

Curriculum Vitae of
ATTY. IAN ANTHONY P. SAPAYAN

EDUCATIONAL BACKGROUND:

JURIS DOCTOR/BACHELOR OF LAWS (2003)

Southwestern University, Urgello, Cebu City
Admitted to the Bar in 2005, rating 82.35%

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION (1997)

ICC-La Salle University, Ozamiz City, Misamis Occidental
Units from Misamis University, Ozamiz City
Units from the University of San Carlos, P. del Rosario Street, Cebu City
Units from University of the Philippines College Cebu, Lahug, Cebu City

UNIVERSITY OF THE PHILIPPINES CEBU HIGH SCHOOL (1991)

Lahug, Cebu City

GENERAL WORK EXPERIENCE:

SAPAYAN LIM ALVAREZ & LIGUTAN LAW OFFICES (SALiGAL)

(Formerly Sapayan Lim Arnoco & Ballener Law Offices)
Partner, August 2008 –to present

PADERANGA IWAY & NONATO LAW OFFICE

Senior Associate Attorney, January 2006 to July 2008
Associate Attorney, May 2005 to December 2005
Legal Researcher/Paralegal, June 1997 to 2002

CEBU ARROW MESSENGERIAL & COLLECTION AGENCY

General Manager, Concurrently 2005-July 2008

MISAMIS CABLE TV NETWORK, INC.

Assistant Vice President for Admin & Finance, Concurrently 2002-2005

CORPORATE WORK EXPERIENCE:

**! SERVED AS CORPORATE SECRETARY
OF THE FOLLOWING CORPORATIONS:**

HONDA MOTOR WORLD, INC., 2018-present
HMW LENDING INVESTORS, INC., 2018-present
MOTOR ACE PHILIPPINES, INC., 2018-present
MAPI LENDING INVESTORS, INC., 2018-present
ASTRON GESTUS, INC. 2018-present
DREAM HONDA, INC., 2018-present
CONTEXTA PACIFIC, INC., 2017-2020
CONTEXTA GLOBAL, INC., 2017-2020
CIKI MANAGEMENT & DEVELOPMENT CORP., 2015-present
GENCO ITALIAN KITCHEN INC., 2014-2016
TRINACRIA TRADING, INC., 2014-2016
WALL STREET BUSINESS CONSULTANCY CORPORATION, 2014-2016
KARGADOOR LOGISTICS CONSULTANCY SERVICES, INC., 2013-2020
RELATUS REALTY & DEVELOPMENT CORPORATION, 2013-2020
6M MANAGEMENT CORPORATION, 2013-2020
SPARTAN TRADING, SUPPLY & MERCHANDISING COMPANY, 2012-2017
HYDRA LOGISTAL SOLUTIONS CORPORATION, 2012-2017
SAPAYAN BROTHERS MANAGEMENT & DEVELOPMENT CORP., 2011-present
PRANCING PONY PUBLISHING & PRINTING COMPANY, INC., 2011-present
ORACLE GLOBAL BUSINESS CONSULTANCY, INC., 2011-present
ISIPINOY DESIGN SERVICES, INC., 2011-present
KAMAGONG SUPPLY, MERCHANDISING & MANAGEMENT CORP., 2011-present
LITTLE ITALY BUSINESS ENTERPRISES & MANAGEMENT CORP., 2011-2014
WEST CEBU MANPOWER & EXECUTIVE SERVICES, INC., 2005-present
PADERANGA MANAGEMENT & DEVELOPMENT CORP., 2011-2012
SOUTHWESTERN UNIVERSITY, INC., 2010-April 2011

**! SERVED AS DIRECTOR/TRUSTEE IN THE BOARD
OF THE FOLLOWING CORPORATIONS:**

6M MANAGEMENT CORPORATION, 2013-present
SAPAYAN BROTHERS MANAGEMENT & DEVELOPMENT CORP., 2011-present
PRANCING PONY PUBLISHING & PRINTING COMPANY, INC., 2011-present
ORACLE GLOBAL BUSINESS CONSULTANCY, INC., 2011-present
ISIPINOY DESIGN SERVICES, INC., 2011-2016
KAMAGONG SUPPLY, MERCHANDISING & MANAGEMENT CORP., 2011-2016
LITTLE ITALY BUSINESS ENTERPRISES & MANAGEMENT CORP., 2011-2014
EASTERN VISAYAS FRESH SEAFOODS, INC., 2012-2015
WEST CEBU MANPOWER & EXECUTIVE SERVICES, INC., 2005-present
UP CEBU HIGH SCHOOL ALUMNI ASSOCIATION, INC., 2008-2011
UP ALUMNI ASSOCIATION CEBU CHAPTER FOUNDATION, INC., 2009-2014
SWU LAW ALUMNI ASSCOIATION, INC., 2011-2016
USC ROTC DIEHARDS ALUMNI ASSOCIATION, INC., 2012-present
CEBU ARROW MESSENGERIAL & COLLECTION AGENCY INC., 2005-2008
CEBU CABLE TECHNOLOGIES, INC., 2006-2008

LITIGATION WORK EXPERIENCE:

**! SERVED AS RETAINED/EXTERNAL COUNSEL
OF THE FOLLOWING CORPORATIONS:**

PHILIPPINE NATIONAL BANK, 2012-present
BANCO DE ORO UNIBANK, INC., 2014-present
HONDA MOTOR WORLD, INC., 2018-present
HMW LENDING INVESTORS, INC., 2018-present
MOTOR ACE PHILIPPINES, INC., 2018-present
MAPI LENDING INVESTORS, INC., 2018-present
ASTRON GESTUS, INC. 2018-present
DREAM HONDA, INC., 2018-present
FAIRLANE AUTOMOTIVE VENTURES, INC. (FORD DEALERSHIPS), 2017-present
SAKURA AUTOWORLD, INC., 2017-present
VERTICAL WORLD PROPERTIES MANAGEMENT CORP., 2017
LANDTRADERS WORLD PROPERTIES CORPORATION, 2017
MESA GORDO FOOD SERVICES CORPORATION, 2017
PETRON CORPORATION (permits), 2017-2018
GENII HUT TECHNOLOGIES, INC., 2015-2018
WALL STREET BUSINESS CONSULTANCY CORPORATION, 2014-present
KARGADOOR LOGISTICS CONSULTANCY SERVICES, INC., 2013-present
RELATUS REALTY & DEVELOPMENT CORPORATION, 2013-present
6M MANAGEMENT CORPORATION, 2013-present
PHILIPPINE DRUG ENFORCEMENT AGENCY, 2010

WORK ON HUMAN RIGHTS ADVOCACY:

VISAYAS COMMUNITY LAW CENTER
Founder, Lead Counsel

NATIONAL UNION OF PEOPLE'S LAWYERS
National Treasurer, 2019-present
Vice Chairman for the Visayas, 2017-2019
Member, 2011

Handled human rights cases in the Visayas for various non-governmental organizations, civic and cause-oriented groups and marginalized individuals who have been accused of political crimes and criminal offenses.

CONFEDERATION OF LAWYERS IN ASIA & PACIFIC (COLAP)
Delegate, Bali Conference, August 2018

INTERNATIONAL ASSOCIATION OF DEMOCRATIC LAWYERS (IADL)
Delegate, Belgium Conference 2019

AFFILIATIONS & OTHER POSITIONS:

SIQUIJOR MASONIC LODGE NO. 418

Most Worshipful Grand Lodge of Free and Accepted Masons of the Philippines
Worshipful Master 2020-present, Member 2014-present

UNIVERSITY OF THE PHILIPPINES CEBU HIGH SCHOOL ALUMNI ASSOC, INC.

President, July 2008 to July 12, 2009
1st Vice President, February 2008 to July 2008
Chairman, Grand Alumni Reunion Over-All Working Committee, October 2007 to July 2008

UNIVERSITY OF THE PHILIPPINES ALUMNI ASSOCIATION CEBU CHAPTER FOUNDATION, INC. (UPAACCFI)

President, 2012-2014
Auditor, July 2010-2011

****2018 Tatak UP Awardee for Social Change, Advocacy and Community Empowerment***

YOUNG LAWYERS ASSOCIATION OF CEBU (YLAC), INC.

President, December 8, 2009 to December 8, 2010
1st Vice President for Internal Affairs, December 2008 to December 2009
Public Relations Officer, December 2007 to December 2008
Chairman, Legal Aid Committee, January 2007 to December 2007
Founder & Editor-in-Chief, *The Consigliere*
Official Publication of the Young Lawyers Association of Cebu (YLAC), Inc. (2009-2011)
June 2007 to December 2009

SOUTHWESTERN UNIVERSITY SCHOOL OF LAW ALUMNI ASSOCIATION, INC.

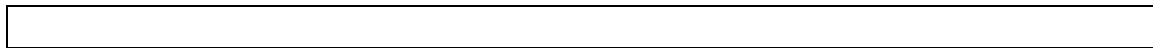
President, 2011-2013
Member, 2003-present

USC ROTC DIEHARDS FRATERNITY

Reserve Officers Training Course Cadet Corps of Officers, Class of 1997
Most Outstanding Alumni, August 2010 Annual Reunion

UP CEBU HIGH SCHOOL ALUMNI BETA KAPPA FRATERNITY

President Emeritus, 1991-present



References are available upon request

VISION STATEMENT: ONWARD TO GREATER ACHIEVEMENTS

I am Atty. Ian Anthony P. Sapayan. I am a graduate of the University of the Philippines High School Cebu Class of 1991.

Up until the last week of October, I had no career aspirations to be anything other than a practicing lawyer and a mentor to my associate attorneys in the Law Firm of Sapayan Lim Alvarez & Ligutan (where I practice corporate law & litigation) and the Visayas Community Law Center (where I handle human rights and other public interest cases).

I'd like to say that I am not unfamiliar with certain goings-on within the UP Cebu Community. Afterall, I have been in constant exchange with some stakeholders since 2007 when I led the alumni in preparations for the Grand Centennial Homecoming and starting 2008 when I spearheaded alumni efforts to save UP High from abolition. I was also UP High School Alumni President in 2009-2010 and UPAA Cebu Chapter President from 2012-2014.

But it was only after I spoke with some student leaders and members of the teaching and non-teaching unions that I was made truly aware of the struggles of the stakeholders within the constituent university.

I understand that such struggles have been around ever since and that foremost of these is the longing, shared by faculty, staff and the administration alike, for the much-coveted teaching and non-teaching items.

CAMPAIGN FOR ADEQUATE AND APPROPRIATE PERSONNEL ITEMS

The difficulty in securing additional personnel items is, as I understand, systemic or embedded in the treatment by the national government of UP as one single unit when it comes to budgeting and allocation of resources.

But this is not to say that there is no hope in securing those items. There is hope. There is always hope.

Our hope rests in the undertaking of a continued and sustained innovative campaign for the national and global recognition of UP Cebu's academic programs, faculty, staff, campus facilities and remarkable graduates.

I submit that it is only by proving to the other constituent universities that, despite our infancy, we are worthy of those precious personnel items, will our hope be realized.

This hope, however, comes with sacrifice. For to be able to show that we can achieve immense academic and operational growth, worthy of recognition, we must give more of ourselves. We must put aside bickering, mistrust and differences in ideology in order to work toward the common goal.

By force of circumstance, we will do so with the resources we have now and not with the resources we wish we have.

We have to. We cannot afford to lose this campaign. And though we will in the meantime continue to request (even beg if need be) for as many items as we can, we must see this campaign through.

You will agree with me that negotiating from a position of strength and unity will be more effective than this fragmented stance we now have. Only then will we truly deserve the core requirement of items we desire. And not just any item. We would certainly want such items whose salary grades befit the qualifications of our exceptional educators and outstanding staff.

PURSUING GREATER ACHIEVEMENTS FOR ACADEMIC EXCELLENCE

The campaign for recognition will not be too difficult considering that efforts are already underway for the quality assessment of programs under the ASEAN University Network-Quality Assurance. This will entail extensive internal and external assessment of all programs within the constituent unit. Thus, even though accreditation is not achieved right away, the benefit of review and assessment of the current programs will be attained.

This initiative is in line with the previous and current strategic plans which are aimed “to raise UP’s international quality standing as a renowned and globally competitive university”¹.

The distinctions given to Information Technology and Environmental Science as centers of excellence and development, respectively, must not only be maintained, they should be replicated in other programs as well.

I understand that the present leadership already has a strategic plan in place to increase the number of programs (both undergraduate and graduate) and the number of graduate students in the constituent university. This should be steadfastly pursued under the proviso that the choice of programs should be made through consultative deliberations among all concerned stakeholders.

In the area of research, the strategic plan to establish research centers and increase research output through private or government grants or funding will have my unwavering support. Using contacts from my corporate practice, and with strong alumni support, I believe that this can be done with lesser difficulty.

Corollary to this, efforts to strengthen and expand international research collaboration and student exchange programs should likewise be pursued aggressively.

Moreover, I strongly believe in the value of increasing the number of high-quality publications and creative works as embodied in the strategic plan.

The increase in the PhD profile of faculty members through local and international linkages and grants in order to enhance academic staff qualification and professional development shall also be prioritized.

GRADUAL RETURN TO FACE-TO-FACE

¹Page 21, UP Strategic Plan 2011-2017;

AND ON-SITE CLASSES UNDER CERTAIN HEALTH PROTOCOLS

It is unfortunate that the pandemic has impaired the learning progress of students. I am aware that the dangers of COVID-19 treacherously abound but the continued restrictions on learning will not benefit students and teachers alike.

The easing of stifling and unreasonable government measures should be of paramount importance. A return to face-to-face and on-site classes must be gradually implemented under established and effective health protocols.

I understand that the University already has a working document detailing a roadmap toward the opening of face-to-face classes and that multi-sectoral consultations are continuously being undertaken to involve all stakeholders in coming up with a final output.

Given the constraints of time and resources, all sectors must work together expeditiously to return to some level of normalcy.

Officials in the IATF should see to it that no burdensome impositions are levied on the stakeholders given that the said stakeholders are already laden with economic hardships brought about by this global catastrophe.

COMPLETION OF INFRASTRUCTURE DEVELOPMENT AND OTHER SUSTAINABLE PROJECTS

Nonetheless, in order to match the drive for academic excellence, the constituent university should expedite completion of the long-delayed infrastructure projects. These buildings are key elements to the attainment of national and global recognition as they will house the increasing population and number of academic programs sought to be achieved.

Among the projects to be completed are the science building, the building for product design, the student center and the high school complex.

The finished student center will provide a conducive atmosphere for the development of student leaders and will serve as an ideal venue for discussion and debate of significant and relevant issues.

The completion of the high school complex, on the other hand, will free up much needed space for the construction of the buildings for the College of Communication, Art, and Design.

Many of our students, faculty and staff have joined the UP Cebu Community only in the last decade or so. Hence, they may not be aware or have not experienced the dilapidated condition of the buildings and facilities which we from the 80's up to 2000's got used to.

Seeing UP Cebu now with state-of-the-art facilities and multiple working buildings should make every student, alumni, faculty and staff beam with pride.

These developments (together with the strides made toward academic excellence and recognition) were made under the stewardship of Chancellor Liza D. Corro. It was she and her team who made it all possible. Credit should then be given where credit is due.

UP Cebu has a lot to be grateful for. And if we, the stakeholders cannot demonstrate such gratitude, then we have lost our values and perhaps there is no point in pursuing greater achievements.

CONSULTATIVE LEADERSHIP AND SECTORAL REPRESENTATION

Having said that, I hereby categorically state that I am all for consultative decision-making. I will consult stakeholders and will appoint sectoral representatives where such is necessary and/or allowed by law or under University rules and regulations.

But in order for this policy to be effective, the stakeholders themselves must make it easy for me to consult with them. There should be prepared positions in every major issue so as to prevent delays in the outcome of the consultations and pragmatic reactions to every situation must be avoided.

I recognize that sectoral consultations and representation is an effective tool in attaining harmony and unity of action within the community.

Indeed, if it were not for the discussions with the student sector during the past weeks, I would not have known that there is a genuine clamor for accessible, adequate and professional psychological services and counselling among the studentry.

DEFENDING ACADEMIC FREEDOM AND DEMOCRATIC RIGHTS

As a human rights advocate, I vow to uphold the democratic rights of every single stakeholder and to defend against all intrusions over the responsible exercise of such rights. I have, in fact, been actively working *pro bono* for the release of UP alumni who have been imprisoned for political offenses.

I will stand with the students, faculty and staff in upholding academic and press freedoms. I likewise join them in their call for the reinstatement of the UP-DND Accord. I will vigorously petition to have the budget for our University, and all State Universities and Colleges for that matter, increased to optimal levels and further protected from cuts.

I will not, however, tolerate violence and open defiance of our democratically-crafted laws and statutes. I strongly believe in peaceful and civilized dialogue as vital elements to strengthening relationships within the community.

**FULFILLING THE PATRIOTIC DUTY TO SERVE
THE COMMUNITY AND THE COUNTRY**

Lastly, every *Iskolar Ng Bayan* knows by heart that giving back to the alma mater and to the country is our patriotic duty. This patriotic duty begins with becoming a good citizen. By serving as an example to the public and to the future generations of *Iskolars*, we embody the true essence of service.

With the fulfillment of that patriotic duty in mind, I submit myself to this selection process and humbly offer my services to the UP Cebu Community. May the grace of the Almighty be with you always.