

## NOMINATION AND REMUNERATIONS COMMITTEE ACCOMPLISHMENT REPORT CY 2025

### I. Introduction

This annual report covers the accomplishments of the Nomination and Remuneration Committee for the year 2025.

### II. Composition of the Nomination and Remuneration Committee

- a. Chairperson  
Ms. Maria Margarita Moran-Floirendo
  
- b. Members  
Chairman Jaime C. Laya  
BOT Jonathan M. Velasco  
President Kaye C. Tinga

### III. Accomplishments

Date of Meeting	Time	Venue	Attendance	Position	Accomplishments
February 12, 2025	9:00 AM	CCP Annex Boardroom and Via Zoom	Ms. Maria Margarita Moran-Floirendo	Chairperson	<ul style="list-style-type: none"> <li>• Presentation of the HRMD 2024 Report</li> <li>• Presentation of 2025 Training Calendar</li> <li>• Report on current staff complement. Report and proposed hiring for 2025</li> <li>• Approval of the proposed salary increase in contract of service personnel, theater crew, and ushering staff, subject to the availability of funds</li> <li>• Recommendation on the adoption of Performance Evaluation for contract of service personnel.</li> </ul>
			Chairman Jaime C. Laya	Member	
			BOT Jonathan M. Velasco	Member	
			Pres. Kaye C. Tinga	President	
			Jose Victor M. Gaité	Vice President for Administration	
			Krischelle B. Matas	Corporate Secretary	
July 9, 2025	10:30 AM	Zoom	Maria Margarita Moran Floirendo	Chairperson	<ul style="list-style-type: none"> <li>• Review of the revised Manual of the Theater Crew</li> </ul>

					<ul style="list-style-type: none"> <li>• Review of the proposed Theater Crew Salary increase.</li> <li>• Instructed the PED/Venue Operations Division to revise and update the Front-of-House Manual of Operations for discussion at the next NRC meeting.</li> </ul>
			Chairman Jaime C. Laya	Member	
			BOT Jonathan M. Velasco	Member	
			Pres. Kaye C. Tinga	President	
			BOT Felix S. Duque	Subject Matter Expert	
			Dennis N. Marasigan	Vice President/ Artistic Director	
			Jose Victor M. Gaité	Vice President for Administration	
			Krischelle B. Matas	Corporate Secretary	
August 13, 2025	12:00 Noon	CCP Annex Boardroom and Via Zoom	Maria Margarita Moran Floirendo	Chairpersons	<ul style="list-style-type: none"> <li>• Endorsement of the final interview results of the Internal Audit Department Manager III applicants to the CCP Board of Trustees</li> </ul>
			Chairman Jaime C. Laya	Member	
			BOT Jonathan M. Velasco	Member	
			BOT Felix S. Duque	Subject Matter Expert	
			Pres. Kaye C. Tinga	President	
			Jose Victor M. Gaité	Vice President for Administration	
			Dennis N. Marasigan	Vice President /Artistic Director	
			Krischelle B. Matas	Corporate Secretary	

November 14, 2025	10:30 AM	CCP Annex Boardroom and Via Zoom	Maria Margarita Moran Floirendo	Chairpersons	<ul style="list-style-type: none"> <li>• Review the Front of House Policy Manual and recommended revisions on some of its provisions.</li> <li>• Endorsement of the final interview results of the Administrative Services Department Manager III applicants to the CCP Board of Trustees</li> </ul>
			Chairman Jaime C. Laya	Member	
			BOT Jonathan M. Velasco	Member	
			Pres. Kaye C. Tinga	President	
			BOT Felix S. Duque	Subject Matter Expert	
			Jose Victor M. Gaité	Vice President for Administration	
			Dennis N. Marasigan	Vice President /Artistic Director	
			Krischelle B. Matas	Corporate Secretary	

Prepared by:

  
 Maria Kristina A. Tuy

HRMO IV/Committee Secretariat