

PNB EMPLOYEES SAVINGS & LOAN ASSOCIATION, INC. (PESLAI)

2nd Floor, PNB Financial Center
Pres. D.P. Macapagal Blvd., Pasay City

ELECTION COMMITTEE (EC)

NOTICE OF 2020 PESLAI ELECTION

For the information and guidance of the members of PESLAI, election for Directors and officers of PESLAI will be held on Thursday, July 30, 2020 (Election Day).

A. POSITIONS TO BE FILLED UP

The following elective positions shall be filled-up in the July 30, 2020 PESLAI election: ***Chairman, Vice Chairman, Treasurer, Corporate Secretary, Auditor and Two (2) Directors.***

B. QUALIFICATIONS FOR ELECTIVE POSITIONS

Any member of PESLAI who has the following qualifications and none of any of the disqualifications can be a candidate for any of the above-mentioned positions:

- 1) A member of PESLAI for at least five (5) years prior to the Election Day;
- 2) Has sufficient time and willingness to perform his/her duties for the position applied for;
- 3) Not delinquent/past due in the payment of his/her accounts with PESLAI as of expiry date of the Filing Period;
- 4) Not convicted of any administrative case decided by the Administrative and Adjudication Office/Board of PNB or any of its subsidiaries/congenerics with at least a penalty of suspension as of the last day of the Filing Period;
- 5) Not elected or appointed officer of any savings and loan association, or of any other association or organization within the PNB Group that is registered with the Securities and Exchange Commission (SEC) and whose by-laws prohibit director/s or officer/s from serving multiple positions in another associations or organizations, unless he/she relinquished his/her position at least six (6) months prior to the filing of his/her certificate of candidacy;
- 6) Has attended and completed seminar on Corporate Good Governance accredited by BSP;
- 7) Not an incumbent Chairman, Vice Chairman, Treasurer, Corporate Secretary or Auditor in a public office, elected or appointed, whether full time or part time [Subsection 4143S.2 item (d) MORNBF; and
- 8) Such other qualifications/disqualifications provided under the MORNBF and SEC Rules and Regulations.

No member of PESLAI shall be eligible as candidate for any of the above-mentioned positions unless he/she files a Certificate of Candidacy (CoC) within the Filing Period. A candidate shall file only one CoC and for only one position.

C. FILING OF CERTIFICATE OF CANDIDACY

A candidate shall file his/her CoC at the PESLAI Office starting at 8:00 A.M. of June 29, 2020 up to 3:00 P.M. of July 3, 2020 ("Filing Period"), either personally or thru email at "peslainc@gmail.com" addressed to the EC. The CoCs need not be notarized.

For personal filing, the CoC shall be stamped "Received" and signed by the EC's deputized/designated representative upon receipt thereof, by indicating the date and time of receipt. For CoC filed thru email, the same will be acknowledged received thru email by the EC's deputized/designated representative.

The candidate should fully fill-up the CoC which shall include his/her complete name, the position aspired for, assigned work station and rank as of date of filing of the CoC.

D. QUALIFICATION OF VOTERS

Any member of PESLAI who has paid his membership fee and the required initial contribution as of June 30, 2020 and remains in good standing as of Election Day is entitled to vote in the election.

E. CONDUCT OF CAMPAIGN/ELECTION

“Campaign Period” shall begin on July 4, 2020 up to July 29, 2020 immediately after the briefing, thru teleconferencing, by the EC of the candidates regarding the 2020 PESLAI Election Rules and Regulations to be held at A.M. of July 4, 2020.

Candidates/supporters shall be guided by the following:

- 1) There shall be no face to face campaigning by the candidates. Campaigning may be done through social media and other similar outlets.
- 2) Giving of money or any items to voters by any candidate or his supporters commencing on the Campaign Period and until Election Day is strictly prohibited.
- 3) A candidate or his/her supporters may post sample ballots, list and posters of candidates, pamphlets, stickers and other campaign materials during the Campaign Period at the PESLAI Office and at entrances of PNB Head Office Canteen, PNB Cooperative, designated polling places and such other places as the EC may designate, and/or in social media, at his/her expense. Use of cloth, paper, cardboard or any campaign material should not exceed 8.5 inches by 11 inches. Any other election propaganda is prohibited. Removal, destruction or defacement of election propaganda by any person, any candidate or his supporters are prohibited. Only EC is empowered to remove all posters and election materials in violation of this rule.
- 4) Any form of campaign by a candidate or his/her supporters on Election Day in the polling places and within the premises of the PNB building, PNB domestic and overseas offices/branches/domestic and overseas subsidiaries/congenerics is prohibited.
- 5) Any act of the candidate or his supporters which will disrupt the conduct of a free and orderly/honest election is prohibited.
- 6) All candidates and supporters are enjoined to comply with the PNB policies regarding the use of its facilities.

F. CONDUCT OF ELECTION

The bank-wide election shall be held on July 30, 2020, Thursday, from 8:00 A.M. to 5:00 P.M. under the direct control and supervision of the EC and its deputized/designated representatives. All personnel involved in the conduct of voting during Election Day, canvassing of votes and proclamation of winners, as well as candidates and members who will vote during the election, shall wear face masks and observe social distancing and such other requirements as may be prescribed hereafter.

The holding and conduct of the PESLAI election on July 30, 2020 and campaigning and other election related activities shall further be subject to, and governed by, the applicable rules and regulations of PNB and BSP, as well as the national and local government agencies.

G. VOTING PLACE/PROCEDURES

- 1) For Head Office, voting shall take place at the PNB Financial Center to be agreed upon by PNB Management and PESLAI.
- 2) PNB Head Office personnel who were transferred to Allied Bank-Makati, voting shall take place at the designated place of the Allied Bank building.

- 3) For all PNB Branches, including Overseas Offices and Domestic and Overseas Subsidiaries/Congenerics, voting shall take place at their respective offices to be conducted by the Branch/Office Head (BH) or, in his absence, the Sales and Service Head (SSH), or the EC's designated representative/s. For this purpose, the BH the SSH of the PNB Branches/Overseas Offices and Congenerics/Subsidiaries shall be deputized as members of the EC, and as such, shall be in-charge of the supervision and conduct of an orderly election.
- 4) The PNB Domestic Branches/Subsidiaries shall be provided with the printed ballots and list of official candidates. However, the PNB Overseas Congenerics/Subsidiaries shall be provided with scanned ballots and list of official candidates thru their respective emails address. They shall immediately report non-receipt of the said documents to the PESLAI Office addressed to EC.
- 5) Retirees, members on official leave, those members on Work-from Home or assigned in night shifts, members detailed in different branches/offices or performing audit or other official business or services, members assigned to former Allied Bank branches, members who are on their way to/from official business destination, shall be allowed to vote at the Head Office or at their respective nearest PNB branch/office/work station on Election Day.
- 6) Members who will vote on Election Day shall present at least one (1) valid ID to the EC deputized/designated representative before voting.

For further information and guidance, copies of the 2020 PESLAI Election Rules are available at the PESLAI Office.

Issued this 5th day of June, 2020 at Pasay City, Metro Manila.

THE ELECTION COMMITTEE

By:

Original Signed

ATTY. EDGARDO V. SATUR

Chairman

Original Signed

JESUS F. CACACHO

Member

Original Signed

JOSEPH F. REYES

Member