

Philippine Canine Club, Inc.

JUDGES MANUAL

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Philippine Canine Club, Inc.

Amended
JUDGES MANUAL
and
Rules and Regulations

THE
JUDGES DEVELOPMENT AND LICENSING
COMMITTEE
OF THE
PHILIPPINE CANINE CLUB, INC.

2007 Edition

This Manual was formulated
as part of the work of the
Judges Development and Licensing Committee
of the
Philippine Canine Club, Inc.

Your comments, questions and recommendations
are welcome. Please address them to:
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THE JUDGES MANUAL

I. JDLC MISSION

TO BE ABLE TO TRAIN AND LICENSE COMPETENT JUDGES

II. JDLC VISION

To be able to train and license competent judges FOR INTERNATIONAL ASSIGNMENTS

To be able to train and license competent judges WHO WILL BE ABLE TO TRAIN FUTURE GENERATIONS OF JUDGES

To be able to train and license competent judges WHO WILL STRIVE FOR INTEGRITY

III. ORGANIZATIONAL STRUCTURE

A. Committee Composition

1. The committee will be composed of a minimum of 5 members in good standing.
2. . All members must be All-Breed licensed judges.
3. The Chairman of the committee maybe a member of the PCCI BOD.
4. Term of office shall be from the time of appointment up to the time new appointments are made.
5. The committee reserves the right to replace a member of the committee by majority vote.
6. The committee shall recommend to the PCCI BOD a qualified replacement.

IV. POWERS AND DUTIES

1. Formulate rules and regulations, policies and guidelines for Philippine judges and ring stewards.
2. Organize lectures, seminars and workshops.
3. Review applications and credentials of applicants for approval or denial of judging license.
4. Recommend to the PCCI BOD the issuance or revocation of judges and ring steward's licenses.
5. Investigate formal written complaints against judges involved in acts prejudicial to the dog sport or conduct unbecoming of a judge and to recommend sanction after due process accordingly to the PCCI Board of Directors
6. The actual work of the JDLC of issuing licenses shall be from June 01-April 30 of the following year. From May 01 until the formation of a new committee there will be a moratorium so as to prevent any "midnight" issuance of licenses.

A. COMMITTEE CHAIRMAN

1. Will preside at all meetings of the committee
2. Will sign and execute all resolutions passed by the committee and such other documents prepared and or issued by the committee.
3. Will submit an annual report of the activities of the committee to the PCCI BOD after the April meeting of the committee.
4. Will represent the committee as official representative in all official functions.
5. Will prepare the necessary annual budget and submit it to the PCCI Board of Directors.
6. Will report to the BOD decisions and resolutions made by the committee.

B. VICE-CHAIRMAN

1. Will perform all the duties of the chairman in the absence, resignation, or incapacity due to the illness of the chairman.

C. SECRETARY

1. Will maintain and keep the minutes of the proceedings of committee meetings.
2. Will maintain and keep files of all documents and correspondence of the committee.
3. Will keep a roll call of all judges.
4. Will review credentials of all applicant judges and submit the same to the committee for deliberation.

D. SEMINAR DIRECTOR

1. Will plan a yearly seminar and or workshop

V. CORRESPONDENCE AND COMMUNICATION

All transactions and communications pertaining to judging or to the JDLC shall be forwarded to the PCCI office. Address all correspondence to the chairman of the JDLC. It is encouraged that a duplicate copy be signed as received.

VI. GETTING STARTED

All aspiring judges must prepare the following requirements as listed below:

1. A letter of intent along with a filled-up application form.
2. Should have bred at least three (3) champions.
3. A letter from the PCCI show committee certifying your completion of the required three (3) whole days of ring stewarding.
4. List of seminars attended.
5. A letter of endorsement from 2 active PCCI judges in good standing.

6. Clearance from PCCI Office certifying that you are a member in good standing without any previous or pending case against you for acts prejudicial to the dog sport.
7. IF you have been involved in a case prejudicial to the dog sport, please explain the circumstances in a separate sheet, and if you served any sanction.
8. IF you are a past officer, have been involved in administrative work or served as a show chairman in a show for a particular breed club, please submit a letter certifying such involvement by the present corporate secretary of the concerned breed club.

Once you have completed everything, you will now submit it to PCCI for the JDLC to review and approve if all the requirements have been met. Once approved by the JDLC, you will then receive a letter from the committee stating that your application has been approved and you may proceed with your first written .

When you hurdle this exam you will be scheduled for your second exam. The exam will be on the breed you are applying for. When you pass your second exam you will be scheduled for your first of two practicum exams. The exam will require you to judge a minimum of 6 dogs inside a ring with your examiner as your steward. Your examiner will be appointed by the JDLC. Once you hurdle this first practicum you will be scheduled for your second practicum with your examiner being a member of the JDLC.

In the event you are not able to pass the initial written exam you will be allowed to take it after 3 months or every 3 months until you are able to pass. Each exam is a prerequisite for the next exam. This is the same with the practicum, passing the first practicum is a prerequisite for the second practicum. In the event that the aspiring judge fails the practicum a third time, he/she will be required to undergo the procedure from step one, after a period of six (6) months.

Once you pass all these exams in its order the committee will recommend you to the board of directors as a “Provisional Judge”. After having judged two (2) pointed shows, with your performance having passed the evaluation of the JDLC, you will be recommended by the JDLC to the board of directors as a full pledged judge. As with the other exams, in the event that the aspiring judge is not able to pass this final step, he/she can retake it after 3 months for a maximum of 3 times.

VII. PROCEDURE FOR APPLYING A LICENSE

PHILIPPINE CANINE CLUB INC. Judges’ Licensing and Development Committee

At its meeting on 26 September 2006, it was resolved to recommend to the Board of Directors the following amendments to the current two JDLC schemes for licensing judges in the Philippines. The proposed changes will be effective 1 month after Board approval. Aspiring judges who have started either of the two schemes may continue within the scheme under which they have already commenced applying for licenses.

Subject: Revised Rules and Procedures for PCCI Judging Licenses (effective: _ November 2006))

DESCRIPTIONS OF SCHEMES

The JDLC will recommend to the PCCI Board of Directors the licensing of judges under two training schemes. The first scheme is for aspiring judges who are considered as having significant experience in one breed or group, and have the potential to move forward in the medium to longer term. The second scheme is for those well established breeders and exhibitors who have significant experience in a number of breeds and groups, and are considered in the opinion of the JDLC as having the ability to develop quickly into being dog judges.

Applicants for either scheme should submit a formal letter to the JDLC; which will consider their backgrounds etc., and decide upon which is the most appropriate scheme under which they should commence their judge training and evaluation.

FOR BOTH SCHEMES the initial procedures are:

A. Preliminary Qualifications

1.1 Preliminary Qualifications

- a) Must be a member in good standing of the PCCI
- b) Must be a PCCI licensed ring steward.
- c) Must have been involved in breeding for a minimum of five (5) years, the breed they are requesting to be considered to judge for;
- d) Must have bred at least three (3) champions from at least two (2) different litters in the breed being applied for.
- e) Must have stewarded three times over the past 12 months, or do so within 12 months of lodging the application to judge.

The application will be reviewed and may be approved by the Chair, JLDC, or, at his discretion, submitted to the JLDC.

Upon initial approval of the application, the name of the aspirant judge, and the breed to which he/she is applying, will be posted on the PCCI notice board, and any person may submit a written objection within 14 days of the posting. If an objection is received then the Chair, JLDC will request the concerned applicant judge to answer the objection, and a decision will be made by the JLDC.

The aspirant judge will then be required to successfully take the PCCI Dog Structure test (if a failure is recorded on the first test, then he/she may take it again after three months for a maximum of 3 times).

The Chair, JLDC will confirm with the aspirant judge that he/she has completed the above requirements and may now continue to Part B.

B. First Breed

After completing Part A above the aspirant judge will undertake the following:

- a. Theory Test for Breed (must successfully complete this – if the aspirant judge fails he/she will be allowed to retake after 6 months)*
- b. Aspiring judge should write and ask permission from the JDLC at least 30 days before the date of the practicum examination.*
- c. The aspiring judge can only undertake their practicum examinations at PCCI approved shows in Metro Manila, Cavite or Bulacan.*
- d. The two practicum should be taken inside the ring on two different show dates and will be evaluated by any of the All-Breed PCCI Judges that will be assigned by the Chair of the JDLC.*
- e. There should be at least six (6) regular class entries on the breed where the aspiring judge will be asked to evaluate each dog and undertake a placement of the winners.*
- f. The evaluating judge will have to submit a report to the JDLC, indicating the results of the evaluation (using an evaluation form from the PCCI).*
- g. After completion of all the requirements, the JDLC will recommend to the Board the probationary status-judging license of the aspiring judge.*

Upon completion of (A) and (B) above the Chair, JLDC will submit to the Board a recommendation for provisional judging status. The aspirant judge will then be required to judge the breed, twice at a recognized show in Metro Manila, under the supervision of a different judge for each, appointed by the Chair, JLDC. There must be six dogs of the breed present at each show. Once the appointed judges has submitted a positive evaluation (using an evaluation form) the Chair, JLDC will recommend to the PCCI Board of Directors the upgrading of the status from provisional to full-status.

JDLC CONSIDERATION AND DETERMINATION POINT

At this point, and in consultation with the individual concerned, the JDLC will decide if the aspirant judge should be allowed to move to Scheme B or remain in Scheme A. The aspirant judge will be informed of the decision.

NOTE: “That the current judges scheme be amended so that a minimum of one-year period after approval of full-status should apply to aspiring judges who wish to apply for additional group; and six months period will apply to aspiring judges who wish to advance for additional breed.”

For Continued Breed Judging Training and Evaluation

In the event that an aspiring judge wishes to advance to further breeds or groups, he or she must first comply with the basic requirements as stated under Preliminary Qualifications.

AA. Next Breeds

At the time the aspirant judge has been approved for provisional status by the PCCI Board for the first breed, he/she may apply to the Chair, JLDC for two further breeds in the same group. They can undertake the following:

- a. Theory Test for Breeds (must successfully complete this– if the aspirant judge fails he/she will be allowed to retake after 3 months for a maximum of 3 times)*
- b. Upon application and approval by the Chair, JDLC undertake two practicums in Metro Manila by two judges for each of the breeds (the practicum will be where the aspirant judge will be asked to evaluate and place six to nine dogs of the breed – the supervising judge will have to submit a report indicating the results of the evaluation)*

Upon completion of (a) and (b) above the Chair, JLDC will submit to the Board a recommendation for provisional judging status. The aspirant judge will then be required to judge the breeds twice at recognized shows in Metro Manila, under the supervision of a judge, appointed by the Chair, JLDC. There must be at least six dogs of the breed at each show. Once the appointed judge has submitted a positive evaluation (using an evaluation form) the Chair, JLDC will approve the upgrading of the status from provisional to full-status, and inform the PCCI Board accordingly.

AB. First Group

After the aspirant judge has been approved by the PCCI Board to judge the three breeds in the group, on a full-status, the Chair, JLDC will consider and approve his/her application. In considering the application to continue, the Chair, JLDC will take into account the following requirements:

- a. The aspirant judged should have judged 50 dogs in shows, as judge, or in fun matches and/or sweepstakes (judges required to keep a record) for the three years prior to application for the group. OR*
- b. Must have attended seminars or view the concerned Breed videos for the group.*

Upon consideration and agreement of the above, the aspirant judge will undertake the following:

- a. Theory Test for Group (must successfully complete this – if the aspirant judge fails he/she will be allowed to retake after 6 months)*
- b. Upon application and agreement by Chair, JDLC will undertake two practicums in Metro Manila under two judges for the group during practicum the aspirant judge will be asked to evaluate and place six to nine dogs from three breeds of the group, and place the entries for a group award (i.e., one through four) – the supervising judges will then submit a report indicating the results of the evaluation.*

Upon completion of (a) and (b) above the Chair, JLDC will submit to the Board a recommendation for provisional judging status. The aspirant judge, upon application and approval of the Chair, JDLC will then be required to judge the group twice at a recognized show in Metro Manila, under the supervision of a judge, appointed by the Chair, JLDC. Once the appointed judge has submitted a positive evaluation (using an evaluation form) the Chair, JLDC will recommend to the Board of Directors the upgrading of the judging status from provisional to full..

AC> Further Groups

All person who have been approved to judge his/her first group, may then submit a request to become an aspirant judge for further groups, as follows:

- a. Submit (a) a letter to the Chair, JDLC, detailing his/her involvement in the group and requesting that they should be allowed to apply for the group; and submit either (b) confirmation that they have judged 50 dogs as judge in shows or at fun matches or sweepstakes; or (c) evidence that they have undertaken seminars or watched the videos for the group;*
- b. The Chair will then post the name of the aspirant judge on the PCCI Notice Board indicating that he/she applied for the Group and giving PCCI members 14 days to submit an objection, if any. If an objection is received then the aspirant judge will be asked to explain and a decision taken by the JLDC Committee.*
- c. The aspiring judge must have judged the group 3 times or a period of one year has passed, whichever is the lesser.*

Upon consideration and agreement of the above, the aspirant judge will undertake the following:

- a. Theory Test for Group (must successfully complete this – if the spirant judge fails, he/she will be allowed to retake after 6 months for a maximum of 3 times)*
- b. Upon application to and approval of the Chair, JDLC will undertake two practicums by two judges for the group in Metro Manila (the practicum will be where the aspirant judge will be asked to evaluate and place six to nine dogs from three breeds of the group, and place the entries for a group award (i.e., one through four). The supervising judges will have to submit a report indicating the results of the evaluation)*

Upon completion of (a) and (b) above the Chair, JLDC will submit to the Board a recommendation for provisional judging status. The aspirant judge will then be required to judge the group at two recognized shows in Metro Manila, under the supervision of judges, appointed by the Chair, JLDC. Once the appointed judges have submitted a positive evaluation (using an evaluation form) the Chair, JLDC will recommend to the PCCI Board the upgrading of the status from provisional to full.

AD. All-Breed Status

The aspirant judge who has judged each of the groups under three (3) different clubs or has held the license for 8 years, whichever comes sooner may be granted All-Breed status, with the agreement of the JDLC and the PCCI Board.

AE International Status

An aspirant judge who has judged the concerned breed or group five times in Metro Manila; or has held the license for 12 years, whichever comes sooner, will be allowed to accept overseas appointments.

AF Fast Track Program

Fast track program – aspirant judges who have held a judging license for at least eight (8) years and are already licensed to judge at least four (4) groups will be allowed to upgrade their licenses every 6 months instead of once a year provided that they have complied with the preliminary qualification requirements and have judged at least once before they apply for the succeeding group.

BB Evaluation:

To obtain a provisional license:

- (i) Applicants must attend the basic judging technique lecture and pass an open book test, with a passing mark of 85%.
- (ii) For the group each applicant must attend all of the lectures, and pass the open book test on the standards, with a passing mark of 85%
- (iii) Upon application to and approval of Chair, JDLC, each aspiring judge must undertake two practicums at PCCI approved shows in Metro Manila, where there are 6 or more dogs in each of the main breeds in the group. The practicum will be undertaken inside the ring and a written report prepared by the supervising judge shall be submitted to the JLDC.

To obtain the full judging license:

- (iv) Upon application to and approval of the Chair, JDLC each applicant must judge the group twice in Metro Manila, under supervision of a JDLC appointed judge, and receive a favorable report. The PCCI Board of Directors, upon recommendation of the JLDC, shall decide if a license shall be conferred.

Section 3 - Demeanour and Attitude U/S B/A Ave A/A

- Unsatisfactory - Not acceptable due to extreme nervousness/off hand manner/arrogance or over friendliness.
- Below Average - Demeanour and attitude leave something to be desired
- Average - Appears confident and competent, pleasant manner
- Above Average - Has a very confident and professional approach, courteous manner

Comments Explain Rating Given

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Section 4 - Ring Procedure and Judging Method U/S B/A Ave A/A

- Unsatisfactory - Ring set out incorrectly; Dogs handled incorrectly; Lacks control
- Below Average - Needs more expertise in examination of dogsline use or positioning of ring.
Would benefit from more expertise
- Average - Handles dogs in a satisfactory manner: Makes good use of ring: In control
- Above Average - Well in control: Methodical in examination: Ring used to best advantage

Comments Explain Rating Given

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Section 5 - Practical Performance and Application of Standards U/S B/A Ave A/A

- Unsatisfactory - Makes frequent errors and is unable to satisfactorily justify decisions when questioned
- Below Average - An unacceptable frequency of errors. Answers to question not acceptable
- Average - Decisions in general usually correct. Only slight errors. Able to answer questions satisfactorily
- Above Average - Displays competence in practical performance and sound knowledge of breed standards when questioned

Comments Explain Rating Given

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Section 6 - Additional Comments by the Assessor/Examiner

a. What are the Trainees main strengths?

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b. What are the areas where the Trainee needs development?

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c. Bearing in mind your appraisal of the Trainee's strengths and development needs, what training would help the Trainee to perform better?

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d. Is it thought the Trainee would benefit from further tuition?	Yes/No
In your opinion is the Trainee:	
Ready for elevation to Licensed Panel	Yes/No
In need of further knowledge to reach full potential	Yes/No

Comments Explain Rating Given

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Assessor/Examiners Signature Date

Trainees Signature Date

**PCCI PRACTICAL JUDGING EXAMINATION REPORT
EXAMINATION FORM**

EXAMINERS COMMENTS ON CANDIDATES PLACINGS:

TRAINEE NAME

GROUP **DATE**

BREED CLASS (1) **BREED:**

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PASS/FAIL

BREED CLASS (2) **BREED:**

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.....
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PASS/FAIL

MIXED CLASS (2) **BREED:**

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.....
.....

PASS/FAIL

EXAMINERS NAME: _____ **SIGNATURE** _____

IX. ACCEPTANCE OF JUDGING ASSIGNMENTS

Aspirant Judges may accept assignments upon the invitation of PCCI-Affiliated Clubs that will hold their shows in Metro Manila, Cavite or Bulacan areas. There must be a period of at least one calendar month between any assignments.

Licensed PCCI Breed, Group and All-Breed Judges will be permitted to accept an appointment in Metro Manila once in any calendar month.

Foreign Judges will be permitted to accept an appointment as judge in any one calendar year: once in Metro Manila, once outside Metro Manila within Luzon, and once in any other area in the Philippines.

X. DENIAL OF A LICENSE

The JDLC shall have the right to refuse to issue a license or an additional license if the candidate fails to come up to the set standards and requirements of the committee.

XI. DISCIPLINARY ACTIONS

The JDLC shall have the right to maintain the integrity and to keep the roll of judges pure. It is with this view that the JDLC shall have the power to recommend to the BOD any disciplinary action towards any judge from a minimum of reprimand to a maximum of revoking of a license for due cause.

The JDLC shall serve as the trial board for any judging related case filed against any judge.

XII. SUSPENSION/ CANCELLATION OF LICENSE

The JDLC may recommend to the BOD the suspension or completely revoke the license of any judge due to any and not limited to the following:

1. Has been involved in acts prejudicial to the dog sport.
2. Has shows actions unbecoming of a judge.
3. Has shown disrespect to the BOD and or JDLC.
4. Has failed to follow procedures or any of the rules of the JDLC.
5. Has judged in shows not sanctioned by the PCCI.
6. Has violated the code of ethics.

XIII. ACTIVE JUDGE

An active judge:

1. Is a judge in good standing with PCCI
2. Is a resident of the Philippines

Privileges of an Active Judge

1. Shall be allowed by PCCI and the JDLC to accept local judging assignments.
2. Shall be allowed by PCCI and the JDLC to accept foreign assignments if qualified.
3. Shall be endorsed by PCCI and the JDLC
4. Shall be included in the roll of PCCI judges.

XIV. NON-ACTIVE JUDGE

A non-active judge is:

1. A judge remiss in paying his/her PCCI annual membership dues
2. One who transfers residence outside of the Philippines.

Non-active judges will not be allowed to judge locally or internationally temporarily.

Non-active judges may have their license temporarily or permanently suspended as the case may be.

Non-active judges may be dropped from the roll of judges temporarily or permanently as the case may be.

XV. ETHICS OF JUDGING

Article 1: Introduction and Overview

To be a licensed dog show judge of the PCCI, is an earned honor that carries a high level of responsibility. When a judge steps into the conformation show ring, they should have the proper attitude to perform their judging duties. They must set aside personal prejudices towards a type of dog, its color, or the person(s) who may own or handle the dog, and aim to judge objectively.

Judges must recognize that the purposes of dog shows are: (a) for the continuity of purebred dogs-judges are evaluating the quality of dogs which may subsequently be used for breeding and that only the desirable be bred; (b) public relations-judges are participating in a public event-one which is watched by people outside the dog world; and (c) education of the breeders-judges should provide an opinion which will educate the breeders of pure-dogs.

Judges must practice courtesy, objectivity, and integrity, both inside and outside the conformation ring.

Article 2: Work and Working with Other Judges

Judges must work smoothly with their fellow judges, treating them with courtesy and avoiding any tendency to dominate others. Judges should keep all discussions concerning dogs constructive and positive, rather than argumentative. A judge is definitely entitled to voice an opinion. A judge should not have an argument with either his/her fellow judges. A good judge look at the positive attributes and not at the faults of a dog.

A judge shall not enter any dog in a show that he/she is judging or stewarding at any time during the same show.

A judge shall not handle/exhibit any dog in a show that he/she is judging or stewarding at any time during the same show.

A judge shall not solicit assignments nor trade assignments.

Shall not accept gifts in any form from an exhibitor before or after a show as a consequence of a show award.

A judge shall advise potential exhibitors not to enter under him if their presence or the presence of their dogs might give the impression of unfair advantage, in cases like the following:

- *If the exhibitor is you're the judges' employer or an employee.
- *If the exhibitor is a relative.
- *If the exhibitor is a person with whom the judge co-owns dogs.
- *If the exhibitor is a person with whom the judge travels to dog shows.

The following exhibits or exhibitors are required to be excused due to conflict of interest: A dog which the judge or a member of his/her immediate family has owned, co-owned, sold, boarded, with in ONE (1) YEAR prior to the show date. This is to avoid any circumstance that may have or raise any ethical issue.

Article 3: Interpretation of the Standard

Every judge should have a clear understanding of the standards for each breed that he/she is licensed to judge.

A judge is obligated to subjugate his/her personal preferences and approach each dog in an objective way. It is important to disqualify those entries that a judge is certain about, i.e., 1) are a disqualification under the concerned breed standard; 2) are not able to be handled; or 3) have general problems, such as lameness or color changes. If a dog is disqualified then the judge is obligated to inform the owner/handler and the PCCI the reason for this-in the case of a disqualification under the standard of the breed, the standard should be shown to the exhibitor/handler and if necessary to the owner. If there is any doubt, the judge should review the standard at that time and if necessary consult another judge who may be present at the show.

A judge shall always be updated on the standard for each breed he/she is licensed to judge. It is encouraged that they attend seminars on a regular basis. Judges will work towards helping other judges and will therefore make themselves available to conduct seminars on topics they see themselves as experts. A judge shall be proficient in the use of measuring equipment used in conformation shows.

Article 4: Obligations to the Exhibitor

A judge has certain obligations to the exhibitors, above and beyond an actual value judgement. Fairness, objectivity and education are among these obligations. All exhibits will be examined and treated equally before an award is given. A dog should be handled with care. Judges should be prepared to answer the queries of any of the exhibitors concerning his/her decision(s). The explanation should be stated clearly and without malice.

Article 5: Obligations to the Club and Club's Officials Who are Inviting the Judge

A judge shall reply in writing to any invitation be it local or foreign. A copy of the invitation of the club if in writing shall be furnished together with the conforme to PCCI. The information included in the conforme shall be (a) the representative of the club who invited the judge, (b) when the invitation was made, (c) when, where and time of show.

If a judge is unable to undertake an already accepted appointment, the judge shall advise the club in writing with a copy to PCCI as soon as possible explaining the reason-which in itself must be REASONABLE, e.g. sickness, and if possible recommend a suitable replacement judge.

A judge shall be allowed to reimburse expenses, but with receipts. Judges shall make themselves available at the show site at least 30 minutes before the show. They shall remain after the show for enough time to complete any paper work. The judge shall be courteous to all officials of the Club-he/she should not however talk at length to the exhibitors or Club officials before or during the show. The judge should be polite. If there is a problem with arrangements (financial or administrative) the judge should direct these to the Chairperson of the Show, with a copy to PCCI.

Article 6: Courtesy

A judge should be courteous to his/her fellow judge, to the JDLC and the PCCI BOD at all times. To criticize another judges judging ability to others is discourteous. To be involved in fisticuffs is unbecoming of a judges stature. It shows a superior attitude which is unbecoming of a judge. Judging is a privilege that carries responsibilities to conduct oneself with fairness, courtesy and honor.

Revised September 21, 2011

Chairperson	:	Mr. Simon Sim
Members	:	Mr. Augusto Benedicto Santos III
		Mr. Ronnie Natividad
		Mr. Godofredo Salud
		Mr. Mario Magsaysay
		Mr. Roberto Tesoro