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# RESUME



## ROY C. OSCILLADA, FICD\*

*\*Fellow, Institute of Corporate Directors (FICD)*

1. **CONTACT DETAILS :** 93 J. P. Rizal St., Sunrise Subdivision  
Pagdaraoan, City of San Fernando  
La Union, Philippines 2500

**MASAGANANG SAKAHAN, INC. (MSI)**  
12F, SycipLaw Center, 105 Paseo de Roxas  
Makati City 1229  
Mobile: (+63) 917 536-6252  
(+63) 949-737-1191  
Tel: (02) 893-9369  
E-mail: [oscillada@yahoo.com](mailto:oscillada@yahoo.com)

## 2. EXECUTIVE SUMMARY:

### **1. President-CEO/General Manager and Member of the Board of Directors**

As President-CEO/GM of Masaganang Sakahan, Inc. (MSI), a Government-Owned and Controlled Corporation (GOCC) and a subsidiary of LandBank, has chief responsibility for the development, execution and monitoring of MSI operational plans and programs that effectively address corporate financial viability/sustainability and the social mandate to deliver agri-related services to farmer cooperatives and organizations; and as a member of the Board of Directors

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participates in crafting MSI's corporate strategy, policy formulation and monitoring that are anchored in the principles of a performance governance system. The following are the major achievements of MSI since my assumption as Head of the Corporation in 2012:

- a) *Progressively raised Net Income between P8.92M (2012) to P25.63M (2015) from a low of P5.74M in 2011.*
- b) *Created more value for the corporation bringing the Net Worth between P106.64M (2012) to P131.88M (2015) from a low of P95.44M in 2011 (MSI Authorized Capital Stock: P100M)*
- c) *Positioned company for future projects/expansion by building up retained earnings between P6.64M (2012) to P31.88M (2015) from a deficit of P4.56M in 2011.*
- d) *Strengthened support to farmer organizations by providing additional incentive to market price of palay under the Payment-in-Kind (PIK) program between MSI and Landbank. Total PIK palay procured from twenty five (25) farmer cooperatives as of December 2015 amounted to P129.08M for a total of 134,778 bags of palay (6,738.9 tons)*
- e) *Acquired in cash the 2-hectare Nueva Ecija property of LandBank in 2015 to strengthen MSI warehousing, solar drying and logistics operations and to build the MSI Agri-Development Center.*
- f) *Put in place the MSI Balance Scorecard for the Performance-Based Incentive for employees which were successfully sustained from 2012 to 2015 and approved by the Governance Commission for GOCCs (GCG). There were no incentives for employees in prior years.*
- g) *Remitted total contributions to the National Government in the form of dividends amounting to P29.29M (2012-2015).*

## **2. Relevant experiences for a multi-disciplinary approach to business management and development.**

My previous overseas work deepened my understanding and experience of production/manufacturing processes and operations, international business and other manpower related concerns. I also had considerable tenure in the academe, with a faculty rank of Assistant Professor, where I taught various subjects covering Ethics, Introduction to Philosophy, Logic, Social Philosophy with special emphasis for the medical professions of Medical Technology, Nursing and Biology (Pre-Medicine). I also taught Economics, History (Philippines, Western & Asian) and Spanish. All of which provided a wide spectrum of insights and ideas relevant to understanding of how to run a good business.

## **3. Research Experience**

Research experience as an associate of a professional team commissioned by NEDA/USAID to do research study for manpower policy formulation in Region 1, and the Jaime V. Ongpin Foundation

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for exploratory mapping of the mining sites and practices in Benguet.

**4. Broad range of fields of interest and other advocacies.**

Advocacies included trade & investments opportunities, agricultural development, sectoral organization and empowerment, educational reforms, Information Technology development, energy, health and environment.

**3. EMPLOYMENT RECORD**

**Date** : February 2012 to Present  
**Employer** : MASAGANANG SAKAHAN, INC. (MSI),  
A Landbank Subsidiary  
**Positions held:** **President-CEO/GM/Director** (Mar 2015 – Present)  
**President-GM/Director** (April 2013 – Feb 2015)  
**General Manager/Director** (Feb 2012-Mar 2013)

**Description of**

**Duties** :

Responsible for the over-all management of operations and execution of strategies/programs of the company, under the direction of the Board, ensuring profitability vis-à-vis the fulfillment of its corporate mandate, as a subsidiary of Landbank, to provide marketing support, agribusiness facilities/services and developmental programs to farmer cooperatives and organizations in order to improve their productivity and income.

**Date** : June 2008 to April 2009  
**Employer** : St. Louis University – Baguio City  
**Position held:** **Assistant Professor II-1**

**Description of**

**Duties** :

Taught Philosophy courses such as Ethics, Social Philosophy and Logic in the College of Human Sciences.

**Date** : May 1995 to March 2008  
**Employer** : Fu Sheng Industrial Co., Ltd (Getmore) – Taiwan  
and Philippines  
**Positions held:** **Foreign Labor Supervisor** (2005-2008)  
**Technical Support & Country Sales to the**  
**Philippines (Overseas Sales)** (1998-2005)  
**Production Operator (Plating & Water**  
**Treatment)** (1995-1998)

**Description of**

**Duties** :

As **Foreign Labor Supervisor in Taiwan**, in partnership with the

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company's Foreign Labor Specialist, ensured that the Filipino workforce (120 workers) are properly trained, instructed, and housed to attain company and department production targets. Specific tasks include:

- a. Formulate and conduct on-the-job trainings compliant to ISO9000 standards in the major manufacturing sections: Stamping/Etching, Plating, Post-Process, Quality Assurance, Packing
- b. Study, formulate, revise & test new SOP (Standard Operating Procedures)
- c. Supervise adherence to company approved SOP (Standard Operating Procedures)
- d. Provided analytical support in preparing 8D reports for customer complaints
- e. Maintain worker discipline and attendance at factory site and dormitory
- f. Coordinate plating production schedules and maintenance supplies
- g. Present monthly production reports to the Filipino workforce.
- h. Develop new "know-how" in the area of prevention of foreign material contamination (FO) of plating leadframes
- i. Ensure proper operator handling and maintenance of plating machines and waste water systems
- j. Train operators and conceptualize SOP for the operation and maintenance of RO (Reverse Osmosis) Machines, De-Ionized Mixed Beds to ensure continued supply of pure water for plating production.
- k. Track required COD (Chemical Oxidation Demand) levels of waste water systems in compliance with ISO standards

As **Technical Support & Country Sales to the Philippines**, acts as company representative in all areas of the company's business transactions; marketing & business development, sales, quality assurance and customer service. Major work responsibilities:

- a. Conceptualize and present company profiles and products
- b. Initiate immediate preventive action measures for product defects reported
- c. Coordinate smooth logistical flow of purchase orders for Taiwan production and on-time deliveries to customer sites
- d. Systematize customer payments and/or re-negotiate overdue accounts
- e. Negotiate price contracts and volume offers approved by Taiwan Main Office
- f. Liaise with customer R&D to discuss new product designs and assess capability
- g. Advise customers on production capacity implications of product movements in the market as a factor of demand
- h. Analyze and advised principal regarding the prevailing market trends of the IC business in the Philippines

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- i. Conduct regular customer plant visits
  - j. Develop and maintain the business network of manufacturing clients in the various export processing zones: LIIP, LISP, FCIE, Clark-Subic EPZ, Baguio EPZA

**Date** : June 1989 to April 1995  
**Employer** : St. Louis University – Baguio City  
**Position held:** **Assistant Professor I-2**

**Description of Duties** :

Taught subjects, such as, Introduction to Philosophy, Ethics, Logic and Philosophy of Man designed for related medical courses in the College of Natural Sciences (Medical Technology and BS Biology) and College of Nursing (BS Nursing). Also handled Social Sciences, History and Economics intended for undergraduate students in nursing, business and philosophy courses.

Concurrently, worked as a Research Associate for a private research outfit. Research projects included:

- a. NEDA 1 / USAID project study on “Manpower Demand and Supply vis-à-vis Employment Opportunities in Region 1, Philippines.”
- b. Jaime V. Ongpin commissioned research project in Benguet on Informal Mining Site and Practices.

**Date** : June 1986 to March 1988  
**Employer** : Baguio Colleges Foundation – Baguio City  
**Position held:** **Instructor I**

**Description of Duties** :

Taught Philosophy and Spanish subjects designed for undergraduate students in engineering, business and liberal arts.

**Date** : 1985 to 1986  
**Employer** : Cardin Enterprises - Manila  
**Position held:** **Executive Assistant**

**Description of Duties** :

Prepared communications and sales offers of mangoes for export to clients in the Middle East, performed market research for potential markets through DTI databases, and canvassed local mango suppliers.

#### **4. PROFESSIONAL AFFILIATION/ORGANIZATION**

**Fellow, The Society of Fellows, Institute of Corporate Directors,**  
14F Trident Tower, 312 Sen. Gil Puyat Ave., Makati City

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## 5. TRAINING / SEMINAR

### 2017

***The New Corporate Governance Code; Investors Perspectives on Environment, Social & Governance; Corporate Social Responsibility***, Distinguished Corporate Governance Speaker Series, Full Compliance with SEC MC No. 2, s 2015, Institute of Corporate Directors, Sofitel Philippine Plaza Manila, Pasay, March 14, 2017

### 2016

***Seminar on Business Planning by Ma. Lourdes C. Dy-Buncio, Chief Development Strategist, Mansmith and Fielders, Inc.***, View Park Hotel, Calamba Road, Tagaytay City, June 22-23, 2016

***Creating a Culture of Innovation by Prof. Paddy Miller of University of Navarra***, Distinguished Corporate Governance Speaker Series, Full Compliance with SEC MC No. 2, s 2015, Institute of Corporate Directors, Peninsula Manila, Makati City, June 9, 2016

### 2015

***Position Classification for GOCCs***, Towers Watson & Governance Commission for GOCCs, Best Western Plus Antel Hotel, Makati City, December 15, 2015.

***Effective Internal Audit by Mr. Lawrence Harrington, Global Chairman of the Institute of Internal Auditors***, Distinguished Corporate Governance Speaker Series, 2-hr partial credit in compliance with SEC MC No. 2, s 2015, Institute of Corporate Directors, Discovery Primea, Makati City, November 6, 2015

***1st Manila Bay Conference 2015, Theme: Our Bay, Our Life, Our Manila Bay***, Pacific Ballroom, Manila Ocean Park, Luneta, Manila, September 29, 2015

***Role of Women Directors by Ms. Irene Natividad***, Distinguished Corporate Governance Speaker Series, 2-hr partial credit in compliance with SEC MC No. 2, s 2015, Institute of Corporate Directors, Taipan Room, 33F Tower Club, Philamlife Tower, 8767 Paseo de Roxas, Makati City, September 15, 2015

***Mental Models: Thinking about the Box by Prof. Dennis A. Yao, Strategy Unit Head, Harvard Business School***, Distinguished Corporate Governance Speaker Series, 2-hr partial credit in compliance with SEC MC No. 2, s 2015, Institute of Corporate Directors, Intercontinental Hotel, Makati City, August 24, 2015

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## 2014

**Professional Directors Program**, The Institute of Corporate Directors, Mandarin Hotel, June 19-20, 26-27, 2014

**Orientation Course on Corporate Governance**, The Institute of Corporate Directors, Manila Peninsula Hotel, March 6-7, 2014

## 2011

**Technology of Participation I (Basic Group Facilitation Methods)**, Gerry Roxas Foundation, Quezon City, November 9, 2011

## 2009

**Freedom and Property Rights Seminar Workshop**, Freidrich Naumann Foundation, Millennium Suites, Ortigas Center, September 7 ~ 9, 2009

**Open Space Technology (OST)**, Freidrich Naumann Foundation, Amorsolo St, Makati City, August 18, 2009

**Benedict XVI's Christology: A Critical Look**, IPR, St. Louis University, Baguio City, February 21, 2009

**The Organizational Correlates of Social Identity**, IPR, St. Louis University, Baguio City, January 29, 2009

## 2008

**Augustine and Religious Language**, IPR, St. Louis University, Baguio City, November 27, 2008

**Grafting Philosophy to the Tagalog Prefix "Ka"**, IPR, St. Louis University, Baguio City, September 27, 2008

**Religious Pluralism and Freedom of Religion**, IPR, St. Louis University, Baguio City, August 28, 2008

**The Academe and Social Responsibility**, IPR, St. Louis University, Baguio City, July 29, 2008

**Professionalism in the Academe**, IPR, St. Louis University, Baguio City June 26, 2008

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## 6. EDUCATION

**Post Graduate Units:** *Master of Science in Business Administration (MSBA - Academic Units)*  
Completed Academic Requirement of 42 units  
**St. Louis University (SLU)**  
Baguio City  
1990~1993

**Collegiate** : *Bachelor of Arts in Classical Studies (A.B.)*  
*Bachelor of Philosophy (Ph.B.)*  
*Magna Cum Laude*  
**University of Santo Tomas (UST)**  
Ecclesiastical Faculties  
España, Sampaloc, Manila  
1980-1984

**High School** : **St. Anthony Academy**  
*Second Honorable Mention*  
Gubat, Sorsogon  
1976-1980

**Elementary** : **Gubat North Central School**  
Gubat, Sorsogon  
1970-1976

## 7. COUNTRIES OF WORK EXPERIENCE : *Philippines and Taiwan*

## 8. GOVERNMENT EXAMINATION

### ▪ Career Service Professional Examination

Rating: 89.35%

Certificate of Eligibility No.: 91022012,

Release Date: October 24, 1991

Exam No.: 049197, Taken at Don Bosco School, Baguio City

Exam Date: July 28, 1991

## 9. LANGUAGE & DEGREE OF PROFICIENCY:

		SPEAK	READ	WRITE
English	-	Excellent	Excellent	Excellent
Filipino	-	Excellent	Excellent	Excellent
Spanish	-	Fair	Excellent	Average
Chinese Mandarin	-	Fair	No	No



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**10. LOCAL DIALECTS SPOKEN/WRITTEN:** Bicol, Ilocano, Tagalog

**11. PERSONAL DATA:**

Date of Birth : November 10, 1962  
Place of Birth : Gubat, Sorsogon  
Religion : Catholic  
Status : Married  
Spouse : Judy T. Oscillada  
Children : 2 (two) boys  
Mother's Name: Elisa E. Castañeda  
Father's Name: Rogelio E. Oscillada (+)

**12. CHARACTER REFERENCES :**

- **Director Crispino T. Aguelo**, Member of the Board of Directors of Landbank of the Philippines, Chairman of Masaganang Sakahan, Inc, Manila, (Mobile: +63917-536-2592)
- **Director Daniel R. Agustin**, Member of the Board, Masaganang Sakahan Inc., Makati City, (Mobile: +63915-855-7704)

**CERTIFICATION :**

I, the undersigned, certify that to the best of my knowledge and belief, this curriculum vitae correctly describes myself, my qualifications and my experience.

SIGNATURE

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