

COVER SHEET

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S.E.C. Registration Number

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(Company's Full Name)

G	M	A		N	E	T	W	O	R	K		C	E	N	T	E	R		
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Ari Chio

Contact Person

8982-7777

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Month

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Day

Fiscal Year

1	7	-	C	
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FORM TYPE

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Month

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Day

Annual Meetings

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Secondary License Type, If Applicable

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Dept. Requiring this Doc.

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Amended Articles Number/Section

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Total No. of Stockholders

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Domestic

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Foreign

To be accomplished by SEC Personnel concerned

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File Number

LCU

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Document I.D.

Cashier

STAMPS															
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SECURITIES AND EXCHANGE COMMISSION

SEC FORM 17-C

CURRENT REPORT UNDER SECTION 17
OF THE SECURITIES REGULATION CODE
AND SRC RULE 17.2(c) THEREUNDER

1. **December 9, 2023**
Date of Report (Date of earliest event reported)

2. **5213**
SEC Identification Number
3. **000-917-916**
BIR Tax Identification No.

4. **GMA NETWORK, INC.**
Exact name of issuer as specified in its charter

5. **PHILIPPINES**..... 6. (SEC Use Only)
Province, country or other jurisdiction of incorporation Industry Classification Code:

7. **GMA Network Center, Timog Avenue corner EDSA, Diliman QC**
Address of principal office Postal Code

8. **(632) 8982-7777**
Issuer's telephone number, including area code

9. **NOT APPLICABLE**
Former name or former address, if changed since last report

10. Securities registered pursuant to Sections 8 and 12 of the SRC or Sections 4 and 8 of the RSA

Title of Each Class of Securities	Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding
Preferred Shares	7,500,000,000
Common Shares	3,364,692,000

11. Indicate the item numbers reported herein:

ITEM 9. OTHER MATTERS

During the special meeting of the Board held today, the following were approved;

1. Retirement of Felipe L. Gozon as Chief Executive Officer effective on December 31, 2023, his appointment as Adviser to the Corporation, and Confirmation of his appointment as Chairman of the Programming Committee effective on January 1, 2024
2. Appointment of Gilberto R. Duavit, Jr. as Chief Executive Officer of the Corporation effective on January 1, 2024
3. Appointment of Joel Marcelo G. Jimenez as Chairman of the Executive Committee effective on January 1, 2024
4. Amendment of By-Laws (please refer to the attached Annex)

SIGNATURES

Pursuant to the requirements of the Securities Regulation Code, the issuer has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

GMA NETWORK, INC.

December 9, 2023

Issuer

Date

By:



Ayahl Ari Augusto P. Chio
FVP - Administration and IR

Annex "A"

Matrix of Pertinent Proposed Amendment of the By-Laws of GMA Network, Inc. and the Reasons Therefor			
Pertinent Article/Section	From	To <i>(with corresponding amendments underscored below)</i>	Reason
ARTICLE V OFFICERS			
Section 1. Designations	<p>The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer 5. Chief Financial Officer (please see Annex "A" for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see Annex "A" for the powers and duties of a Chief Financial Officer) 7. Executive Vice President (please see Annex "A" for the powers and duties of 	<p>The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer (please see <u>Amended Annex "A" for the powers and duties of a Chief Operating Officer</u>) 5. Chief Financial Officer (please see <u>Amended Annex "A" for the powers and duties of a Chief Financial Officer</u>) 6. Chief Marketing Officer (please see <u>Amended Annex "A" for the powers and duties of a Chief Marketing Officer</u>) 7. Executive Vice President (please see <u>Amended Annex "A" for the</u> 	<p>(a) To reflect the updated designations of Chairman, President, CEO and COO, as separate officer positions in the Company, subject to further provisions in the Amended By-Laws as amended and approved; (b) to delete references to "Chairman/CEO" and "President/COO" in the relevant provisions of the Amended By-Laws; (c) to allow for the updated position of "President/CEO" in the Company; and (d) to provide for the separate powers and duties of COO in the Company</p>

	<p>an Executive Vice-President)</p> <p>8. Senior Vice-President (please see Annex "A" for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see Annex "A" for the powers and duties of a First Vice-President)</p> <p>10. Vice-Presidents, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see Annex "A" for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p> <p>The Board shall also from time to time appoint such other officers and agents as it</p>	<p>powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see <u>Amended</u> Annex "A" for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see <u>Amended</u> Annex "A" for the powers and duties of a First Vice-President)</p> <p>10. Vice-President, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see <u>Amended</u> Annex "A" for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p> <p>The Board shall also from time to time appoint such other officers and agents as it may</p>	
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	<p>may deem proper. Except the Chairman and President, the other officers need not be stockholders. Any two offices, except those incompatible with each other, may be held by the same person. The Secretary and Assistant Secretary, if any, shall be residents and citizens of the Philippines. Every officer shall hold office only during the pleasure of the Board of Directors, and all vacancies occurring among such other officer by death, removal, resignation or disability shall be filled by the Board of Directors. (as amended on March 4, 2013, November 18, 2013 and March 25, 2022)</p>	<p>deem proper. Except the Chairman and President, the other officers need not be stockholders. Any two offices, except those incompatible with each other, may be held by the same person. The Secretary and Assistant Secretary, if any, shall be residents and citizens of the Philippines. Every officer shall hold office only during the pleasure of the Board of Directors, and all vacancies occurring among such other officer by death, removal, resignation or disability shall be filled by the Board of Directors. (As amended on March 4, 2013, November 18, 2013, March 25, 2022 and December 9, 2023)</p>	
<p>Section 4. Chairman of the Board of Directors</p>	<p>The Chairman of the Board who must be a director shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall be the Chief Executive Officer and shall have the following powers and duties:</p>	<p>The Chairman of the Board who must be a director shall preside at all meetings of the Board and of the stockholders at which he shall be present. <u>He shall also perform such other functions and duties as may be delegated to him by the Board of</u></p>	<p>(a) To reflect the updated designations of Chairman of the Board of Directors as separate from the position of CEO; (b) to delete references to "Chairman/CEO" in the relevant provisions of the Amended By-Laws; and, (c) to provide for the updated powers and duties of the Chairman of the Board of Directors in the Company</p>

	<p>(a) Execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;</p> <p>(b) Sign, endorse and deliver, in conjunction with other officials whom the Board may designate, all checks, drafts, bills of exchange, promissory notes and orders of payments or sums of money in the name and on behalf of the Corporation;</p> <p>(c) Submit an annual report of the Corporation to the Board of Directors and at such other times as the latter may request, and an annual report to the stockholders at the annual</p>	<p><u>Directors.</u> (As amended on December 9, 2023)</p>	
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	<p>meetings;</p> <p>(d) Appoint employees below the level of Assistant Vice-President; Exercise such other power and perform such other duties as the Board of Directors may from time to time fix or delegate. (As amended on October 28, 2010.)</p>		
<p>Section 5. The President</p>	<p>The President who is elected by the Board from among their members shall be the Chief Operating Officer.</p> <p>In the absence of the Chairman of the Board/CEO, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:</p> <p>(a) Oversee the day to day operations of the corporation;</p> <p>(b) As may be</p>	<p>The President who is elected by the Board from among their members shall be the Chief <u>Executive</u> Officer.</p> <p>In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:</p> <p>(a) <u>Execute on behalf of the Corporation contracts and agreements which the said Corporation</u></p>	<p>(a) To reflect the updated designation and powers and duties of the President as the CEO of the Company; (b) to delete references to "President/COO" in the relevant provisions of the Amended By-Laws</p>

	<p>authorized by the Chairman/CEO or the Board of Directors, execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;</p> <p>(c) Sign, endorse and deliver, in conjunction with other officials whom the Board may designate, all checks, drafts, bills of exchange, promissory notes and orders of payments or sums of money in the name and on behalf of the Corporation;</p> <p>(d) Exercise such other power and perform such other duties as the Chairman/CEO or Board of Directors may from time to</p>	<p><u>may enter into;</u></p> <p>(b) <u>Sign, endorse and deliver, in conjunction with other officials whom the Board may designate, all checks, drafts, bills of exchange, promissory notes and orders of payments or sums of money in the name and on behalf of the Corporation;</u></p> <p>(c) <u>Submit an annual report of the Corporation to the Board of Directors and at such other times as the latter may request, and an annual report to the stockholders at the annual meetings;</u></p> <p>(d) <u>Appoint employees below the level of Assistant Vice-President;</u></p> <p>(e) <u>Exercise such other power and perform such other duties as</u></p>	
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	time fix or delegate. (As amended on October 28, 2010)	<u>the Board of Directors may from time to time fix or delegate.</u> (As amended on December 9, 2023)	
ANNEX A OF THE AMENDED BY-LAWS			
Chief Operating Officer		<p><u>The Chief Operating Officer who is elected by the Board shall be an Executive Vice-President. He shall have the following powers and duties:</u></p> <ul style="list-style-type: none"> (a) <u>Assist in overseeing the day to day operations of the Company;</u> (b) <u>As may be authorized by the President/CEO or the Board of Directors, execute on behalf of the Company contracts and agreements which the said Corporation may enter into;</u> (c) <u>As may be authorized by the President/CEO or the Board of Directors, sign, endorse and</u> 	New provision to reflect the COO position as a separate position from President, and to harmonize with the updated position and duties of President/CEO

		<p><u>deliver, in conjunction with other officials whom the Board may designate, all checks, drafts, bills of exchange, promissory notes and orders of payments or sums of money in the name and on behalf of the Company;</u></p> <p>(d) <u>Exercise such other power and perform such other duties as the President/CEO or Board of Directors may from time to time fix or delegate.</u></p>	
Chief Finance Officer	<p>The Chief Finance Officer who is elected by the Board shall be the Executive Vice-President. He shall have the following powers and duties:</p> <p>(a) Assist the President/COO on all strategic and tactical matters as they impact budget management, cost benefit analysis,</p>	<p>The Chief Finance Officer who is elected by the Board shall <u>have the following powers and duties:</u></p> <p>(a) Assist the President/<u>CEO</u> on all strategic and tactical matters as they impact budget management, cost benefit analysis,</p>	<p>(a) To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO, (b) to allow flexibility in the appointment/election of the CFO in the future; i.e., in that the CFO does not necessarily have to be the/an EVP, can be an SVP, (c) to correct a typographical error under item (n), and (d) to harmonize with the responsibilities of other frontline officers, insofar as the new proposed additional responsibility of the CFO under last item (o)</p>

	<p>forecasting needs and the securing of funding requirements;</p> <p>(b) Assist the President/COO in identifying new business opportunities and determining cost effectiveness of new programs/products and services;</p> <p>(c) Support the President/COO in implementing the mission of the organization and attaining its vision by identifying strategies;</p> <p>(d) Ensure the timely implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting</p>	<p>forecasting needs and the securing of funding requirements;</p> <p>(b) Assist the President/<u>CEO</u> in identifying new business opportunities and determining cost effectiveness of new programs/products and services;</p> <p>(c) Support the President/<u>CEO</u> in implementing the mission of the organization and attaining its vision by identifying strategies;</p> <p>(d) Ensure the timely implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting</p>	
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	<p>services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit</p>	<p>services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit</p>	
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	<p>issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer officer employees and</p>	<p>issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may <u>offer</u> employees and</p>	
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	potential employees with the goal of attracting and retaining qualified individuals.	potential employees with the goal of attracting and retaining qualified individuals; and (o) <u>Perform all other responsibilities that may be assigned by the President/CEO.</u>	
Chief Marketing Officer	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(a) Responsible for the Company's business growth and revenue generation by planning, developing, implementing and monitoring the overall business marketing strategy in line with the Company's business objectives, that gives the Company a competitive advantage;</p> <p>(b) Develop and communicate the</p>	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(a) Responsible for the Company's business growth and revenue generation by planning, developing, implementing and monitoring the overall business marketing strategy in line with the Company's business objectives, that gives the Company a competitive advantage;</p> <p>(b) Develop and communicate the</p>	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO

	<p>visions and mission of the Group and ensure that these are aligned with the Company's vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling the free-to-air broadcast TV, radio</p>	<p>visions and mission of the Group and ensure that these are aligned with the Company's vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling</p>	
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	<p>and digital platforms of the Company, to generate as much revenues as possible from such platforms and its programs and to determine and recommend the optimum prices to be charged for such platforms in light of relevant circumstances;</p> <p>(g) Analyze revenue sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily</p>	<p>the free-to-air broadcast TV, radio and digital platforms of the Company, to generate as much revenues as possible from such platforms and its programs and to determine and recommend the optimum prices to be charged for such platforms in light of relevant circumstances;</p> <p>(g) Analyze revenue sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing</p>	
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	<p>operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the Chairman & CEO.</p>	<p>Heads of the Group;</p> <p>(j) Oversee the daily operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the <u>President/CEO</u>.</p>	
Executive Vice-President	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the Chairman & CEO and President & COO set the overall</p>	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the <u>President/CEO</u> set the overall direction</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>direction of the Company;</p> <p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure</p>	<p>of the Company;</p> <p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure</p>	
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	<p>that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that</p>	<p>that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or</p>	
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	<p>may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive landscape, industry standards and developments,</p>	<p>opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive landscape, industry standards and</p>	
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	<p>opportunities for expansion, and new opportunities; and</p> <p>(m) Perform all other responsibilities that may be assigned by the Chairman & CEO and President & COO.</p>	<p>developments, opportunities for expansion, and new opportunities; and</p> <p>(m) Perform all other responsibilities that may be assigned by the <u>President/CEO</u>.</p>	
Senior Vice-President	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Develop and communicate vision and mission of the Group or Departments and ensure that these are aligned with the Network's vision and mission;</p> <p>(b) Set overall direction of the Group or Departments and ensures that this direction supports the Network's goals/objectives;</p> <p>(c) Formulate strategic plan/s that leads the</p>	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Develop and communicate vision and mission of the Group or Departments and ensure that these are aligned with the Network's vision and mission;</p> <p>(b) Set overall direction of the Group or Departments and ensures that this direction supports the Network's goals/objectives;</p> <p>(c) Formulate strategic plan/s that leads the</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>Group or Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;</p> <p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of the Group or Departments;</p> <p>(g) Oversee the daily operations of the</p>	<p>Group or Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;</p> <p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of the Group or Departments;</p> <p>(g) Oversee the daily operations of the</p>	
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	<p>Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the</p>	<p>Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the</p>	
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	SVP operates efficiently and (k) Performs all other responsibilities that may be assigned by the Executive Vice-President, the President & COO or the Chief Executive Officer.	SVP operates efficiently and (k) Performs all other responsibilities that may be assigned by the Executive Vice-President <u>or</u> the <u>President/CEO</u> .	
First Vice-President	First Vice-Presidents shall be elected by the Board and shall have the following powers and duties: (a) Develop and communicate vision and mission of the Department and ensure that these are aligned with the Network's vision and mission; (b) Formulate strategic plan that leads the Department in supporting the Network's overall direction; (c) Sets overall direction of the Department and ensures that this	First Vice-Presidents shall be elected by the Board and shall have the following powers and duties: (a) Develop and communicate vision and mission of the Department and ensure that these are aligned with the Network's vision and mission; (b) Formulate strategic plan that leads the Department in supporting the Network's overall direction; (c) Sets overall direction of the Department and ensures that this	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO

	<p>direction supports the Network's goals/objectives;</p> <p>(d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other</p>	<p>direction supports the Network's goals/objectives;</p> <p>(d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p>	
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	<p>resources to ensure that the Office of the VP operates efficiently;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President, the President & COO or the Chief Executive Officer.</p>	<p>(h) Manage all other resources to ensure that the Office of the VP operates efficiently;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President <u>or</u> the <u>President/CEO</u>.</p>	
Division Head	<p>Division Heads shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and</p>	<p>Division Heads shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are</p>	<p>To correct the typographical error under item (d)</p>

	<p>ensure that these are aligned with the Corporate vision and mission;</p> <p>(b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;</p> <p>(c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;</p> <p>(d) Communicate operational plans and objections to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action</p>	<p>aligned with the Corporate vision and mission;</p> <p>(b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;</p> <p>(c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;</p> <p>(d) Communicate operational plans and <u>objectives</u> to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance</p>	
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	<p>plans to support Department Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.</p>	<p>objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(n) Perform all other responsibilities that may be assigned by immediate</p>	
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