

Filipino Student Association
of University of California, Santa Cruz

Mission Statement

The mission of the Filipino Student Association (FSA) is to be a support organization that promotes unity and empowerment through the awareness of our diverse community. It strives to be a cultural resource for the community as well as to foster open forum based in mutual respect and understanding.

FSA works to promote a greater understanding and appreciation of the Filipin@ and Filipin@-American experience through meetings and events that explore our identity, history, and culture. It is important to note that FSA is not (and does not assume to be) the sole representation of the Filipino community.

FSA is an organization striving to recognize the vast diversity of our community, to respect all of our people's lived experiences. Hence, considering the importance of organizing as a community of diverse Filipinos on our campus, FSA has committed itself to constantly questioning and holding itself entirely accountable to its actions in the hopes of being more supportive of the entire Filipin@ community and its allies.

FSA is one of the few outlets for the Filipin@ voice(s) at UCSC. Through its social, cultural, and educational events, FSA hopes to play a crucial role in higher education

Constitution

Preamble

We, the students of the University of California at Santa Cruz, in order to establish an organization that shall:

Maintain and promote awareness of the Filipin@ culture tradition, and heritage,

Address issues affecting the Filipin@ community,

Promote the academic achievement of Filipin@ students

Provide opportunities for professional and social development,

Do hereby establish this constitution.

The Authorized Representatives, officers, and members of this organization:

Accept responsibility for compliance with University policies and campus regulations,

Understand and agree to abide by the provisions of the anti-hazing statues in the California Education Code or Penal Code (as amended, effective January 1st, 2007)

Affirm that the rules, regulations and policies of the University of California and UCSC shall supersede the rules, regulations, policies and/or bylaws of any affiliated international, national, regional or local organization

Article I Name of Organization

The name of this organization shall be the Filipino Student Association. Hereafter it may be referred to as FSA.

Article II Membership

Section 1 FSA, in compliance with UCSC's non-discrimination policy, is free to accept registered U.C. Santa Cruz students without regard to race, ethnicity, sex, national origin, age, religion, disability, and/or sexual orientation/preference.

Section 2 In order for registration of membership to be valid an FSA member if the student:

- a. an active FSA member
- b. Attends at least three events throughout the year (at least one event outside of their aspect)
- c. Attends one of the three community gatherings.
- d. Practices of performing aspects are not valid events.

Section 3 Membership must be reinstated every quarter by attending the first general meeting FSA hosts at the beginning of every quarter

Section 4 To continue ones FSA membership one must continue to be a registered student of U.C. Santa Cruz.

Section 5 FSA shall at no time impose dues upon its members for membership.

Section 6 In addition, the membership criteria of this organization shall be:

- a. All UCSC students interested in the purpose of this organization are eligible for membership.
- b. Membership is open to any student regardless of gender, ethnicity, religion, etc. with the exception of incorporated sororities and fraternities, which may be limited by gender.
- c. Membership is limited to currently registered UCSC students. Non- students are welcome to participate in activities, but not be members, hold office or vote. Non-students must complete non-student participation forms.

Article III Terms of Office

Section 1 No member shall hold more than one position simultaneously

Section 2 No position may be held for two consecutive terms, unless by-case basis is determined by the preceding and succeeding executive board committee

Section 3 No position may have more than 3 people elected/appointed to each individual position

Section 4 Enforcing this constitution ensuring strict adherence

Section 5 Encourage community members to attend events as well as events facilitated by other FSA aspects.

Section 6 Attends FSA/FSA aspect events

Section 7 Must provide mentorship and transitional material for their successors

Section 8 Represent FSA in a respectful manner
Section 9 May appoint intern(s) with the approval of Executive Board with only the selection processes and number of intern(s) appointed
Section 10 Any officer who purposefully neglects any of his/her major responsibilities or fails to fulfill them shall be temporarily recalled from his/her position until his/her case is reviewed

- a. Executive Board will advise the Core member that he/she is failing his/her duties. This constitutes the first warning.
- b. if a second verbal warning is warranted, the core member shall be placed on probation in his/her office for two weeks
- c. After two weeks probation period, the executive board shall notify the core member whether he/she shall continue in his/her office or whether he/she shall be impeached

Article IV Positions of FSA Core

Section 1 Co-Chairs (2)

The Co-Chairs serve as chief executive and head representative of the Filipino Student Association of UCSC. The primary duties of the Co-Chairs are as follows:

- a. Oversee the affairs and performance of FSA, promote the organization's name and image, and assess the organization's growth and performance
- b. Chair the Executive/Continuing Committee and Core
- c. Oversee and/or conduct Core/Executive/General/Community meetings
- d. Hold frequent check ins with individual Core members throughout each quarter.
- e. Hold at least bi-weekly FSA core meetings
- f. Hold at least bi-weekly executive board meetings.
- g. Responsible for producing an Annual Report documenting all activities, events and information during tenure.
- h. Meet regularly with the organization's Student Organizing and Resource (SOAR) advisor
- i. Must have held a previous position on Core for a full term
- j. Coordinate the facilitation of the newly elected core members for the preceding year
- k. Must maintain transparency with core on all FSA related activities, events and/or decision
- l. Will act as a signer for FSA

Section 1.2 External Co-Chair (1)

- a. Act as representative with the other organizations on campus (ie ESOC VCSA, SUA etc.)
- b. Network to other organizations and communities as the representative of FSA
- c. Facilitate all grievances/concerns from non-FSA members
- d. Maintain relations with other student organizations both at UCSC and at other universities and colleges

Section 1.3 Internal Co-Chair (1)

- a. Handle all fiscal issues
 - i. Overlook all Funding Proposals (ie CEP ,Core Council, SUA, College senates, engaging education, etc)
 - ii. Responsible for all aspects of FSA's Budget
 - iii. Maintain accurate bookkeeping
 - iv. File all receipts, POs ect.
 - v. Responsible for all reimbursements
- b. Assist aspects in any and all necessary manner
- c. Provide evaluation reports concerning individual core members
- d. Facilitate all grievances/concerns from FSA members.
- e. Shall assume responsibilities of unfulfilled position(s) until position(s) are filled

Section 2 Administrative Officer (1)

The primary duties of the Administrative officer are as follows:

- a. Type out any and all necessary forms pertaining to FSA (ie agendas, minutes etc.)
- b. Database minutes, agendas and attendance at events (collect sign in sheets)
- c. Stay in close relations to the Co-Chairs, webmaster and historian
- d. Schedule core meetings according to the meeting of quorum
- e. Schedule Executive committee meetings according to the meeting of quorum
- f. file all event evaluations for future reference
- g. Provide calendar of FSA events and keep sign-up sheets for all FSA events
- h. Prepare and maintain updated mailing list of both FSA's members and alumni
- i. Sit on the executive committee and PCC committee
- j. Will act as a signer for FSA

Section 3 Historian (1)

The primary duties of the Historian are as follows:

- a. Document FSA events through various media
- b. Maintain FSA's historical archives
- c. Be responsible for producing an Annual Report documenting all activities, events, and information during tenure in conjunction with

- the Co-Chairs construct a history scrapbook of FSA to include at the Historian's discretion must be completed a week before FSA grad
- i. Collect flyers and other pertinent information needed for FSA's annual report
 - d. Be required to attend all or majority of all FSA events
 - e. Sit on the executive committee

Section 4 **Alay** (3)

The primary duties of the Alay Coordinator are as follows:

- a. Oversee the production of the annual Alay literary journal by the end of Winter quarter
- b. Create a newsletter with the updates of ALAY productions
- c. Organize quarterly events where the Filipino community can express themselves through various forms of arts
- d. Set up an ALAY committee at the beginning of the year

Section 5 **Media Relations** (1)

The primary duties of the Webmaster are as follows:

- a. Maintain and update FSA's website weekly
- b. Work closely with the Historian and Administrative Officer
- c. Work with the administrative officer to produce an updated calendar of events for the FSA website
- d. Post core meeting minutes and core agendas on FSA website
- e. Coordinate the Publications committee
- f. Publish the monthly Mahalaya FSA Newsletter
- g. Sit on the executive committee

Section 6 **Activities Coordinators** (2)

The primary duties of the Activities Coordinator are as follows:

- a. Coordinate at least two fundraising events through out the academic year, as approved by FSA core. Proceeds will go to earned income.
- b. Coordinate and/or oversee social and cultural activities for FSA, shall be but not limited to Friendship games, Multicultural Festival, brown bag lunches etc.
- c. Facilitate awareness of Filipino/a and Filipino/a-American social, political, and cultural issues.
- d. Coordinate activities for Filipino American History Month in October. Begin to organize activities before the start of fall quarter
- e. Collaborate with the PHD coordinators in creating events
- f. Coordinate community service projects for the members and officers.
- g. Sits on the executive committee
- h. Oversee and appoint the FSA Grad committee and planning process

Section 7 **Pilipino Historical Dialogue Coordinators (3)**

The primary duties of the PHD Coordinator are as follows:

- a. Facilitate the Pilipino Historical Dialogue class
- b. Promote the need and importance of pilipino/ethnic oriented classes and programs
- c. Work with the Activities Coordinators to collaborate on cultural activities for the FSA community.
- d. Must have previously taken the Pilipino Historical Dialogue (PHD) course.
- e. Must have facilitation experience (ie. Have taken a facilitation workshop, have facilitated organizational spaces, etc.)
- f. Create historically conscious events to educated the larger UCSC community about Filipin@ issues (ie. BOSES, etc)
- g. Responsible for securing funding for materials for the class and events
- h. Must be culturally competent

Section 8 **Kuya Ate Mentorship Program (KAMP) (3)**

The primary duties of KAMP coordinators are as follows:

- a. Create events for the community on a need basis
- b. With the assistance of the KAMP CUIP maintain retention within the FSA community through various levels of mentorship
- c. Resources and outreach not limited to FSA members
- d. Act as an academic resource
- i. Provide direct academic support to the membership, inform members of academic support services, programs, and scholarships etc.
- e. Appoint an Engaging Education Board of Directors representative (BOD)
 - i. Attend e² BOD meetings
 - ii. The BOD will be a KAMP CUIP
 - iii. In the case that there is no KAMP CUIP then one of the KAMP coordinators will act as the BOD representative
 - iv. KAMP e² BOD rep will sit on the executive committee
- f. Must have been an active member in KAMP

Section 9 **A Step Forward (ASF) (3)**

The primary duties of the ASF coordinators are as follows:

- a. Coordinate the outreach program, A Step Forward, that brings accepted high school/transfer students who are interested in higher education to the UCSC campus.
- b. Appoint an engaging education Board of Directors representative (BOD)
 - i. Attend e² BOD meetings
 - ii. Must be an ASF coordinator

- c. Organize various volunteer committees starting winter quarter (ie. Food, Workshop, Activities/icebreakers, entertainment)
- d. Must have been actively involved in ASF
- e. One of the coordinators will act as a FSA signer

Section 10 Pilipino Cultural Celebration Chair (PCC) (3)

The primary duties of the PCC Chair are as follows:

- a. Chair the PCC Committee
- b. Handle all logistics of PCC
- c. Oversee the overall production of PCC as producer
- d. Mediate and handle any and all disputes/ emergencies concerning any aspect of PCC.
- e. Must have been a previous PCC aspect coordinator
- f. The PCC Chair must formulate their own alternative ways to fundraising besides CEP, Core Council, college proposals Earned Income (fundraising etc.)
- i. The funds that can be used are those from PCC
- g. Will act as a signer for FSA

Section 11 Pagkakaisa Dance Troupe Coordinator (PDT)(3)

The primary duties of the PDT Coordinator are as follows:

- a. Increase cultural awareness through traditional Pilipino/a dance
- b. Work with the PCC Chair(s)
- c. Oversee the function of PDT
- d. Must have been a member in PDT.
- e. Sits on the PCC committee

Section 12 People Power(2)

The primary duties of the People Power Coordinator are as follows:

- a. Act as director for PCC.
- b. appoint a stage manager
- c. Must write the script of PCC.
- d. Work with the PCC Chair(s)
- e. Work closely with Tech Crew
- f. Must have been a member of People Power
- g. Sits on the PCC committee

Section 13 Haluan(3)

The primary duties of the Haluan Coordinator are as follows:

- a. Work with the PCC Chair
- b. Oversee the function of Haluan
- c. Must have been a member of Haluan
- d. Sits on the PCC committee

Section 14 Isang Himig(2)

The primary duties of the Isang Himig Coordinator are as follows:

- a. Work with the PCC Chair
- b. Oversee the function of Isang Himig
- c. Must have been a member of Isang Himig
- d. Sits on the PCC committee
- e. Requires the majority approval of core for any sponsoring/participating activities or events at least two weeks prior to

Section 15 Kasama(2)

The primary duties of the Kasama Coordinator are as follows:

- a. Work with the PCC Chair
- b. Oversee the function of Kasama
- c. Must have been a member of Kasama
- d. Sits on the PCC committee

Section 16 Tech Crew(2)

The primary duties of the Tech Crew Coordinator are as follows:

- a. work closely with PCC chairs and People Power Cos
- b. Find source of funding (CEP, core council, SUA, etc)
- c. Must have been a member of tech crew
- d. Sits on the PCC committee

Article V Resignation / Hiatus

Section 1 Any Chair/Coordinator may resign their position at any time by submitting formal letters of resignation to both the Administrative Officer and Co-Chairs. The resignation shall be deemed effective at the following meeting and an interim shall be appointed at the discretion of the FSA Core.

Section 2 Any Chair/Coordinator may choose to step down for a brief hiatus at any time allowing for an interim to fill the newly vacated position until the said Chair/Coordinator is once again able to fulfill their obligations. Letter must be submitted to the Co-Chairs and may only be approved at FSA core's discretion based on the circumstance(s) of the emergency. Only during emergencies may such a hiatus be approved. Maximum of a quarter for a hiatus.

Article VI Impeachment

Section 1 Any Chair/Coordinator can be removed at any time by a 2/3 + 1 majority vote of CORE. Any core member can choose to motion for such a vote by, at least one week in advance, submitting a formal request for such an action to the administrative officer, or directly to the Co-Chair if attempting to remove the Administrative Officer. In the event that such a vote passes, the Co-Chairs may appoint an interim if so desired.

Section 2 If a Chair/Coordinator has been called for impeachment; he or she may present their case in front of Core during debate.

Section 3 Voting for impeachment shall be conducted in a closed session but in open ballot.

Section 4 Valid terms of impeachment are in the case that a member of core is not up holding their responsibilities or has violently or negatively acted towards any member of FSA or FSA in general.

Section 5 If at any point during the impeachment period the prosecution party is found to have made a personal attack against the member being impeached, the process for impeachment will be suspended and the appeal for the process to begin again may be made no earlier than 2 weeks after the date suspended.

Section 6 All those involved in the impeachment may not be a part of the voting process

Article VII Elections

Section 1 Nominations and Registration to vote will begin at least 3 weeks prior to the date of elections

Section 2 Nominations may be made by any member of FSA.

Section 3 Nominees must be a current UCSC students at the time of election and for the term they may serve if elected

Section 4 Nominations shall be open for one week

Section 5 FSA core must collectively come up with the basic requirements of each position and a questionnaire for the nominated candidates to answer which will be posted up and may be used as the nominee's form of acceptance for the nomination.

Section 6 Nominees will be notified after nominations have been closed and may only approve one of the positions for candidacy. The notification will be through email and the questionnaire will be attached. Nominees will have 4 days to accept or deny the nomination.

Section 7 Nominees who have accepted the nomination must be interviewed by the current officers of that position. The nominee must meet the basic requirements of the position, which will be declared by core before the interview process occurs. In the event that a nominee does not meet the requirements they may not proceed to the Q &A and elections.

Section 8 The interview process will be occur during the 4 days after the deadline to accept or deny nominations.

Section 9 All nominees questionnaires and statements will be posted online for the community to see until the election process has been finished.

Section 10 FSA performing aspects (Pagkakaisa Dance Troupe, Kasama, Haluan, Isang himig, People Power & Tech Crew) shall follow their own set of procedures for election with the approval of the executive board. This procedure must be stated in their individual constitution.

Section 11 Positions shall be elected on the basis of majority rule (50% +1). In the event that no candidate receives a majority, the candidate receiving the lowest number of votes shall be dropped and the balloting shall recommence.

Section 12 In the event of an unchallenged position the nominee must garner 2/3 of the votes cast in order to be declared the winner. If the votes come short of the needed 2/3 the nominee will not be declared the winner and the position will be left vacant.

Section 13 The Co-Chairs of FSA shall tally the ballots and chair the Election committee with the assistance of FSA's Seniors who were members of core for at least a full term .

Section 14 If one (or both) of the Co-Chairs is (are) running for a position they may not participate in counting the votes; however, may still proctor the election except for their own position (the most senior member of the election committee shall act as interim proctor).

Section 15 Seniors may not vote. (Seniors shall be considered as those not returning as registered students to UCSC the next fall)

Section 16 All ballots shall be kept until all nominees are satisfied with the results of the elections. If there are challenges made to the voting process, the challenger may speak to the head of the election committee and review the process of counting the votes.

Section 17 If there is a violation in the voting process, all votes are null and void and the election shall begin again until the rules and procedures are adhered to.

Section 18 Only those classified as members for at least two quarters out of the year, may be eligible to register to vote and must attend the Q&A in its entirety to be considered valid.

Section 19 Ballots shall be numbered and recorded to ensure fair and accurate voting in distribution without violating the confidentiality of the voters

Section 20 Election results shall be announced a week after Election Day.

Section 21 Elections shall occur during the 7th week of spring quarter. Newly elected officers shall begin shadowing their predecessors after the results of election and officially begin their term on July 1st.

Section 22 Nominees may only accept one nomination during the entire election process.

Section 23 All interested candidates for any FSA position must attend a mandatory elections workshop with the inclusion of second-round elections candidates.

Article IX Voting

Section 1 In regards to elections, votes are considered one per nominee regardless of the number of nominees running for a position allowing for more than one.

Section 2 During any FSA meeting among FSA officers, votes shall be apportioned equally.

Article X Meetings

Section 1 CORE meetings shall be conducted on a representative basis where a minimum of 1 of two or 2 of three coordinators/chairs of each aspect of FSA shall act as its representative (with the exclusion of the position of FSA Chair(s) where both shall be present) during CORE meetings.

Section 2 Representatives need not be the same person(s) and may change accordingly.

Section 3 The Co-Chairs may summon CORE meetings at any time that require all coordinators/chairs representatives to attend

Section 4 All aspects must be represented during General CORE meetings and voting shall be conducted through each representative

Section 5 No decision can be made unless quorum- the minimum of representatives- refer to section 1- is met

Section 6 General FSA body meetings are to be held at least monthly

Section 7 FSA Core meetings should be held at least bi-monthly

Section 8 Executive board meetings should be held regularly weekly

Article XI Vacancy

Section 1 In the event of an unfilled position(s), the newly elected FSA Core may decide to fill those position(s).

Section 2 All prospective nominees for vacant position(s) must undergo an interview process to determine their eligibility. The Continuing Committee shall be comprised of five representatives that shall consist of the Co-Chairs and representatives of aspects most affected by the position in question. If no aspects are adversely affected then the Co-Chairs shall select members from the Executive Committee.

Section 3 The Executive Board will be responsible to fill the vacant position approved by core with reference to the fair hiring process. (See SOAR)

Article XII Creation and termination of an aspect

Section 1 Creation of an aspect shall be determined by a super majority (3/4+ 1) vote of Core. A detailed report shall be presented to Core explaining the request for the creation of an aspect (thus the creation of a new position).

Section 2 Any member of FSA may motion for the creation of a new aspect. Motion to create a new aspect must be seconded by a member of Core. (Separate member of another aspect if the introducer of the motion is a current member of Core)

Section 3 The Co-Chairs must be informed of the motion to create a new aspect a week prior to the day of the meeting the motion would be introduced.

Section 4 A petition (which shall consist of name, email, and college to be considered valid) of at least 50 signed registered members of FSA outside of Core members, must be presented

Section 5 Any Core member may motion for the termination of an aspect and must be seconded by another Core member from a different aspect.

Section 6 A required super majority (3/4 + 1) vote must be obtained to pass motion. A detailed account must be presented to the Co-Chairs explaining the rationale for the termination of an aspect prior. A petition (which shall consist of name, email, and college to be considered valid) of at least 50 signed registered members of FSA outside of Core members, must be presented

Section 7 Debate and vote over the creation/termination of an aspect shall occur the following meeting from when the motion was carried.

Section 8 All aspects are considered properties of FSA whether currently existing or not.

Article XIII Procedure for the termination of FSA

Section 1 In the event that members decide to dissolve the Filipino Student Association of UCSC, there must be a unanimous vote by the Core of FSA and FSA members

Article XIV Amendment

Section 1 Any member of Core may motion for an amendment to the constitution during the regular academic year (no amendment may be introduced while school is no longer in session). Prior to the motion of an amendment, the member must submit a formal letter stating the proposed amendment in detail to

the administrative officer and the Co-Chairs and must be co-signed by another member of Core.

Section 2 In order for an amendment to be ratified, the proposal must be first approved by a super majority (3/4 +1) of FSA Core. Then 3/4 + 1 of the Executive Committee must approve the amendment in order to be ratified. The Executive Committee shall hold a hearing/debate regarding the amendment and may option to suspend the passage of the amendment.

Section 3 Whenever this constitution is amended, an annotation of the date on which the amendment is adopted shall be placed at the end "as amended" section of this Constitution.

Article XV Standing Committees

Section 1 The Executive Committee:

- a. Shall consist of the Co-Chairs (2), administrative officer (1) , BOD members from ASF and KAMP (2), PCC Chairs (2) and Activities Coordinators (2), Historian (1) and Webmaster (1)
- b. Holding absolute executive power to resolve any and all disputes/issues that may require their oversight
- c. Provide interpretation of this constitution in the event of a constitutional crisis
- d. Must meet regularly

Section 2 Pilipino Cultural Celebration Committee:

- a. Shall consist of the PCC Chairs (3), PDT(3), People Power(2), Isang Himig(2), Haluan(3), Kasama(2) and Tech Crew(2) coordinators
- b. Shall be chaired by the PCC Chairs
- c. Produce the annual Pilipino Cultural Celebration
- d. Must hold meetings at least bi-weekly

Section 1 In the event of an unfilled position(s), the newly elected FSA Core may decide to fill those position(s).

Section 3 The Election Committee:

- a. Shall consist of the Co-Chairs of FSA and the senior Core members. (Seniors as defined in Article VII Section 15)
- b. In the event that both Co-Chairs are running for a position they may not participate in the counting of votes. The most senior member of Core shall act as head.
- c. Seniority shall be defined as the number of years in Core and current academic standing.

Article XVI Supremacy Clause

Section 1 The Supremacy Clause establishes this constitution as the supreme governing law of FSA and anything to the contrary notwithstanding.

Section 2 The FSA constitution must be reviewed and approved by the newly elected core by the end of fall quarter of their term

Article XVII The Amendments

I. Amend Article VII to allow for inclusion of section titled Nominations

II. In accordance with the rules of elections, nominations shall be reserved to those considered voting members of FSA as defined in this constitution. Any voting member may nominate any community member for any position(s). The nomination must be seconded through a consensus by the members to which the nominee was nominated to.

III. Approval of the amendment to the Title of Article VII of the official name of "Nominations" to "Elections."

IV.

V. Approval of the removal to the positions: Publications, Community Service Chair, Outreach Chair and ESOC.

VI. Approval of the amendment to the Title and Combination of Positions: Social Chair and Cultural Chair, with additional responsibilities of previous Community Service Chair to the new title of of Activities Coordinator, with adjusted responsibilities.

VII. The allotted elected/appointed positions of Isang Himig and Kasama reversed from 3 coordinators to 2; Pilipino Cultural Celebration Chairs and Alay Coordinators increases from 2 coordinators to 3.

VIII. Approval of the amendment to the article of Positions of the official name of "Webmaster" to "Media Relations."

IX. Approval of the amendment of the original responsibilities of previous Publications Chair to be added to the Media Relations. (4/18/11)

X. Approval of the amendment to the position of Activities Coordinator to oversee and form the Filipino Student Association Graduation Committee. (4/18/11)

XI. The addition of Sections 22-23 to Article VII (Elections). (4/18/11)

XII. Approval of the amendment to Section 2 of Article 3, originally stating that "No position may be held for two consecutive terms" to by-case basis that must be approved by the preceding and succeeding executive board. (4/18/11)

(D. Aclan, J. Aganus, A. Aranas, E. Au, M. Bicomong, K Cabautan, R. Calubaquib, N. Canonigo, J. Canuto, C. Cariaga, C. Carothers, K. Casaretto, R. Castro, M. Custodio, R. Dimagmaliw, K. Diola, Da. Estipona, De. Estipona, M. Galang, C. Garcia, H. Lamela, K. Layug, R. Licardo, M. Madriaga, L. Mangoba, P. Nguyen, A. Salas, G. Saluta, C. Stanton, A. Suarez, K. Tolentino, L. Verwer, U. Yamamoto, D. Yip)