

CURRICULUM VITAE  
June 15, 2016

RAMON K. CERVANTES

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## PERSONAL BACKGROUND/DATA

### Educational Preparation

- Bachelor of Laws, 1986, University of Nueva Caceres, Naga City; passed the BAR in 1987;
- Bachelor of Science in Business Administration – Economics (magna cum laude), 1977, University of Nueva Caceres (UNC), Naga City;
- Master Studies – Master in Development Management (academic requirements completed), 1987-98, Asian Institute of Management, Makati City;
- Eligibilities – Bar Examinations (1987); and Career Executive Officer (CEO) Rank VI for passing the Career Service Eligibility Examination (CSEE), September 26, 2007;
- Awards - UNC Diamond Achiever, February 14, 2008, UNC Diamond Jubilee Awards; Certificate of Distinction for Outstanding Academic Performance in completing the Diploma in Business and Development awarded by the Concordia International College – Philippines on June 7, 2013.

Civil Status – Married to Beta B. Alfonso, with five children;

## EXECUTIVE SUMMARY OF CURRENT WORK

- Serves as a member of the Board of Director of Masaganang Sakahan, Inc. (MSI), a government-owned-and-controlled corporation and a subsidiary of the Land Bank of the Philippines; and, as also serves as Chairman of the Audit Committee of the MSI;
- Also works as a part-time Assistant Professor in the College of Law of the University of Nueva Caceres, Naga City, handling courses on Banking Laws, Legal Counseling, Credit Transactions and Negotiable Instruments; and,
- Also currently developing an agricultural farm (about 3 hectares) in Tinangis, Pili, Camarines Sur intended for an organic vegetable and fruit bearing trees farm, and a coconut plantation farm (around 20 hectares) in Bgy. Sagrada, Iriga City, Camarines Sur.

## WORK EXPERIENCE/HISTORY

- Executive/Managerial Positions at the Land Bank of the Philippines (LBP), Malate, Manila, as follows (a total of over 10 years of executive and managerial experience):
  - First Vice President, Head – Human Resources Management Group, with at least 201 staff, serving and organization of no less than 9,000 officers and staff, from March 1, 2010 to June 30 to 2012;
  - Vice President, Head – Human Resources Management Group, with at least 164 staff, from February 1 2007 to February 28, 2010;
  - Assistant Vice President/Acting Vice President - Head, Human Resources Management Group, with at least 157 staff, from September 1, 2006 to January 31, 2007;
  - Assistant Vice President, Head – Comprehensive Agrarian Reform Program (CARP) Legal Services Department, with at least 46 staff, from August 16, 2005 to August 31, 2006;
  - Assistant Vice President, Head, Personnel Administration Department, with at least 65 staff, from November 27, 2003 to September 15, 2004;
  - Bank Executive Officer, Head – Personnel Administration Department, with at least 41 staff, from May 16, 2003 to November 26, 2003;
  
- Legal Experience/Practice
  - Indicated above, as Head/AVP of the Comprehensive Agrarian Reform Program (CARP) Legal Services Department of LBP; as Special Assistant to the President of LBP, 2002-2003, and Bank Attorney/Legal Officer of LBP from 1995 to 2002;
  - Litigation Lawyer, Bank of the Philippine Islands, 1991;
  - Private Law Practice with Carpio, General and Jacob Law Office, Naga City, 1987 to 1990;
  
- Development Banking/Project Development
  - Acting Branch Office Head/Project Analyst, Private Development Corporation of the Philippine, Makati and Legazpi City, 1978-1982;
  - Regional Coordinator/Senior Team Leader (Southern Tagalog Region)/Project Development Analyst (Lanao Del Norte), Medium and Small Scale Industries Coordinated Program (MASICAP), Department of Industry, 1976-1978;

- Teaching Experience
  - University of Nueva Caceres – College of Law, Naga City, from October 1987 to 1994; October 2013 to present;
  - Ateneo De Naga University, Naga City – School of Business, from 1982 to 1987;

#### AFFILIATIONS/TRAININGS ATTENDED

- International Level
  - American Society of Training and Development (ASTD) International Conference & Exposition on workplace learning and performance held on May 16-19, 2010 in Chicago, Illinois, USA – 32 hours;
  - Diploma in Business and Development conferred on February 15, 2013 by the Concordia International College, Vancouver, BC (Canada);
- National Level (for the past five years, does not include listing of trainings attended previous to 2010)

	Training/Seminar, Trainer, Venue	Date/s; No. of Hours
1.	Orientation on ISO 9001:2008 Quality Management System for Land Bank of the Philippines (LBP) Subsidiaries conducted by the Center for Quality and Competitiveness, Development Academy of the Philippines in Manila	August 27, 2015; 4 hours
2	Professional Directors Program, conducted by the Institute of Corporate Directors at the Mandarin Oriental Manila, Makati Avenue, Makati City	June 5, 19, 20, 26, 27, 2014; 40 hours
3	Orientation Course on Corporate Governance conducted by the Institute of Corporate Directors held at the Peninsula Manila, corners of Ayala and Makati Avenues, Makati City	March 6, 2014; 8 hours
4	Business Diversity conducted by the Concordia International College-Philippines in Manila	December 3 to 28, 2012; 16 hours
5	Business Communication conducted by the Concordia International College-Philippines in Manila	November 5 to 30, 2012; 16 hours
6	Corporate and Strategic Management conducted by the Concordia International College-Philippines in Manila	October 3 to 31, 2012; 16 hours
7	Corporate Ethics and Leadership conducted by the Concordia International College-Philippines in Manila	September 3 to 28, 2012; 16 hours
8	The Judicial Affidavit Rule Seminar,	12/18/2012; 4 hours
9	Key Trends of Asian International Markets, conducted by	10/05/2012; 3.5 hours

	the Bangko Sentral ng Pilipinas, BSP Assembly Hall, BSP Complex, Manila	
10	Mandatory Continuing Legal Education, conducted by the UP Law Center, Bocobo Hall, UP Law Center, Quezon City	09/20/2012; 2 hours
11	49 <sup>th</sup> Philippine Management Association of the Philippines (PMAP) Annual Conference, Waterfront Hotel, Lahug, Cebu	09/12/2012 to 09/14/2012; 20.50 hours
12	Applying Project Management in Technology-Driven Initiatives, , Petroleum Building, Makati City	August 1 to 3, 2012; 21 hours
13	Revised Rules on Administrative Cases, LBP Plaza, Malate, Manila conducted by the LBP Organization Development Department	05/28/2015; 8 hours
14	Certificate in Change Management, Organization Development and Appreciative Inquiry held in Mandarin Oriental Hotel, Makati	03/19/2012 to 03/20/2012; 16 hours
15	ICAAP & Pricing & Risk Measurement Model, conducted by the LBP Organization Development Department in LBP Plaza, Malate, Manila	01/19/2012; 4 hours
16	Mandatory Continuing Legal Education, conducted by the Office of Government Corporate Counsel (OGCC) – Institute of Public Corporate Governance at LBP Plaza, Malate, Manila	10/28/2011 - 4 hours; 10/21/2011 - 9.5 hours
17	Updating Seminar on Anti-Money Laundering conducted by the LBP Organization Development Department and the Anti-Money Laundering Council Secretariat, LBP Plaza, Malate, Manila	October 20, 2011; 3 hours
18	48 <sup>th</sup> Philippine Management Association of the Philippines (PMAP) Annual Conference – Tao Muna, Tayo Na! The HR Mandate in the New World, , Atrium, Limketkai Center, Cagayan de Oro City	October 12 to 14, 2011; 20.5 hours
19	Leadership Development Program (a special management development program for LBP executives and managers), conducted by the Ateneo De Manila University, Graduate School of Business, Center for Continuing Education and the Land Bank of the Phil. at Ateneo Rockwell, Makati City, with the following subjects: <ul style="list-style-type: none"> <li>• Effective People Management</li> <li>• Assets/Liabilities Management</li> <li>• Business Process Improvement</li> <li>• Bank Marketing Management</li> </ul>	Effective People Management, 07/28/2011 to 07/29/2011 - 14 hours; Assets/Liabilities Management, 07/25/2011 to 07/27/2011 - 21 hours; Business Process Improvement, 06/30/2011 to 07/01/2011 - 14 hours; Bank Marketing Management, 06/28/2011 to 06/29/2011 - 14 hours; Leadership and Managing Change, 06/02/2011 to 06/03/2011 - 14 hours;

	<ul style="list-style-type: none"> <li>• Leadership and Managing Change</li> <li>• Managing Emerging Technologies</li> <li>• Strategic Thinking in Global Environment</li> <li>• Corporate Governance and Risk Management,</li> <li>• Problem Solving and Decision Making</li> <li>• Handling Ethical Dilemmas in Business</li> <li>• Win-Win Negotiation Strategies</li> </ul>	Managing Emerging Technologies, 06/01/2011 - 7 hours; Strategic Thinking in Global Environment, 05/30/2011 to 05/31/2011; 14 hours; Corporate Governance and Risk Management, 04/28/2011 to 04/29/2011; 14 hours; Problem Solving and Decision Making, 04/27/2011 to 06/27/2011 - 14 hours; Handling Ethical Dilemmas in Business, 03/30/2011 to 03/31/2011 - 14 hours; Win-Win Negotiation Strategies, 03/28/2011 to 03/29//2011 - 14 hours;
20	Risk Management Program for Land Bank of the Philippines (LBP) Subsidiaries Board of Directors, conducted by the LBP Organization Development Department LBP Plaza, Malate, Manila,	07/07/2011; 3.5 hours
21	Human Resources Competency Profiling Workshop, , LBP Plaza, Malate, Manila, conducted by the LBP Organization and Development Department	02/25/2011; 7 hours
22	Forum on "Leading at the Speed of Trust," conducted by Franklin Covey at Shangrila Hotel, Makati City	02/23/2011; 3.5 hours
23	Strategic Review Workshop, EDSA Shangrila Hotel, Mandaluyong	01/28/2011 to 01/29/2011; 16 hours