
Date: July 21, 2020
Office: Safety Management System Office
Attendee: Butingan, Noel



Date: July 21, 2020
Office: Business Real Estate Investment and Dev. Division
Attendee: Mosot, Josephine



Date: July 22, 2020
Office: Finance Department
Attendee: Ilarde, Miriam



Date: July 22, 2020
Office: Budget Division
Attendee: Valencia, Freddie

Time: 02:30p.m.



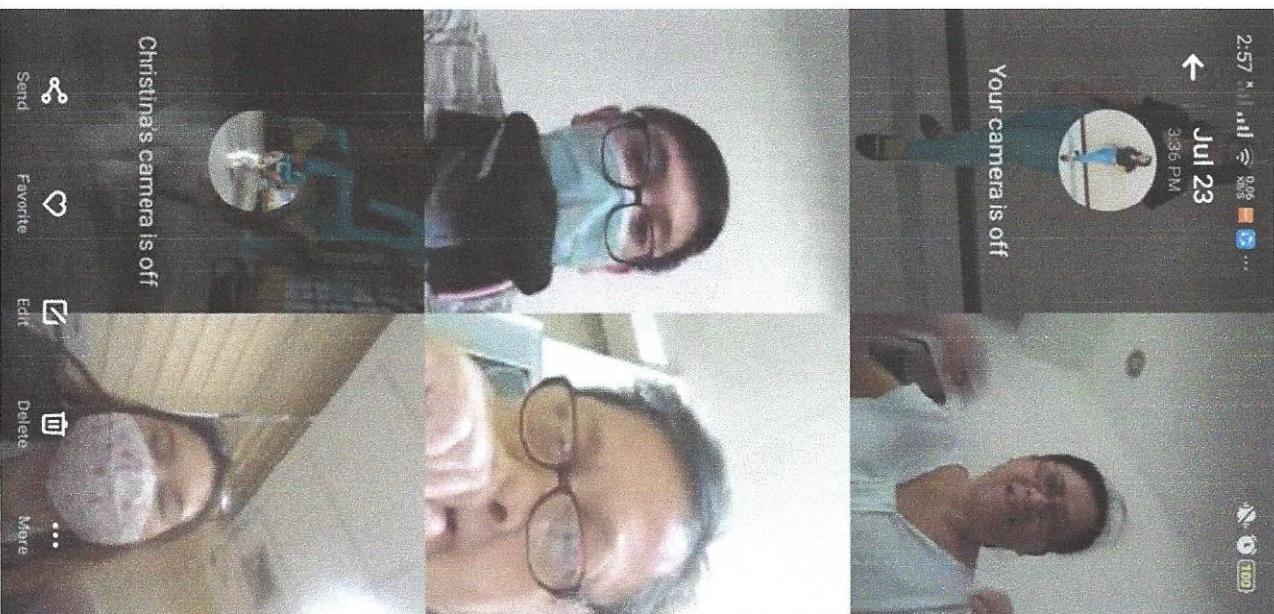
Date: July 23, 2020
Office: Cashiering Division
Attendee: Dizon, Ma. Feliza

Time: 01:30p.m.



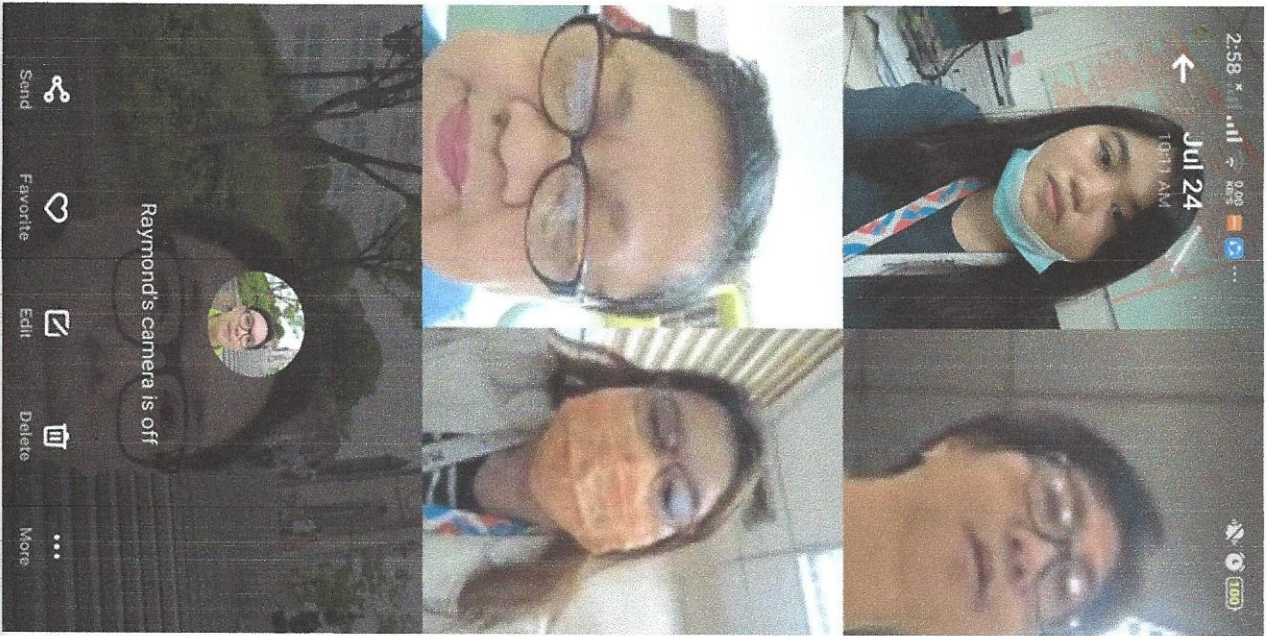
Date: July 23, 2020
Office: Collection Division
Attendee: Estrella, Belinda

Time: 02:30p.m.



Date: July 24, 2020
Office: Administrative Department
Attendee: Valencia, Emelwyn

Time: 10:00 a.m.



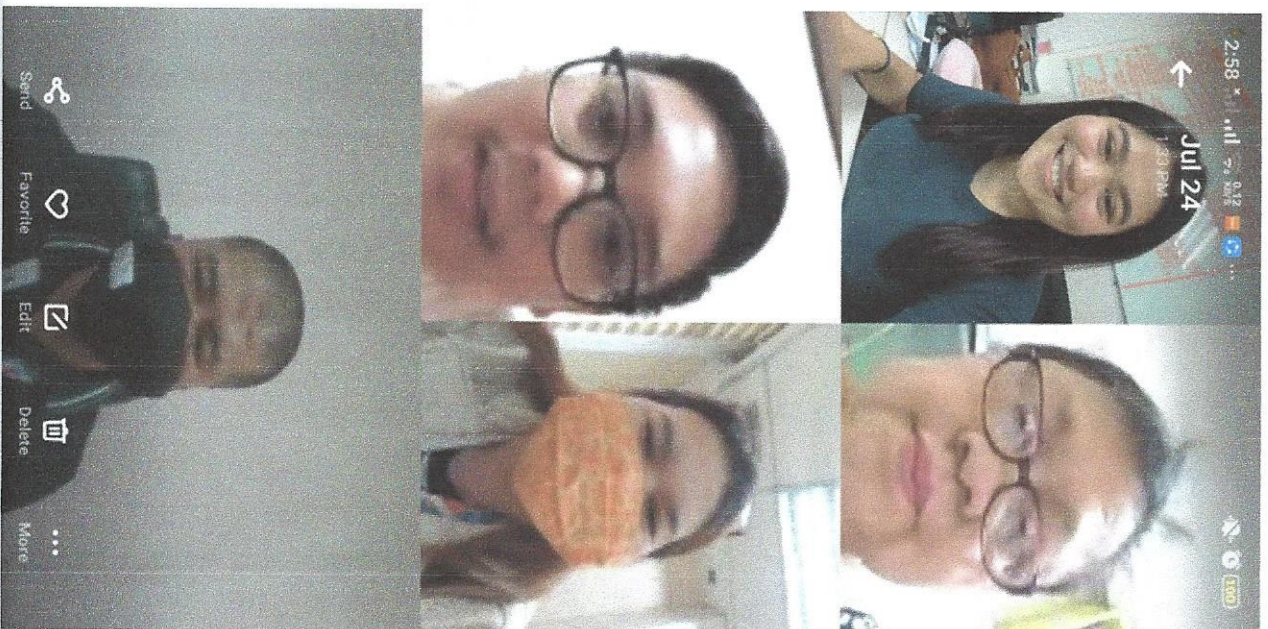
Date: July 24, 2020
Office: Personnel Division
Attendee: Tortona, Aurelia

Time: 11:00 a.m.



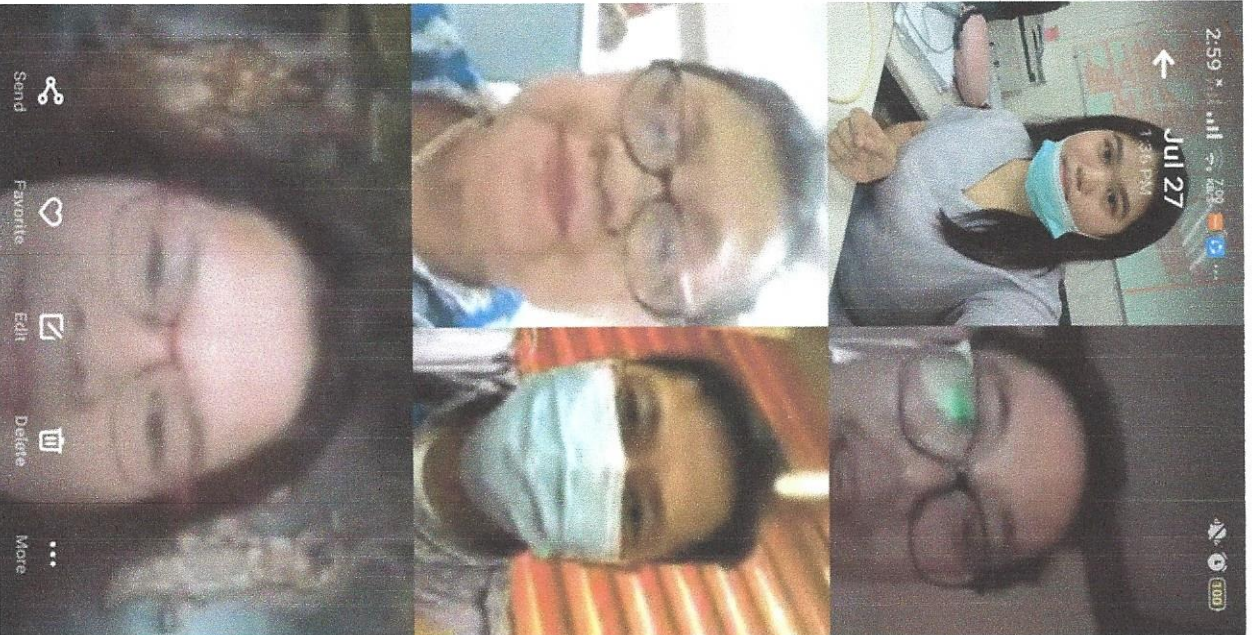
Date: July 24, 2020
Office: General Services Division
Attendee: Gullnao, Romeo

Time: 01:30 p.m.



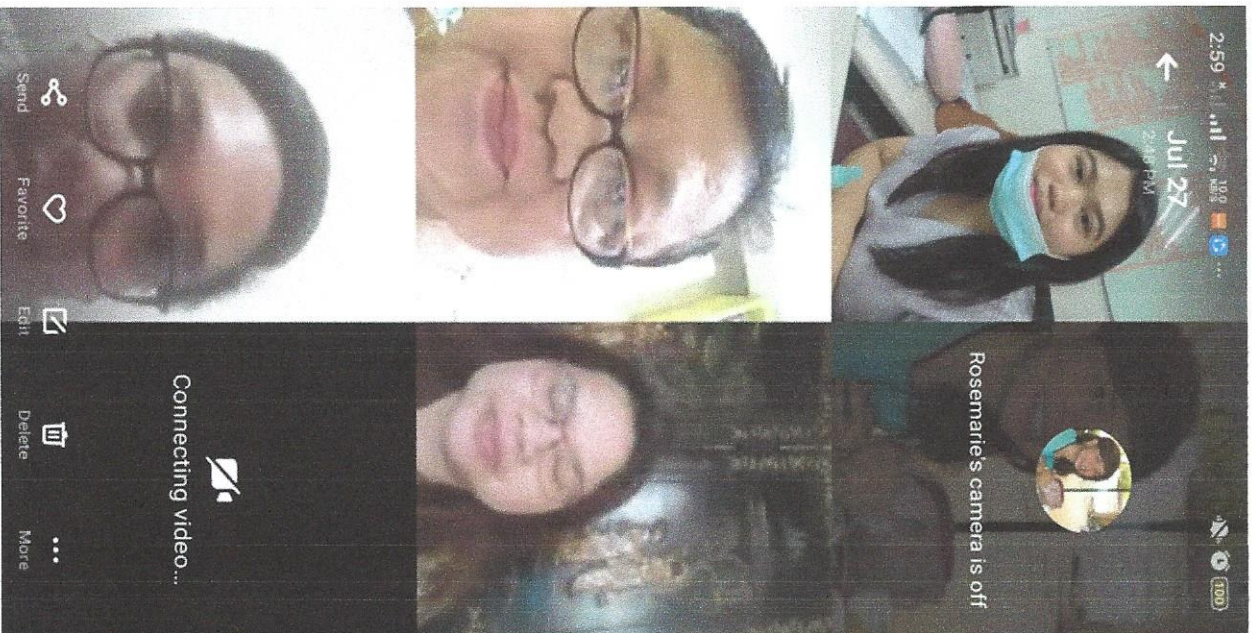
Date: July 27, 2020
Office: Procurement Division
Attendee: Manalili, Benjamin III

Time: 01:30 p.m.



Date: July 27, 2020
Office: Property Management Division
Attendee: Erefleta, Rosemarie

Time: 02:30 p.m.



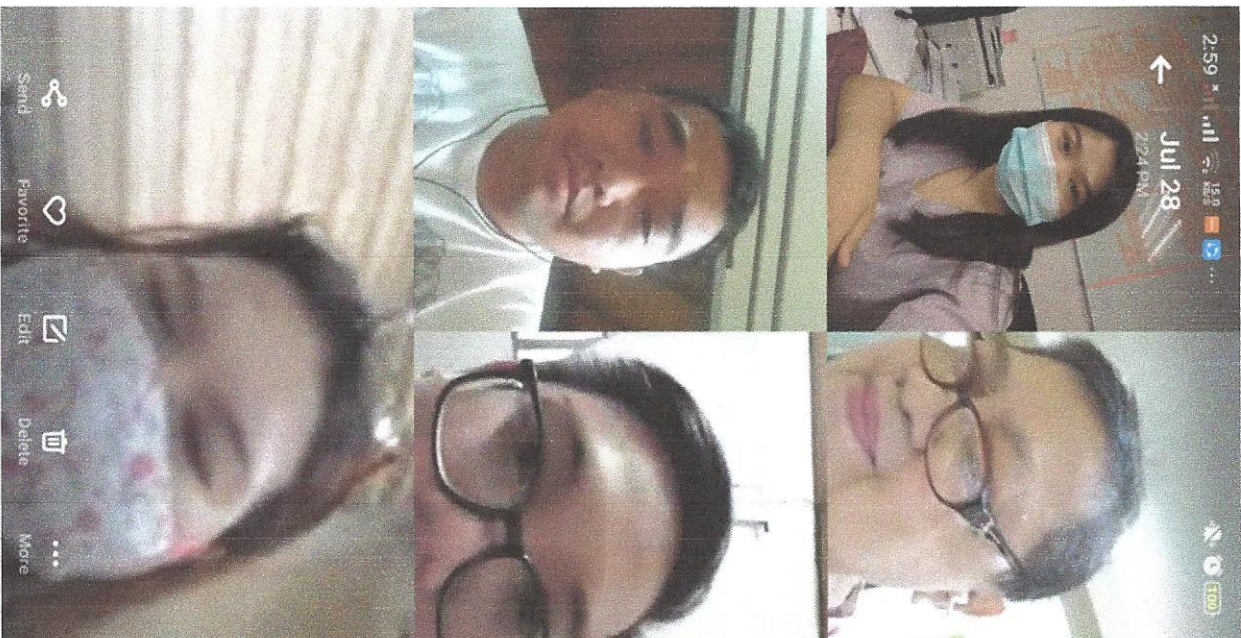
Date: July 28, 2020
Office: Office of the Senior Asst. General Manager
Attendee: Arzaga, Rogelio

Time: 01:30 p.m.



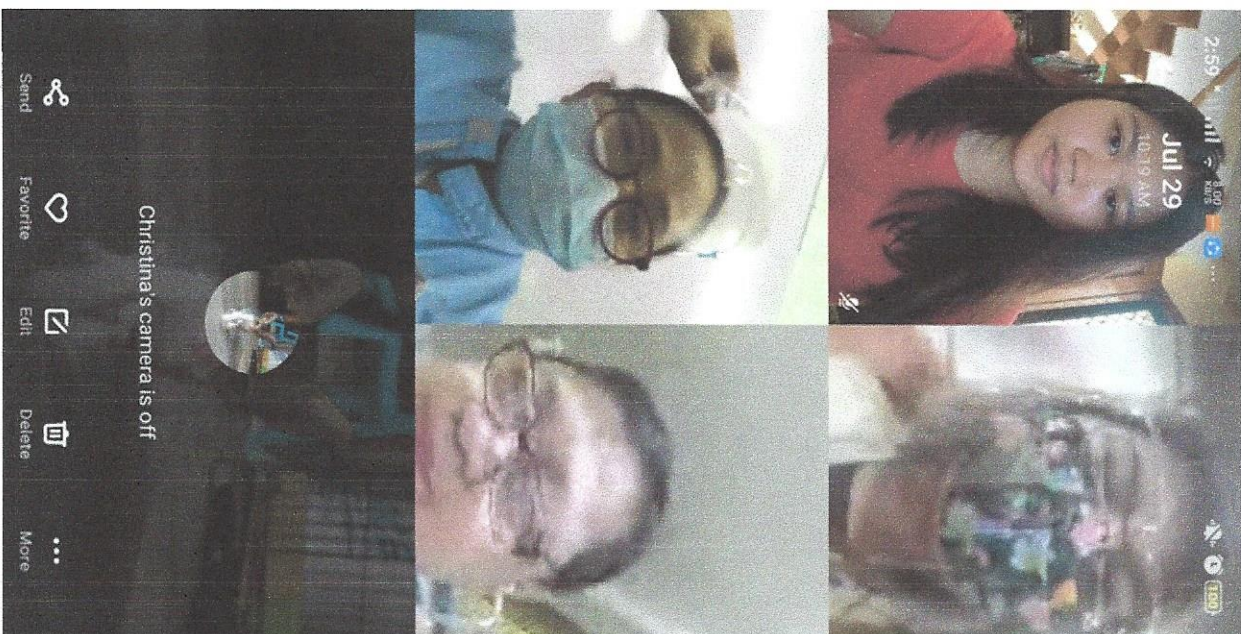
Date: July 28, 2020
Office: Terminal Concessions Division
Attendee: Marfil, Carlo

Time: 02:30 p.m.



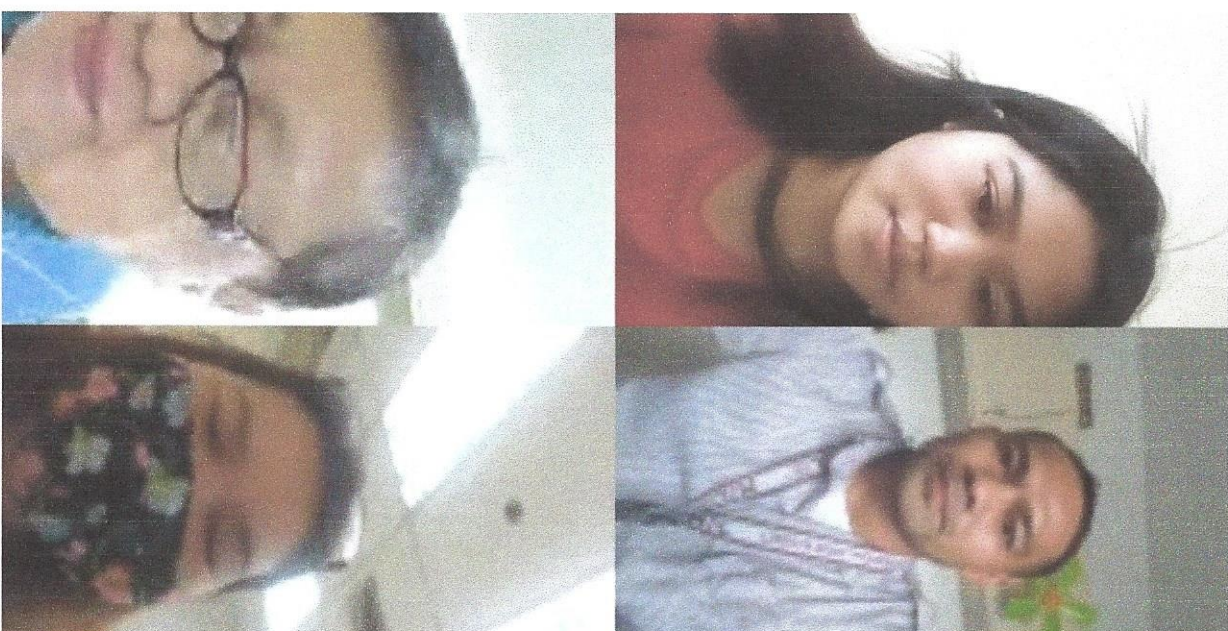
Date: July 29, 2020
Office: Medical Division
Attendee: Azores, Ma. Theresa

Time: 10:00 a.m.

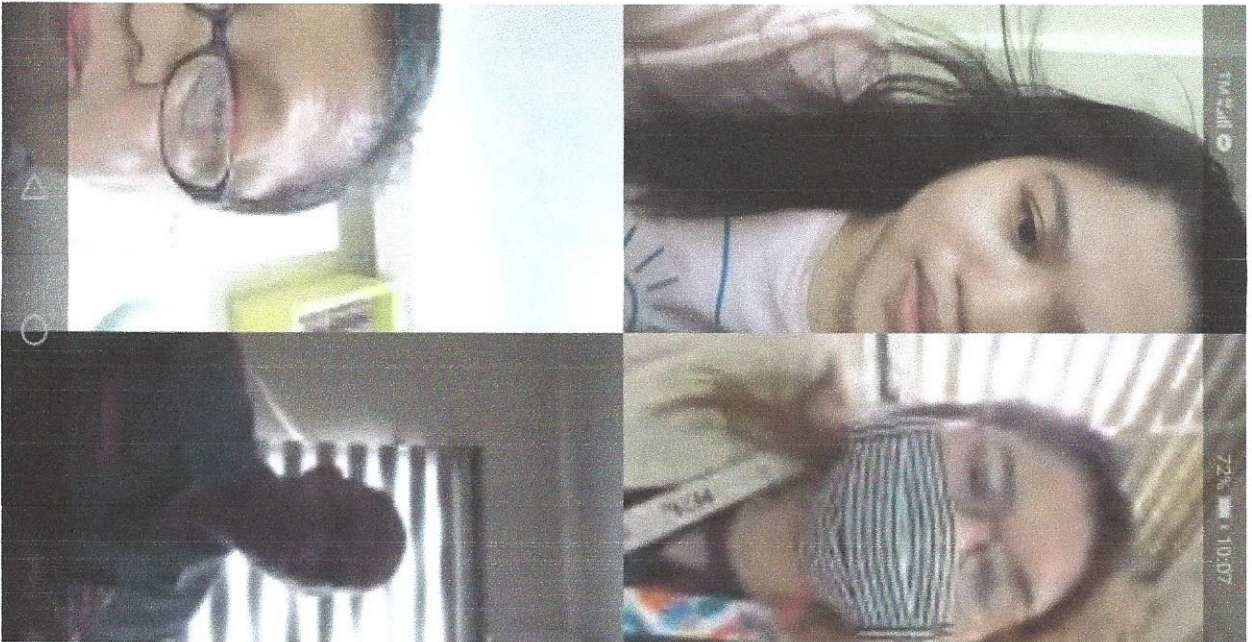


Date: July 29, 2020
Office: Emergency Services Department
Attendees: Alonzo, Ricomar & Velunta, Joyce

Time: 01:30- p.m.

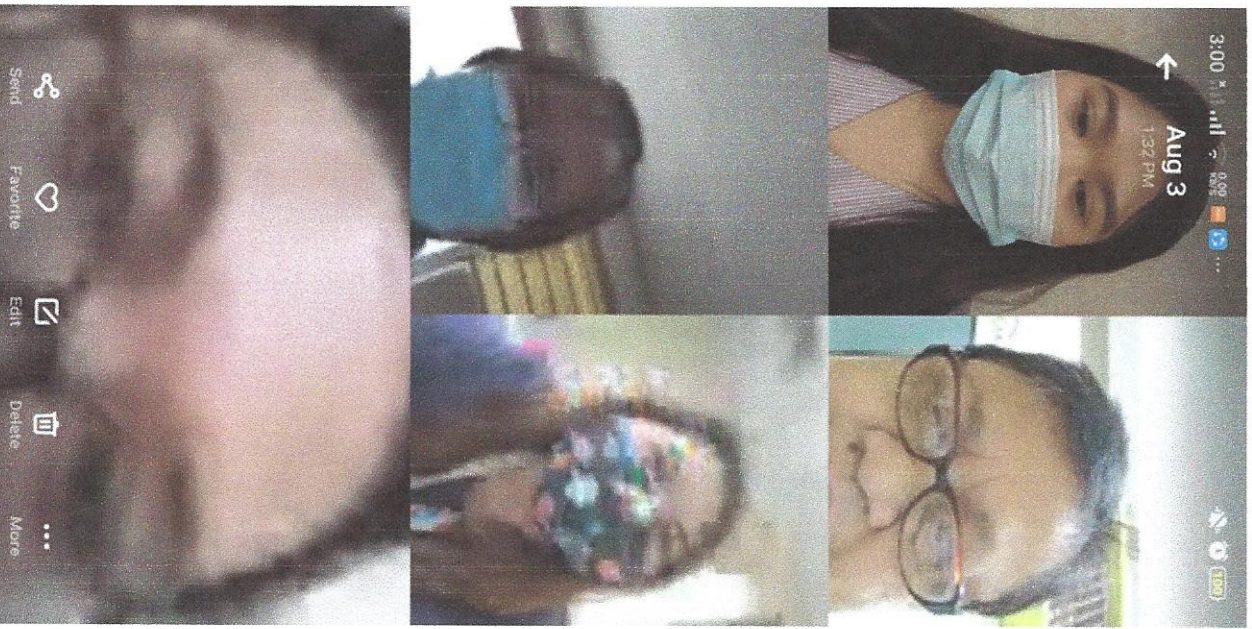


Date: July 30, 2020
Office: Rescue and Firefighting Division
Attendee: Manabat, Alvin



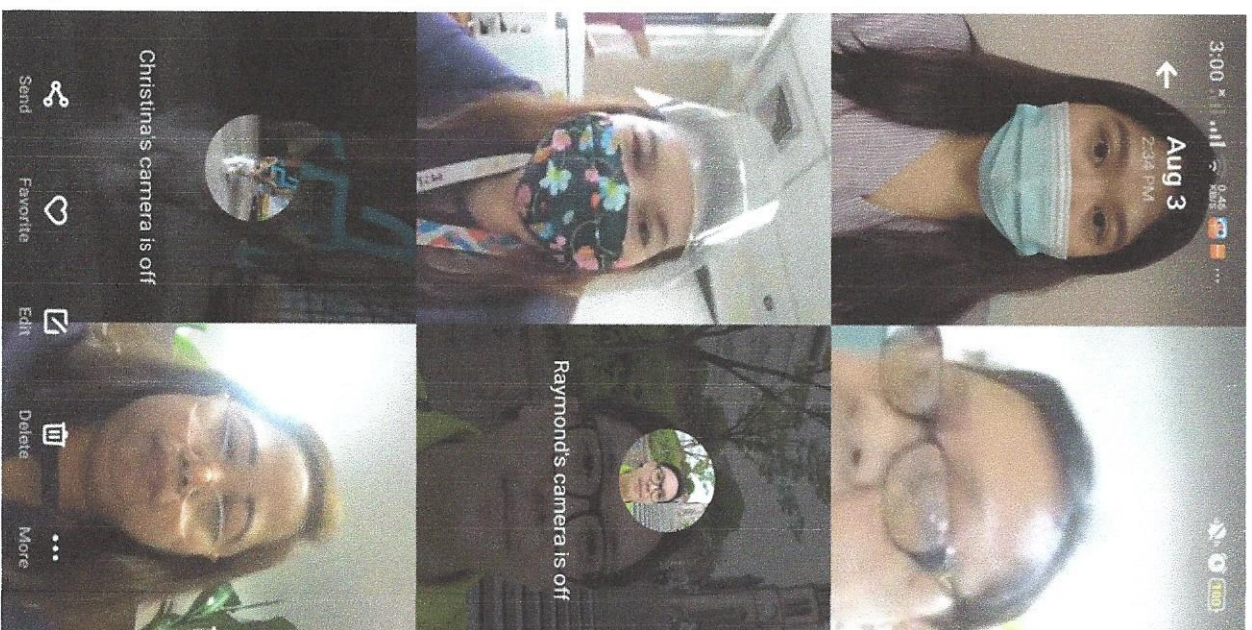
Time: 01:30 p.m.

Date: August 03, 2020
Office: Civil Works Department
Attendee: Ver, Carmendita



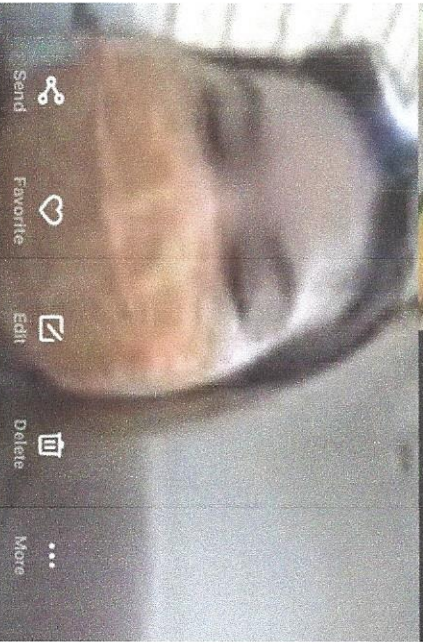
Time: 01:30p.m.

Date: August 03, 2020
Office: ID and Pass Control Division
Attendee: Solano, Edelyn

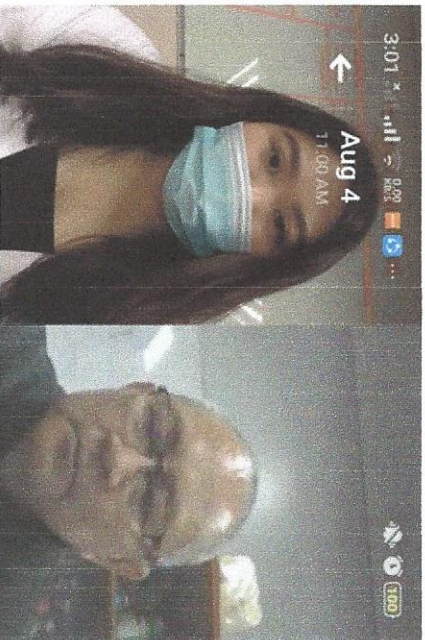


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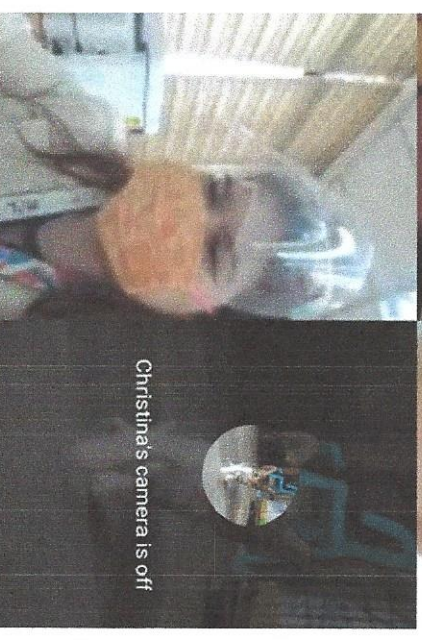
Date: August 04, 2020 Time: 10:00 A.M.
Office: Airport Operations Department
Attendee: Espiritu, Imelda



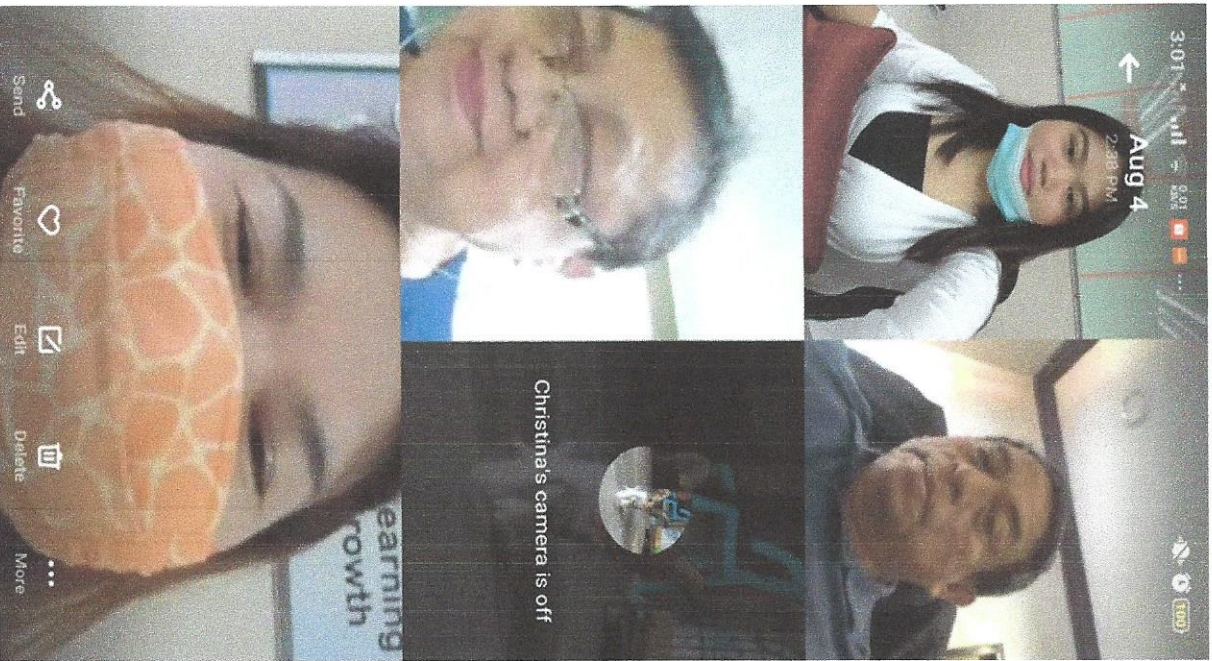
Date: August 04, 2020 Time: 11:00 A.M.
Office: Electro-Mechanical Department
Attendee: Villamor, Llewellyn



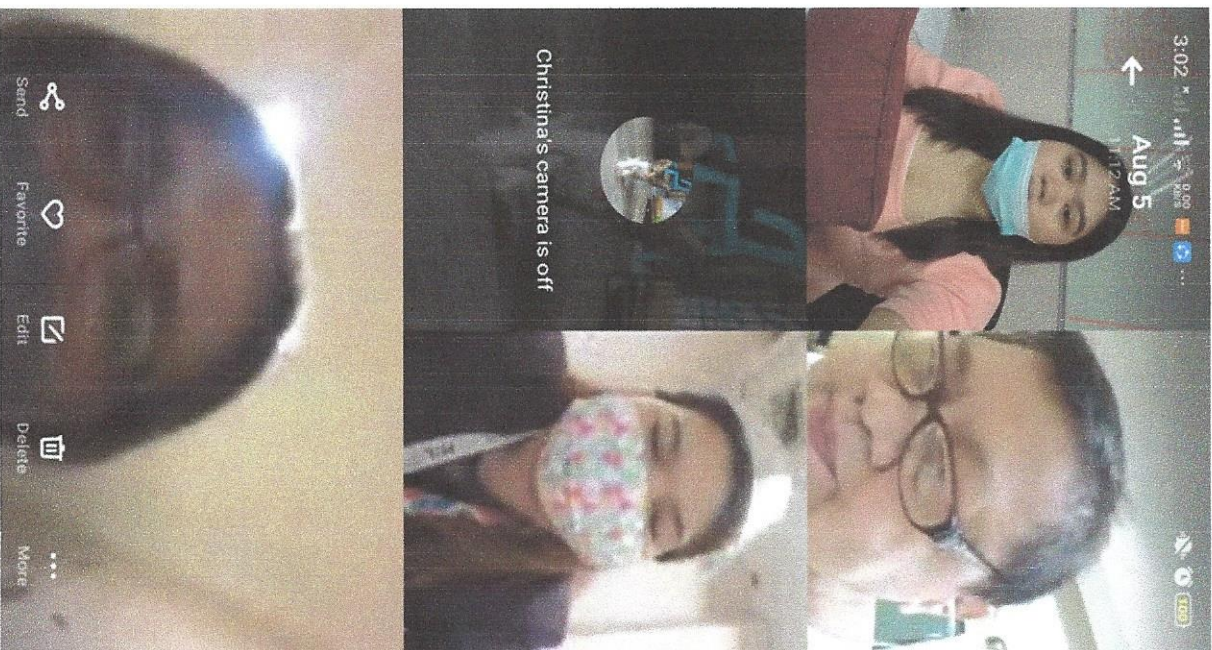
Date: August 04, 2020 Time: 01:30 p.m.
Office: Office of the AGM for Security and Emergency Svcs
Attendee: Sibbaluca, Elsie



Date: August 04, 2020
Office: Intelligence and Access Management Department
Attendee: Alcantara, Roque



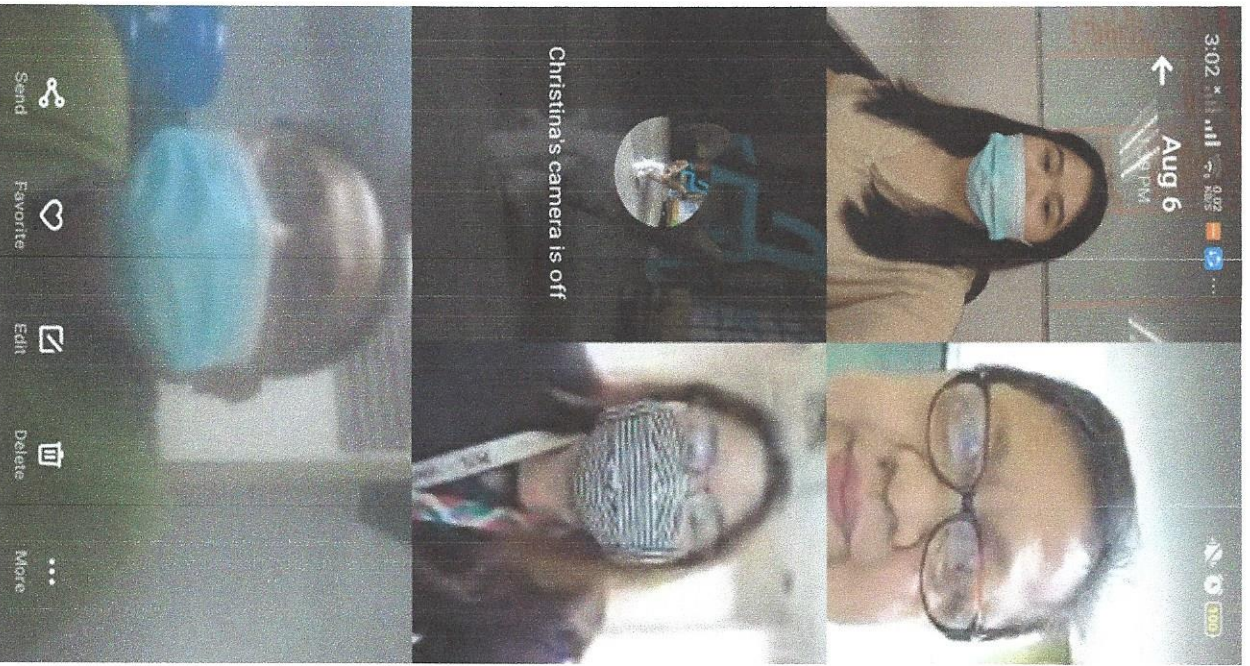
Date: August 05, 2020
Office: Buildings Division
Attendee: Espinas, Gracia



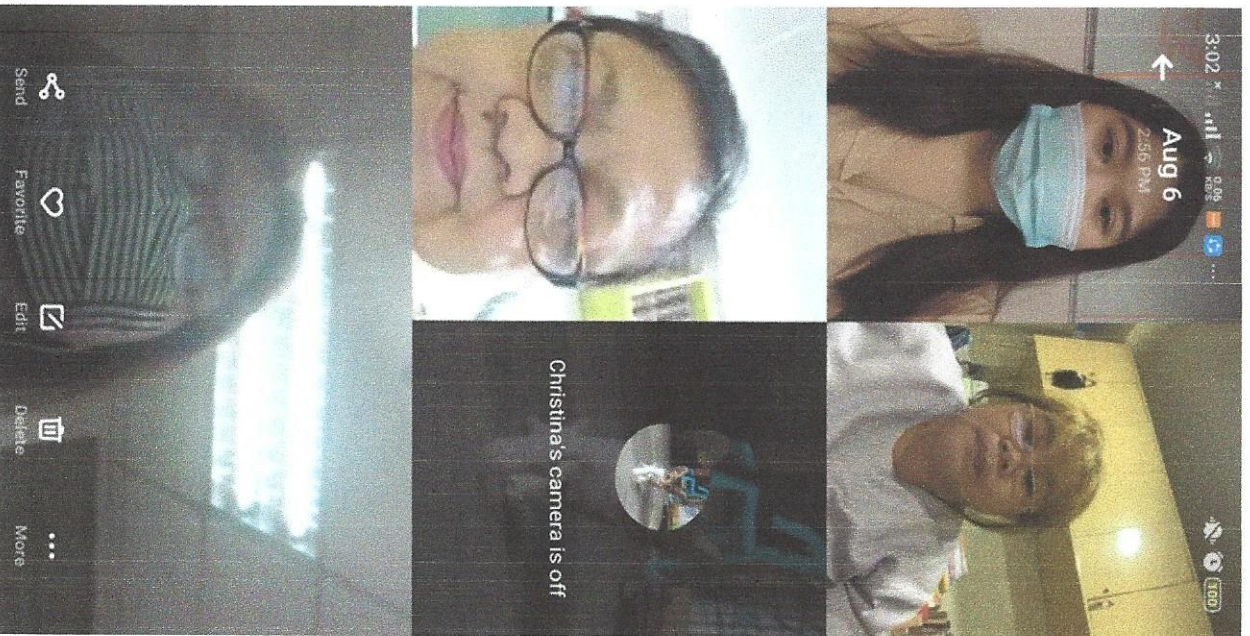
Date: August 05, 2020
Office: Plans and Programs Division
Attendee: Tungala, Rodol



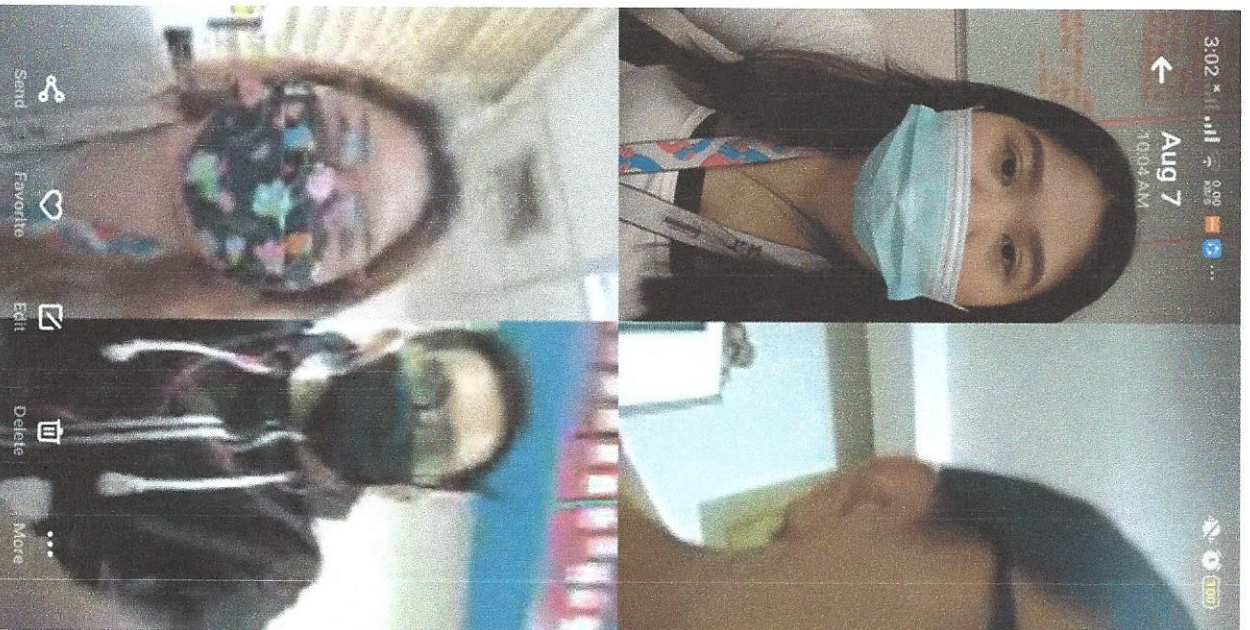
Date: August 06, 2020 Time: 01:30 p.m.
Office: Intelligence and Investigation Division
Attendee: Gonzales, Leo



Date: August 06, 2020 Time: 02:30 p.m.
Office: Pavements and Grounds Division
Attendee: Ilagan, Zenaída

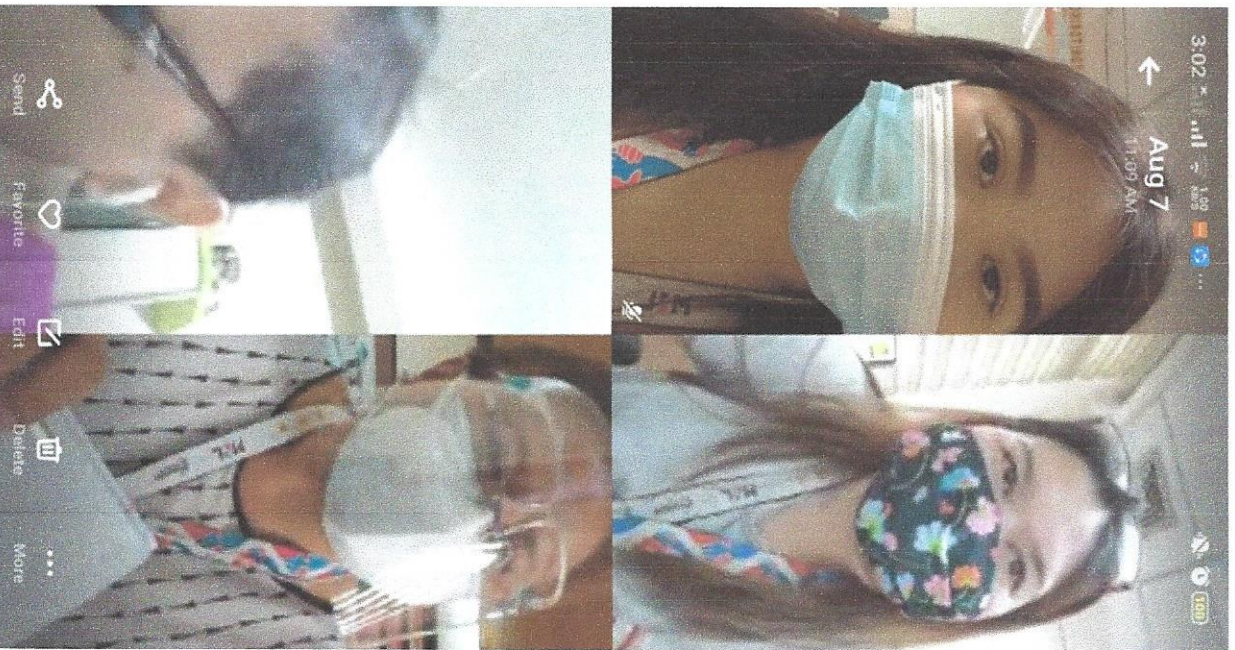


Date: August 07, 2020 Time: 10:00a.m.
Office: Media Affairs Division
Attendee: Nellas, Jenson



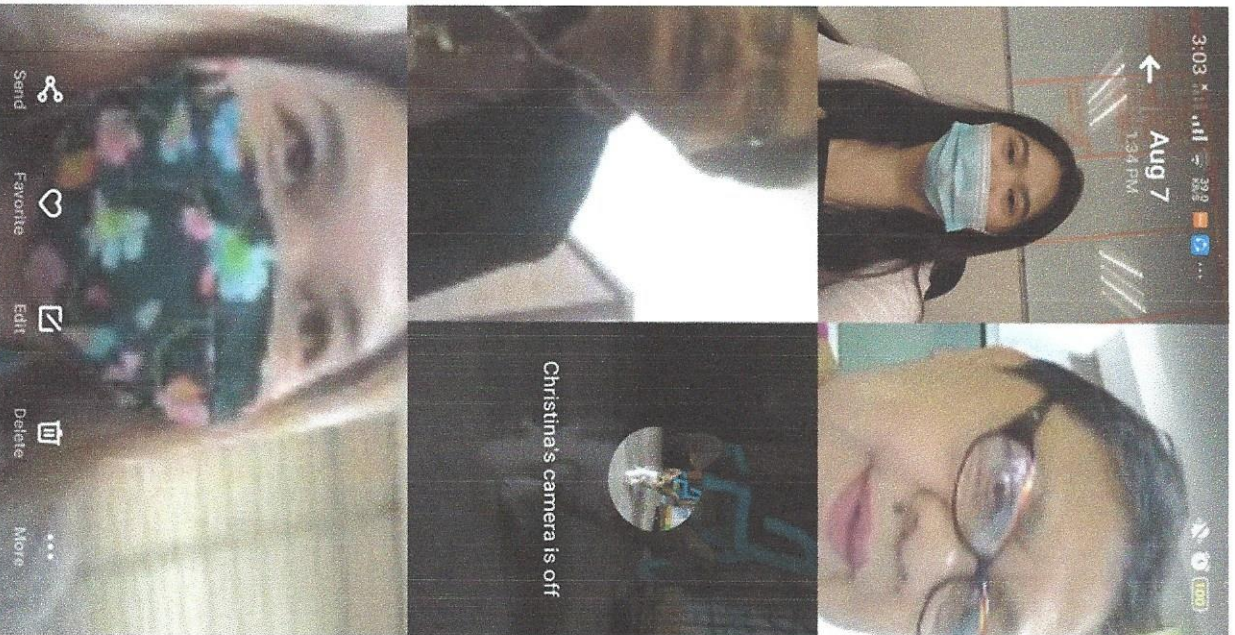
Date: August 07, 2020
Office: Public Affairs Department
Attendee: Bungag, Consuelo

Time: 11:00a.m.



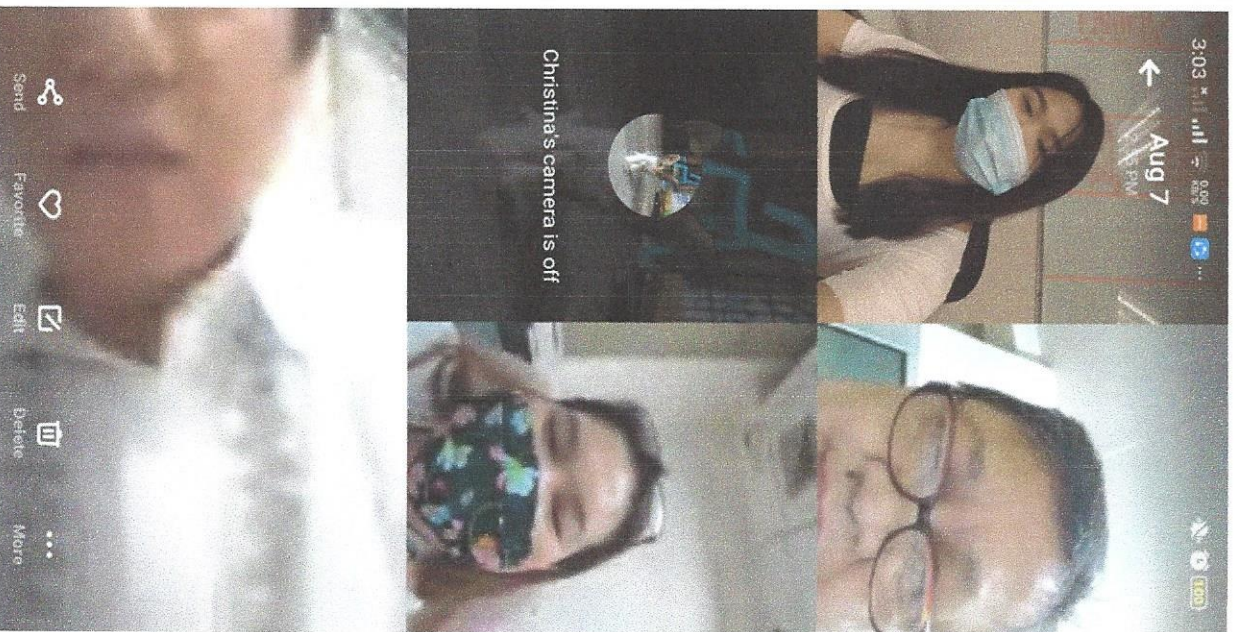
Date: August 07, 2020
Office: Public Assistance Division
Attendee: Mirador, Gavine

Time: 01:30 p.m.

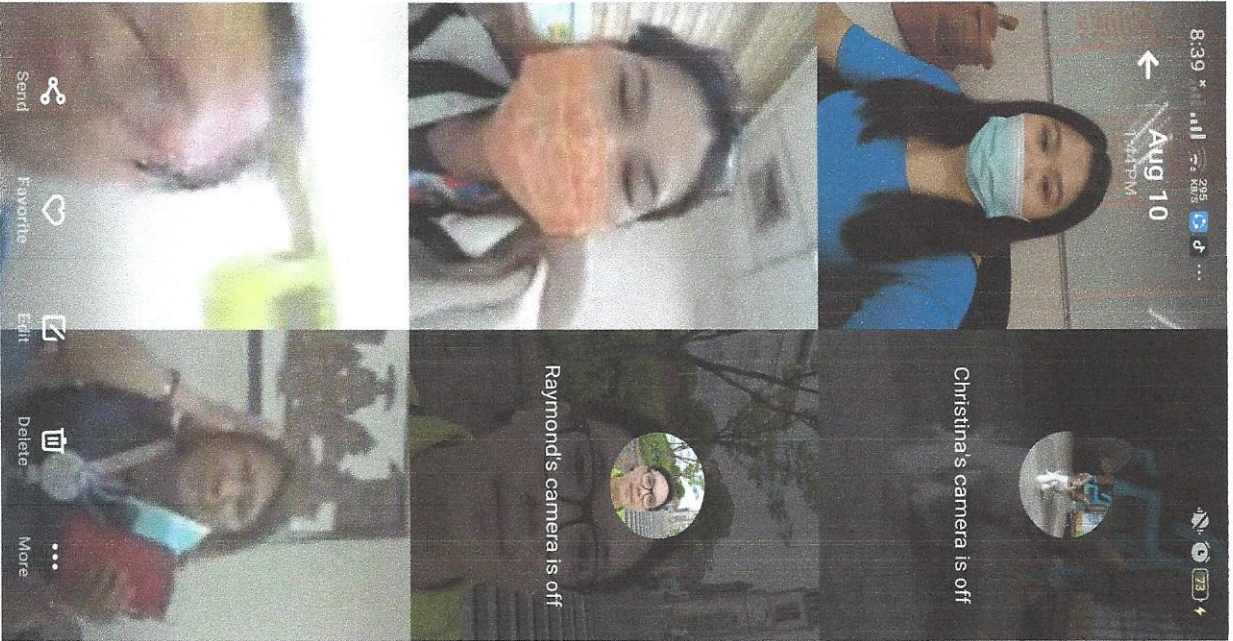


Date: August 07, 2020
Office: Management Information System Division
Attendee: Valenzuela, Joel

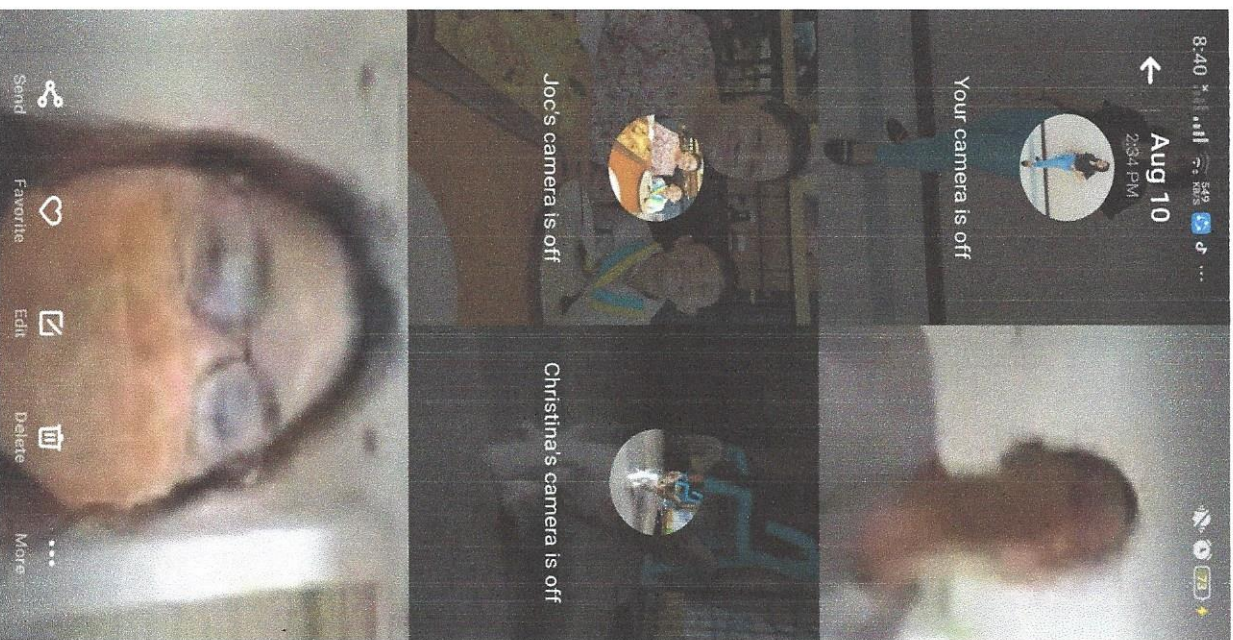
Time: 02:30 p.m.



Date: August 10, 2020
Time: 01:30 p.m.
Office: Systems and Procedure Improvement Division
Attendee: Alviola, Cynthia



Date: August 10, 2020
Time: 02:30 p.m.
Office: MAIA Terminal 1
Attendee: Verendia, Edith

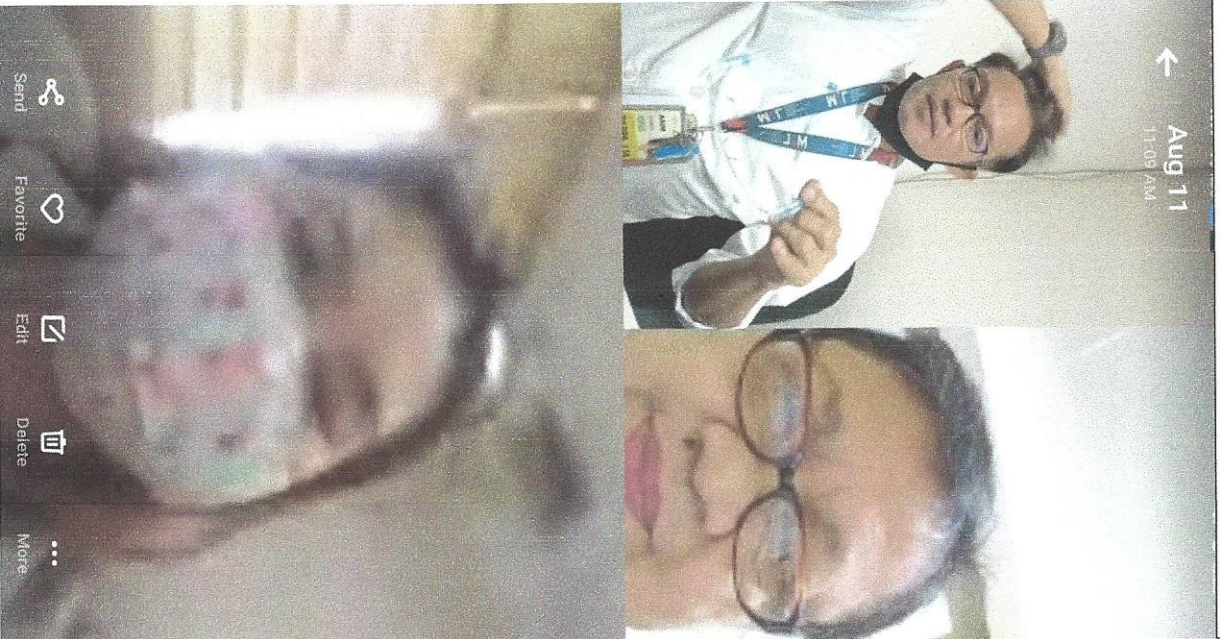


Date: August 11, 2020
Time: 10:00 a.m.
Office: Office of the General Manager
Attendee: Pormento, Gemaine



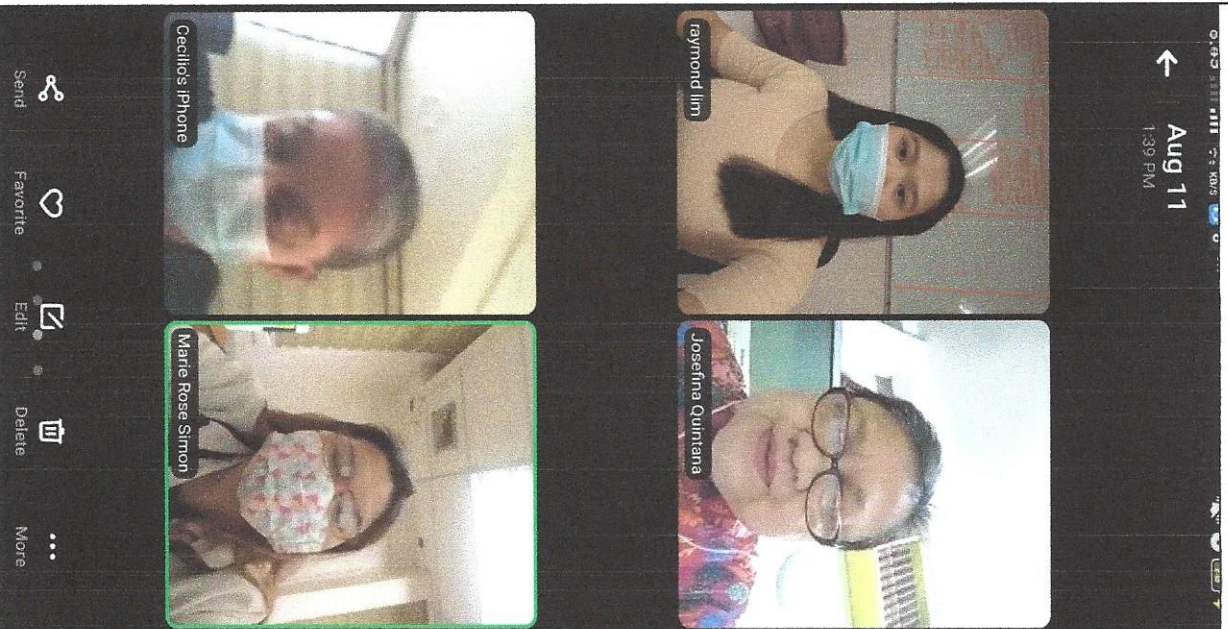
Date: August 11, 2020
Office: Airport Ground Operations and Safety Division
Attendee: Lontoc, Reynaldo

Time: 11:00 a.m.



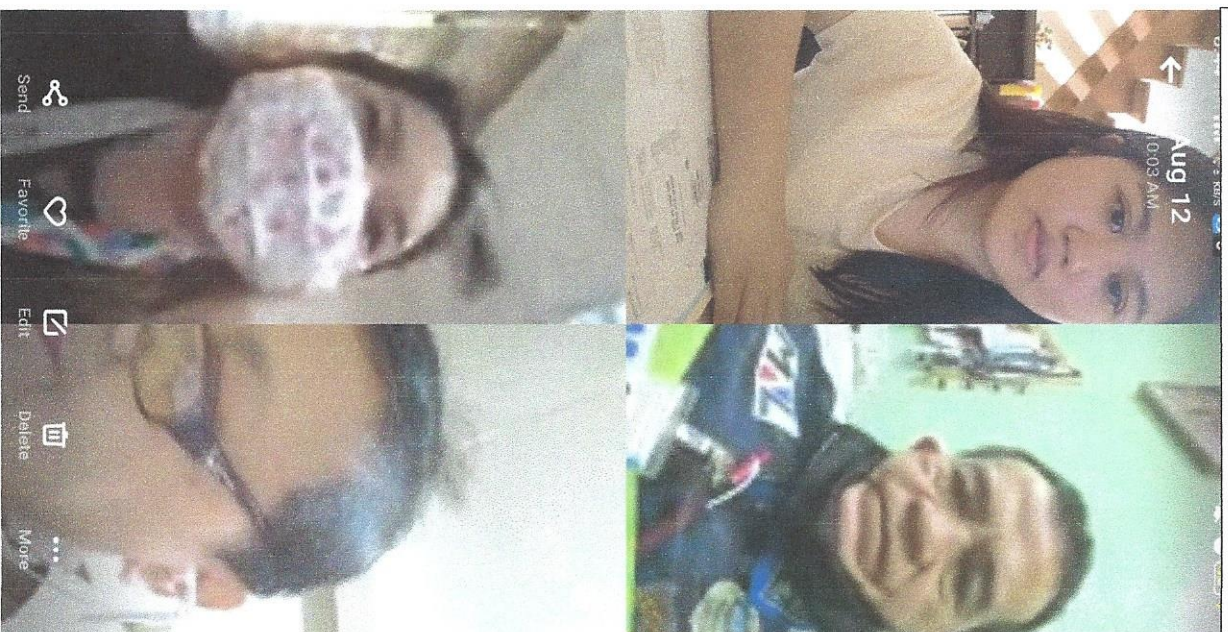
Date: August 11, 2020
Office: NAIA Terminal 4
Attendee: Bobila, Cecilio

Time: 01:30 p.m.



Date: August 12, 2020
Office: Police Detection and Reaction Division
Attendee: De Leon, Victor

Time: 10:00 a.m.

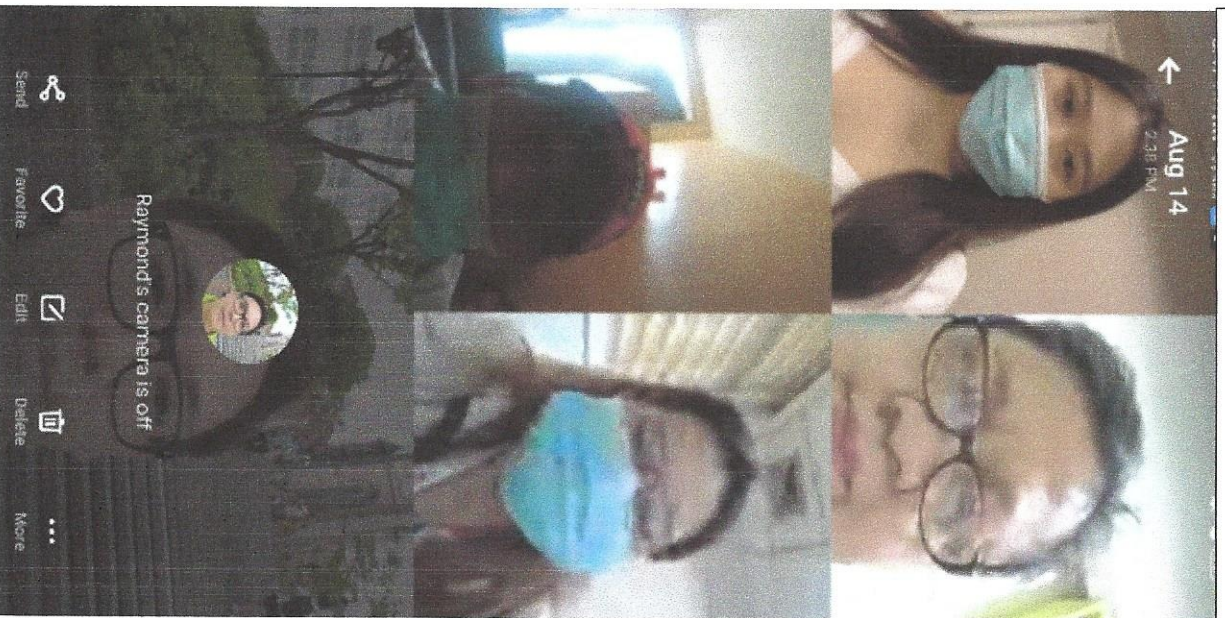


Date: August 13, 2020
Office: Electronics and Communications Division
Attendee: Lerum, Philip



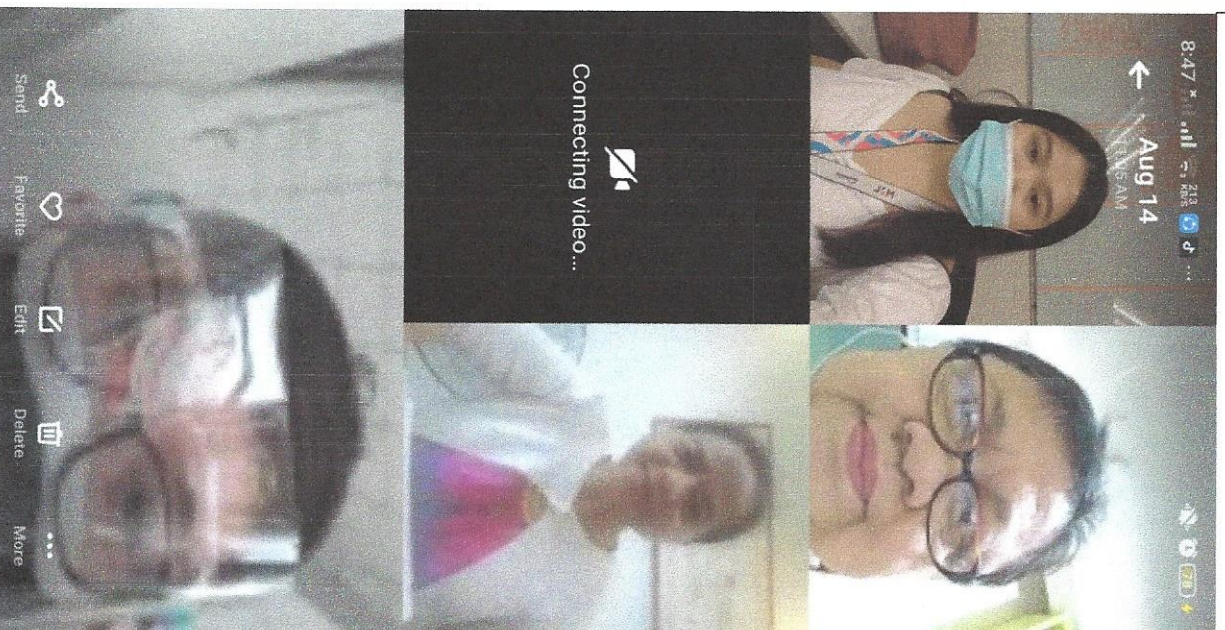
Time: 01:30 pm.

Date: August 13, 2020
Office: Mechanical Division
Attendee: Gemarino, Danilo



Time: 10:00 a.m.

Date: August 14, 2020
Office: NALA Terminal 3
Attendee: De Leon, Dina



Time: 11:00 a.m.

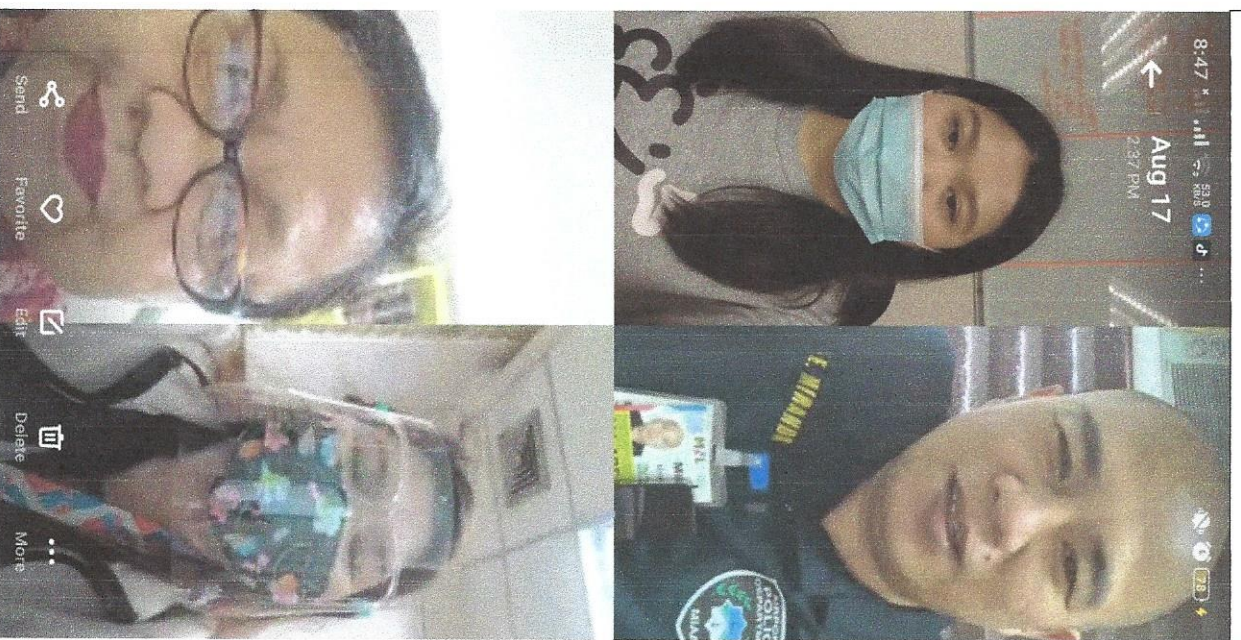
Date: August 17, 2020
Office: Police Intelligence and Investigation Division
Attendee: Estrella, Jaime

Time: 01:30 p.m.



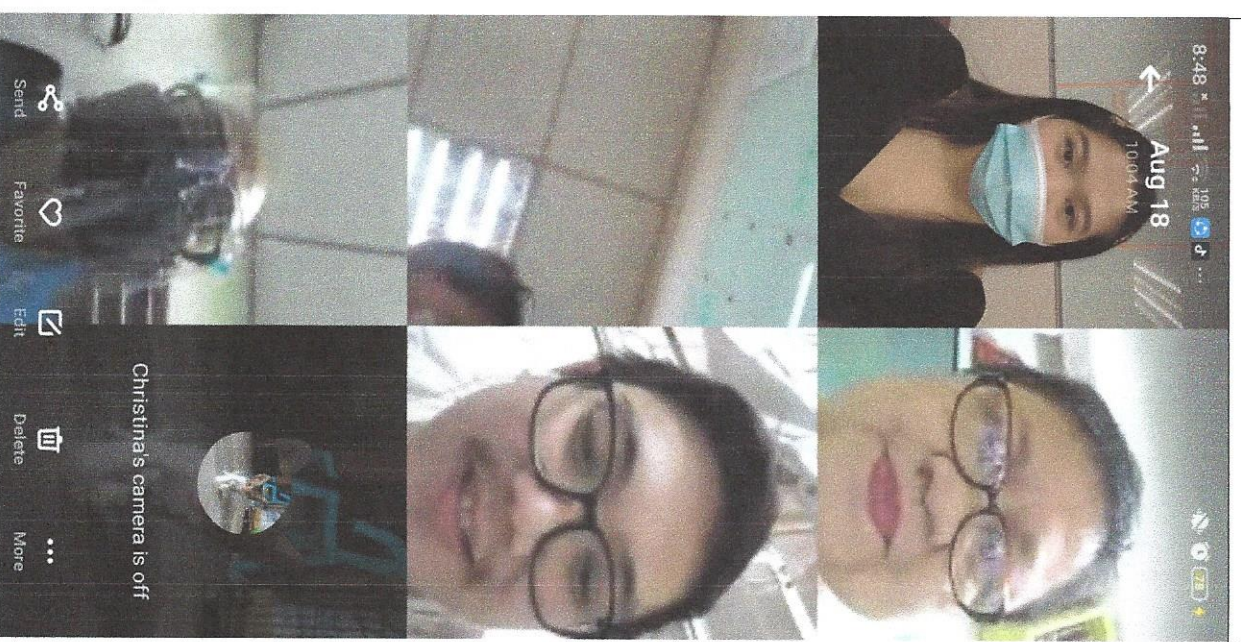
Date: August 17, 2020
Office: Surveillance Division
Attendee: Miranda, Joseph Eric

Time: 02:30 p.m.

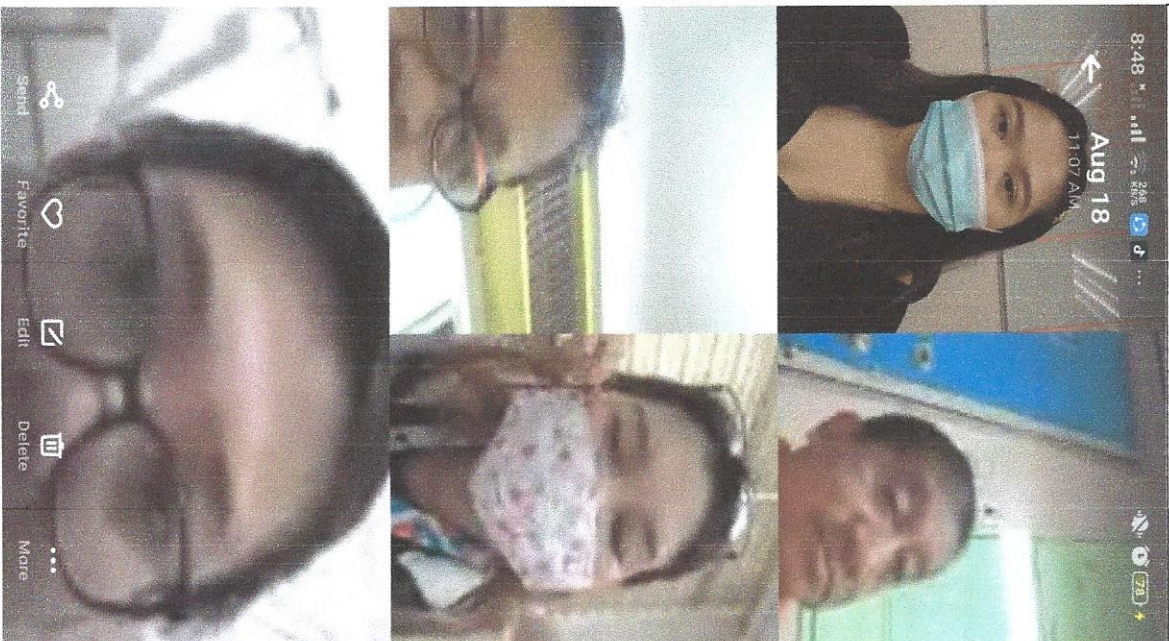


Date: August 18, 2020
Office: Screening Division
Attendee: Salaysay, Anatalio

Time: 10:00 a.m.



Date: August 18, 2020
Office: International Cargo Operations Division
Attendee: Dela Rosa, Leonardo



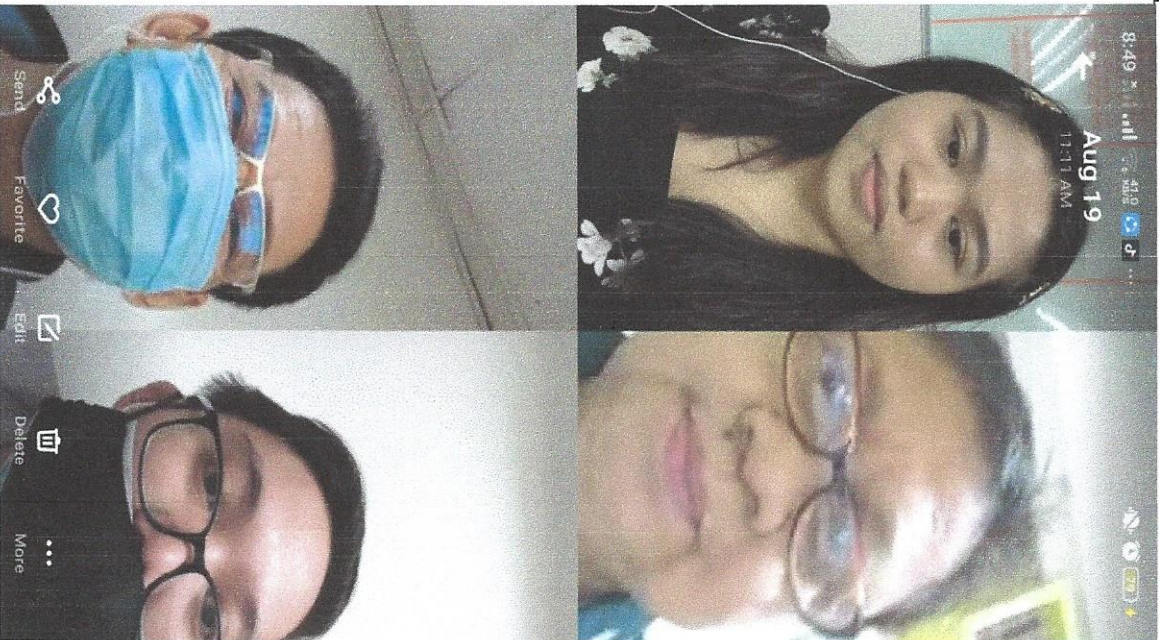
Date: August 18, 2020
Office: NAIA Terminal 2
Attendee: Ereñeta, Manuel



Date: August 19, 2020
Office: Electrical Division
Attendee: Andrada, Edson

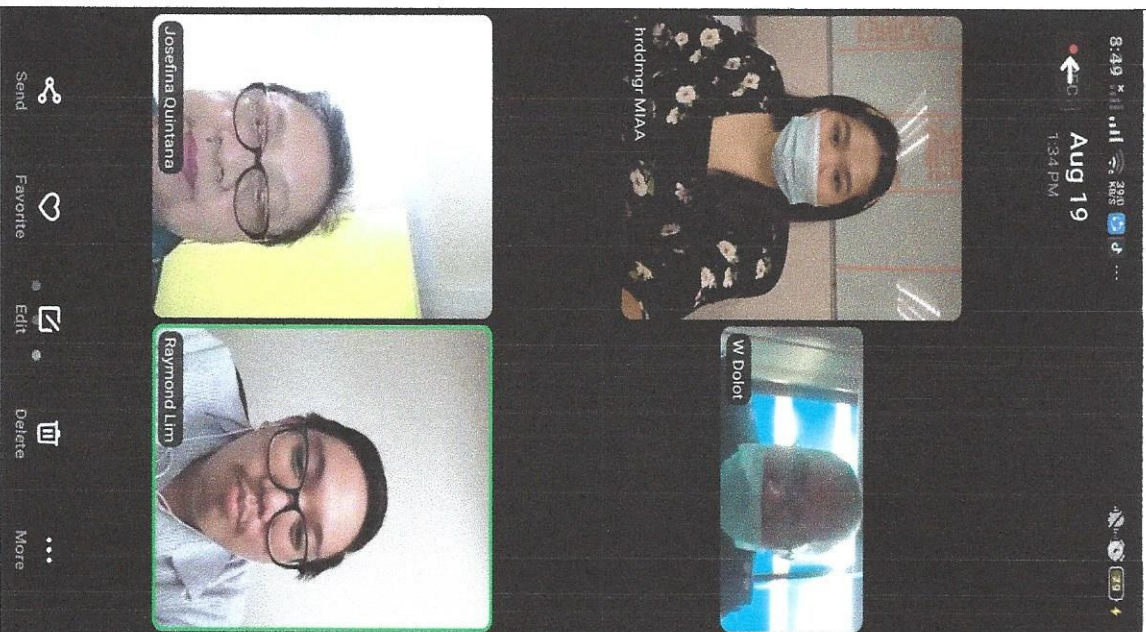


Date: August 19, 2020
Office: Screening and Surveillance Department
Attendee: Vergara, Dominador

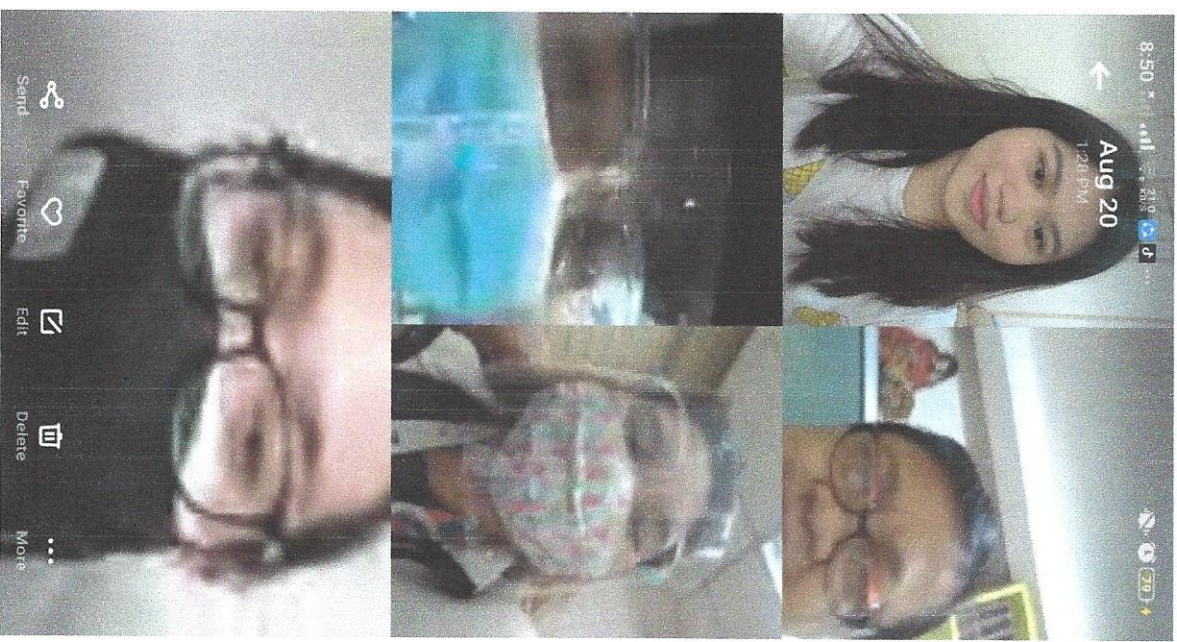


Time: 01:30 p.m.

Date: August 19, 2020
Office: Office of the APD Manager & Tactical Operations Center – APD Headquarters
Attendee: Dolot, William

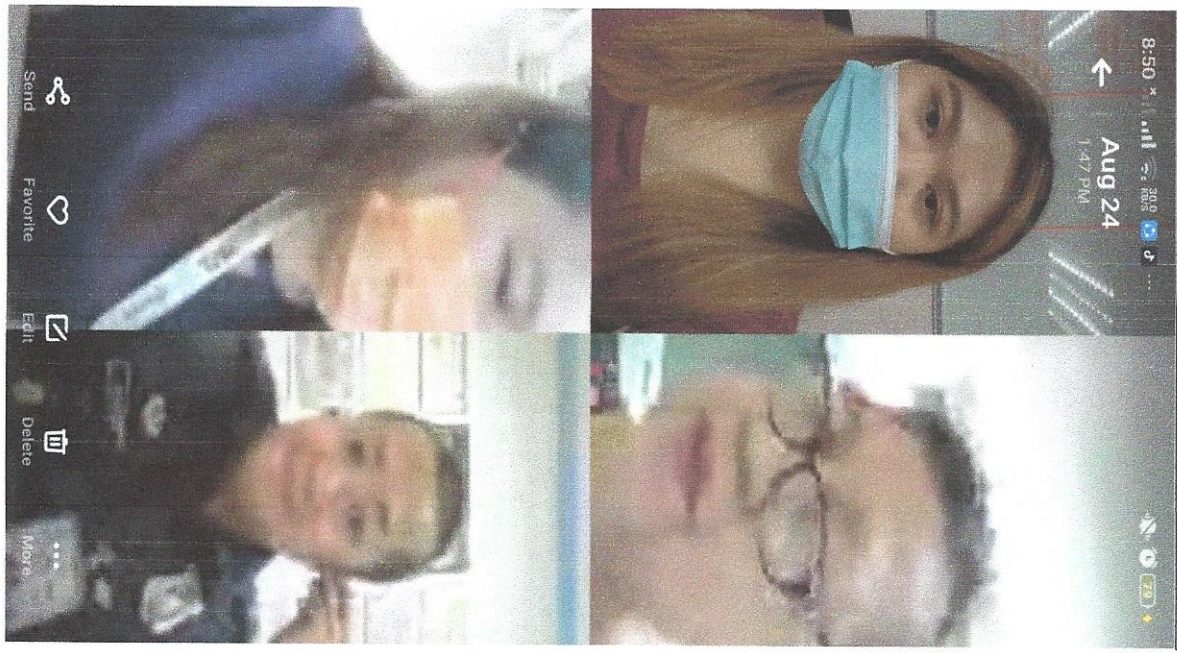


Date: August 20, 2020
Office: Logistics and Finance Center – APD Headquarters
Attendee: Dilan, Gilfredo



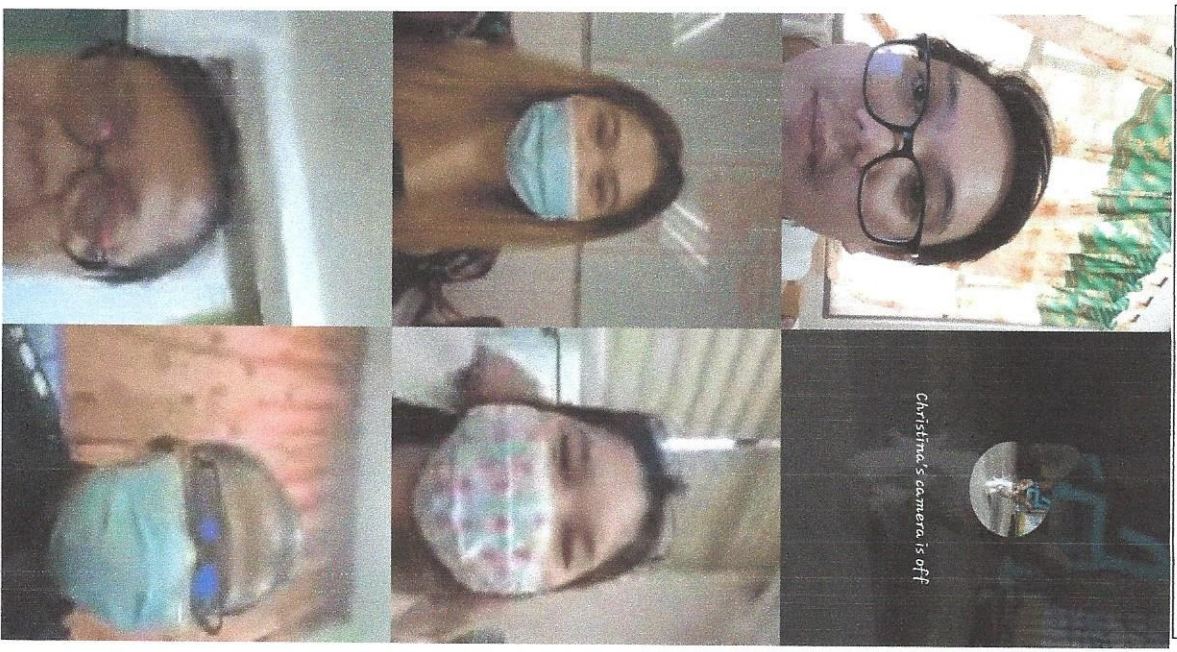
Date: August 24, 2020
Office: Training Unit – APD Headquarters
Attendee: Servas, Jimbo

Time: 01:30 p.m.



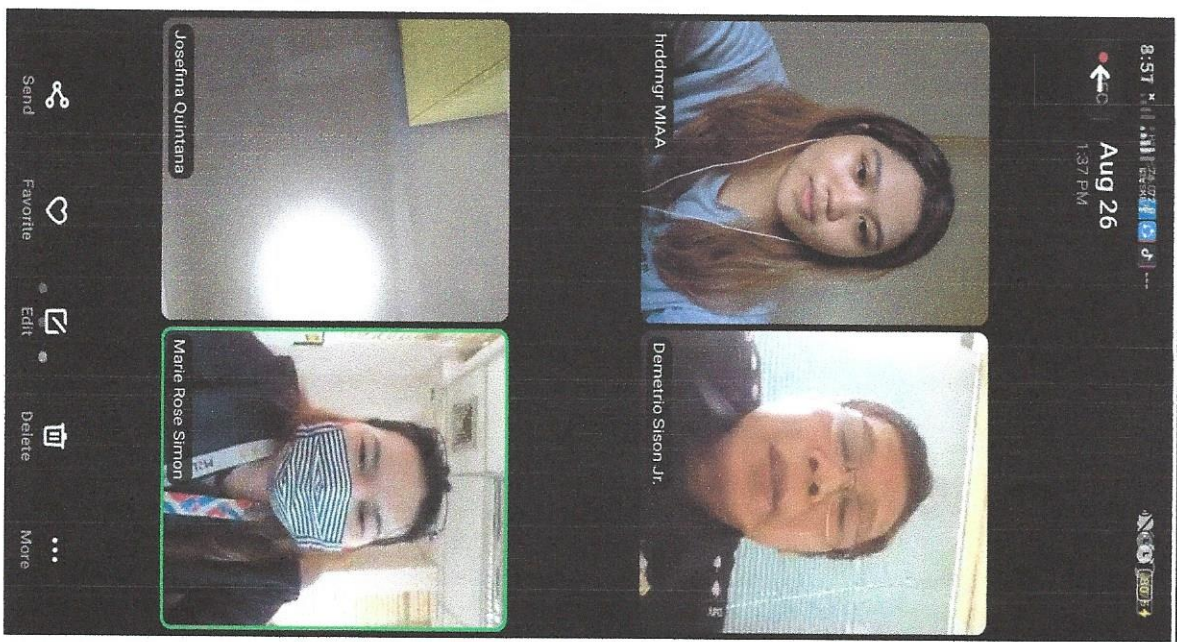
Date: August 25, 2020
Office: Airside Police Division
Attendee: Cruz, Teotimo

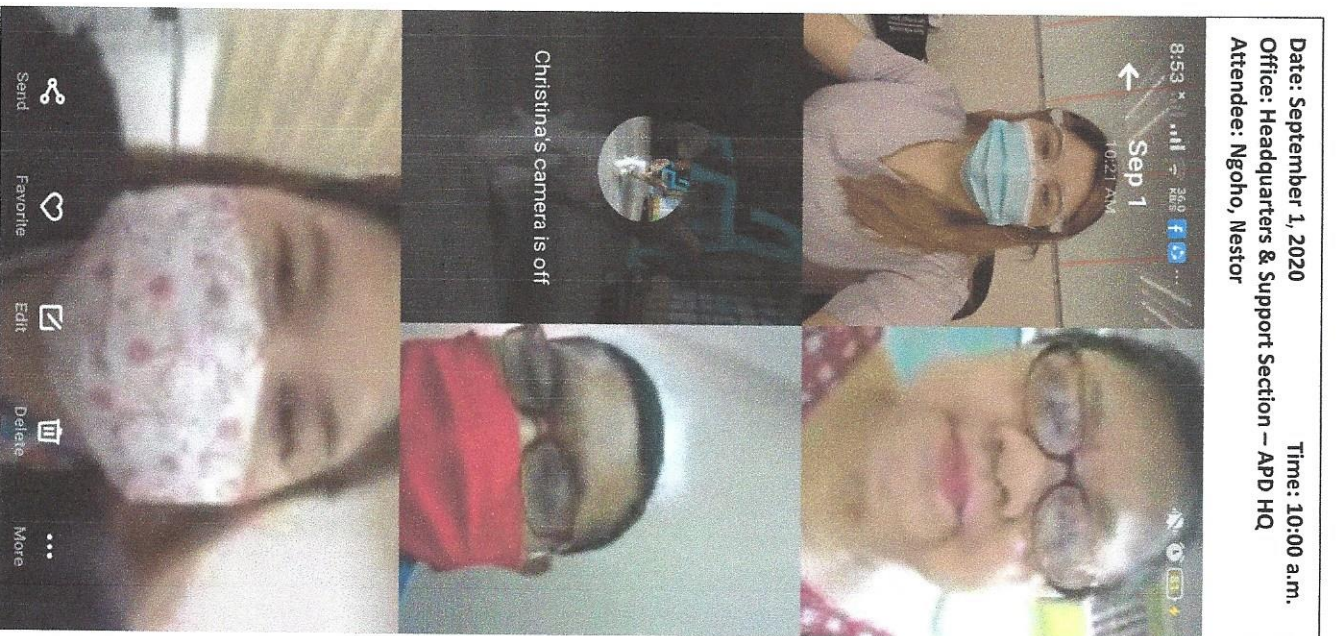
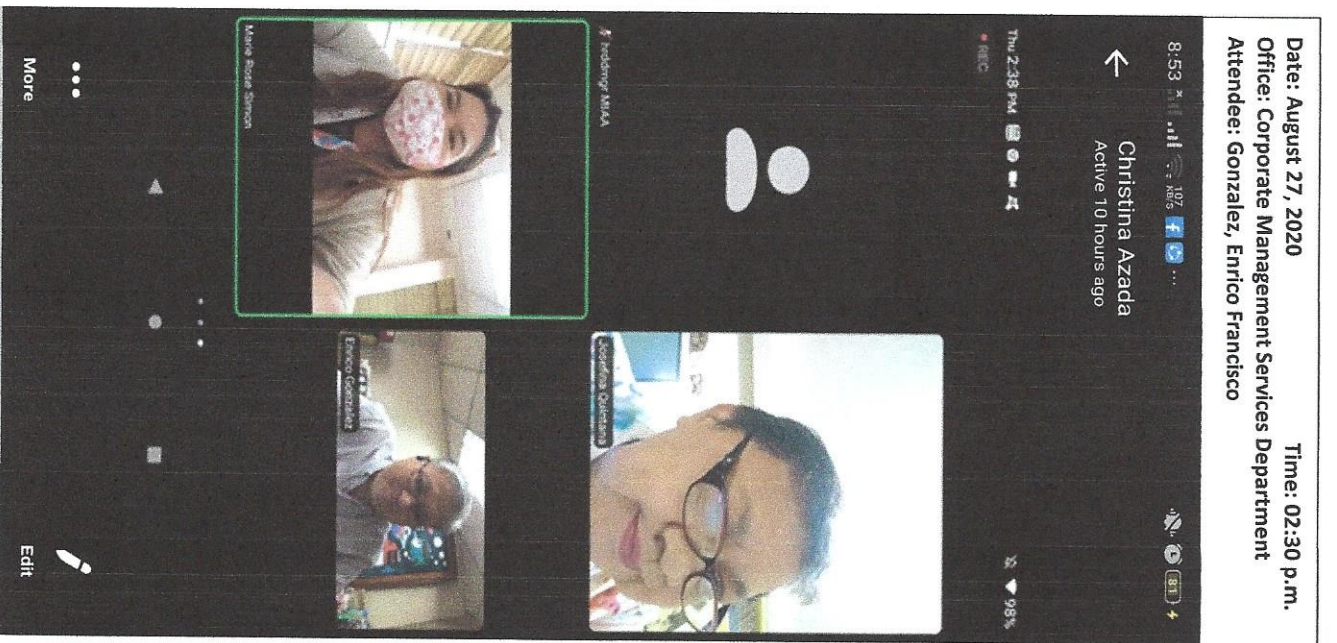
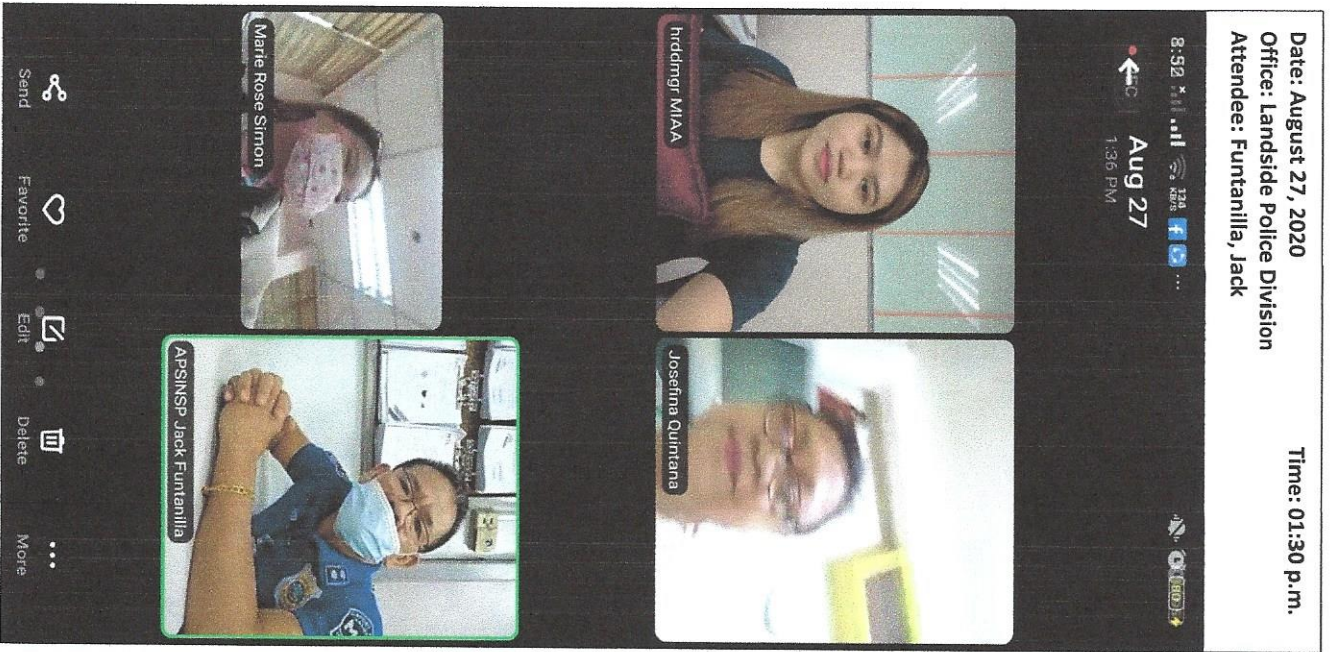
Time: 11:00 a.m.



Date: August 26, 2020
Office: Quality Control & Inspectorate Office – APD HQ
Attendee: Sison, Demetrio

Time: 01:30 p.m.





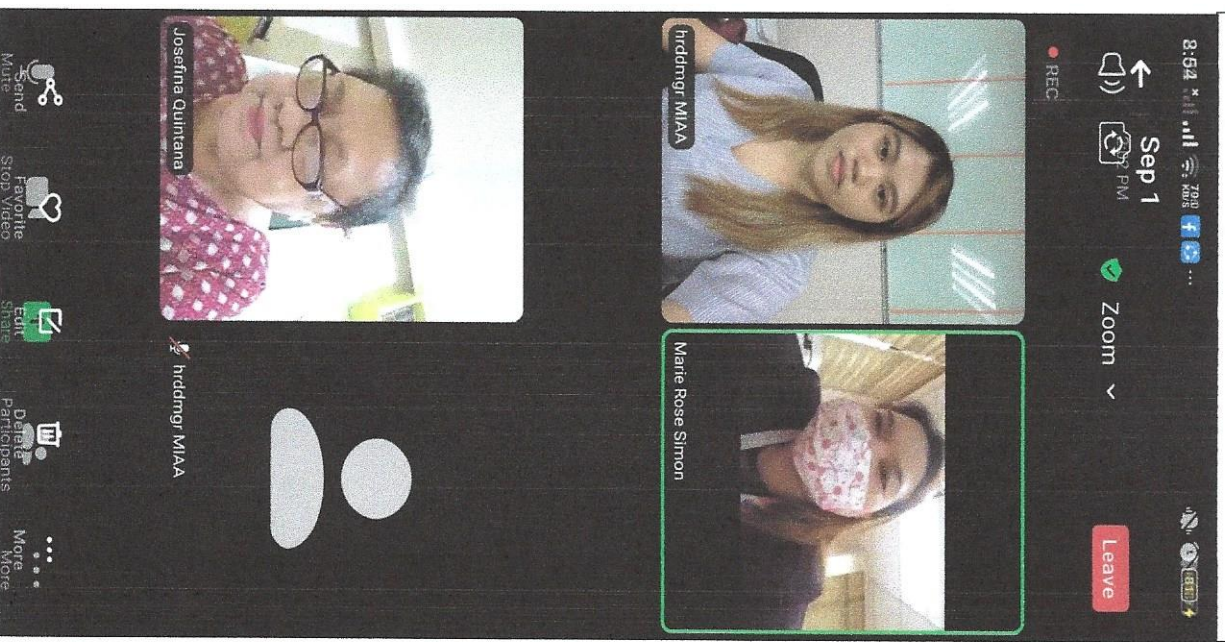
Date: September 1, 2020
Office: Personnel and Records Section – APD HQ
Attendee: Datu, Reynante

Time: 10:00 a.m.



Date: September 1, 2020
Office: Business Dev. & Concessions Mgt. Dept.
Attendee: Reyes, Juan Marcos

Time: 01:30 p.m.



Date: September 1, 2020
Office: Terminal Police Division
Attendee: Corneta, Luis

Time: 02:30 p.m.

