



April 20, 2017

Philippine Stock Exchange  
3/F Philippine Stock Exchange Plaza  
Ayala Triangle, Ayala Avenue  
Makati City

Attention: Mr. Jose Valeriano B. Zuño III  
OIC - Head, Disclosure Department

Gentlemen:

We refer to your letter dated April 20, 2017 requesting for clarification and/or confirmation of the news article entitled "PLDT, PAL biggest 'violators' of labor laws" posted in The Manila Times (Internet Edition) on April 19, 2017. The article reported in part that:

*"TWO of the country's top corporations, the Philippine Long Distance Telephone Co. (PLDT) and the Philippine Airlines (PAL) and sister company PAL Express face stiff sanctions for violating the law against illegal work contracting and sub-contracting, according to the Department of Labor and Employment (DoLE).*

*Labor Secretary Silvestre Bello 3rd disclosed on Tuesday that PLDT, owned by businessman Manuel Pangilinan, and PAL of business tycoon Lucio Tan were among the big companies subjected recently to a Special Assessment/Visit Establishment (SAVE), DOLE's mechanism to assess, validate and verify compliance with labor laws and their contractors/sub-contractors.*

*During the inspection, Bello said, violations were found on PLDT, mostly among its sub-contractors and majority of which are not even registered or with expired registration.*

*'I will order the regularization of close to 10,000 workers under contracting and sub-contracting arrangements but are performing jobs that are directly related to PLDT's business,' Bello said in a news briefing.*

*If PLDT fails to comply, 'we will close them,' he warned.*

*'Imagine PLDT, one of the biggest companies in our country contracting out with unregistered service providers,' Bello said.*

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*The Labor department's investigating team head, Undersecretary Joel Maglunsod, said the erring firms were circumventing the law, prompting the affected workers to complain because of violation of their security of tenure.*

*Maglunsod noted that in the 1990s, PLDT has some 15,000 regular workers but it dwindled down to more than half because of illegal contractualization.*

*PLDT has a rank- and -file union with around 1,000 members and supervisory union with almost 5,000 members.*

*'So after SAVE, we came out with findings that workers [doing regular work] are being sourced out from the agency or contractors,' Maglunsod said.*

*'We have already an exit conference [with PLDT] last January. We presented to them our findings and ordered them to correct their mistakes,' he added."*

PLDT has been made aware of a press statement by Department of Labor and Employment (DOLE) Secretary Silvestre Bello regarding PLDT's use of service contractors.

PLDT has not received any order from the DOLE, other than document requests in relation to an ongoing audit by the DOLE of PLDT's compliance with labor standards, occupational health and safety, and engagement of third party service contractors. The Company and its contractors continue to submit documents requested by the DOLE as part of this ongoing audit.

PLDT will continue to fully cooperate with the DOLE in connection with the ongoing audit process. PLDT is committed to fully comply with all existing labor laws and regulations.

Respectfully yours,



**MA. LOURDES C. RAUSA-CHAN**  
Corporate Secretary



April 20, 2017

SECURITIES & EXCHANGE COMMISSION  
Secretariat Building, PICC Complex  
Roxas Boulevard, Pasay City

Attention: Mr. Vicente Graciano P. Felizmenio, Jr.  
Director – Markets and Securities Regulation Dept.

Gentlemen:

In compliance with Section 17.1 (b) of the Securities Regulation Code and SRC Rule 17.1.1.1.3(a), we submit herewith two (2) copies of our letter dated April 20, 2017 to the Philippine Stock Exchange, Inc. in response to their letter dated April 20, 2017 requesting for clarification and/or confirmation of the news article entitled "PLDT, PAL biggest 'violators' of labor laws" posted in The Manila Times (Internet Edition) on April 19, 2017.

Respectfully yours,

  
**MA. LOURDES C. RAUSA-CHAN**  
Corporate Secretary



# COVER SHEET

SEC Registration Number

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Company Name

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Principal Office (No./Street/Barangay/City/Town/Province)

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Form Type

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Department requiring the report

M	S	R	D
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Secondary License Type, If Applicable

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## COMPANY INFORMATION

Company's Email Address	Company's Telephone Number/s	Mobile Number
	8168553	
No. of Stockholders	Annual Meeting Month/Day	Fiscal Year Month/Day
11,767 As of March 31, 2017	Every 2 <sup>nd</sup> Tuesday of June	December 31

## CONTACT PERSON INFORMATION

The designated contact person MUST be an Officer of the Corporation

Name of Contact Person	Email Address	Telephone Number/s	Mobile Number
Ma. Lourdes C. Rausa-Chan	lrchan@pldt.com.ph	8168553	
Contact Person's Address			
MGO Building, Legaspi St. corner Dela Rosa St., Makati City			

**Note:** In case of death, resignation or cessation of office of the officer designated as contact person, such incident shall be reported to the Commission within thirty (30) calendar days from the occurrence thereof with information and complete contact details of the new contact person designated.

SECURITIES AND EXCHANGE COMMISSION

CURRENT REPORT UNDER SECTION 17  
OF THE SECURITIES REGULATION CODE  
AND SRC RULE 17.1

1. April 20, 2017  
Date of Report (Date of earliest event reported)
2. SEC Identification Number PW-55
3. BIR Tax Identification No. 000-488-793
4. PLDT Inc.  
Exact name of issuer as specified in its charter
5. PHILIPPINES  
Province, country or other jurisdiction  
of Incorporation
6. \_\_\_\_\_ (SEC Use Only)  
Industry Classification Code
7. Ramon Cojuangco Building, Makati Avenue, Makati City  
Address of principal office
- 1200  
Postal Code
8. (632) 816-8553  
Issuer's telephone number, including area code
9. Not Applicable  
Former name or former address, if changed since last report
10. Securities registered pursuant to Sections 8 and 12 of the Securities Regulation Code and  
Sections 4 and 8 of the Revised Securities Act

Title of Each Class

Number of Shares of Common Stock  
Outstanding and Amount of Debt Outstanding

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11. Item 9 (Other Events)

Attached hereto is a copy of our letter to the Philippine Stock Exchange, Inc. in response to their letter dated April 20, 2017 requesting for clarification and/or confirmation of the news article entitled "PLDT, PAL biggest 'violators' of labor laws" posted in The Manila Times (Internet Edition) on April 19, 2017.

Pursuant to the requirements of the Securities Regulations Code, the Company has duly caused this Report to be signed on its behalf by the undersigned hereunto duly authorized.

**PLDT INC.**

By:



**MA. LOURDES C. RAUSA-CHAN**  
Corporate Secretary

April 20, 2017