



MOORE Roxas Cruz Tagle and Co.

ABOUT US

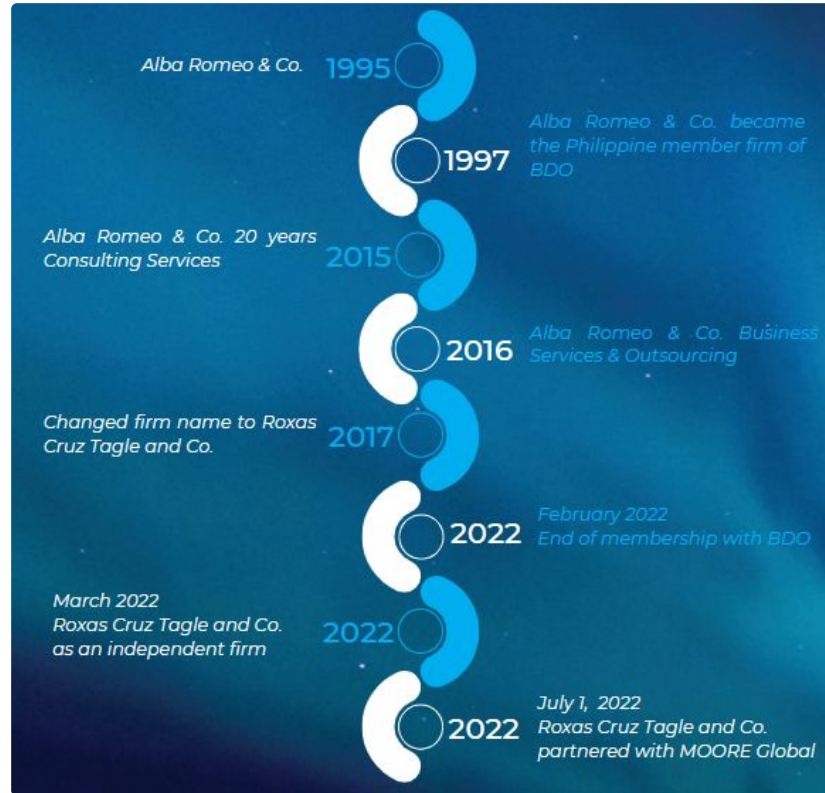
ABOUT US



- Established in 1995, MOORE Roxas Cruz Tagle and Co. offers a complete range of professional services – audit & assurance, tax, advisory, business services, and talent center to domestic and international organizations across a range of industries.
- RCT is led by 14 partners with a team of over 250 professionals operating in four major cities across the country – Makati City, Cebu City, Cagayan de Oro City and Cauayan City.
- We take pride in our service portfolio, which is supported by a potent combination of professional experience and expertise guided by methods and tools from our global network. Our professionals participate in local and international training and are provided secondment opportunities to provide them the skills and experience they need to serve our clients better and to foster a work environment that is client-centric and knowledge-driven



The story





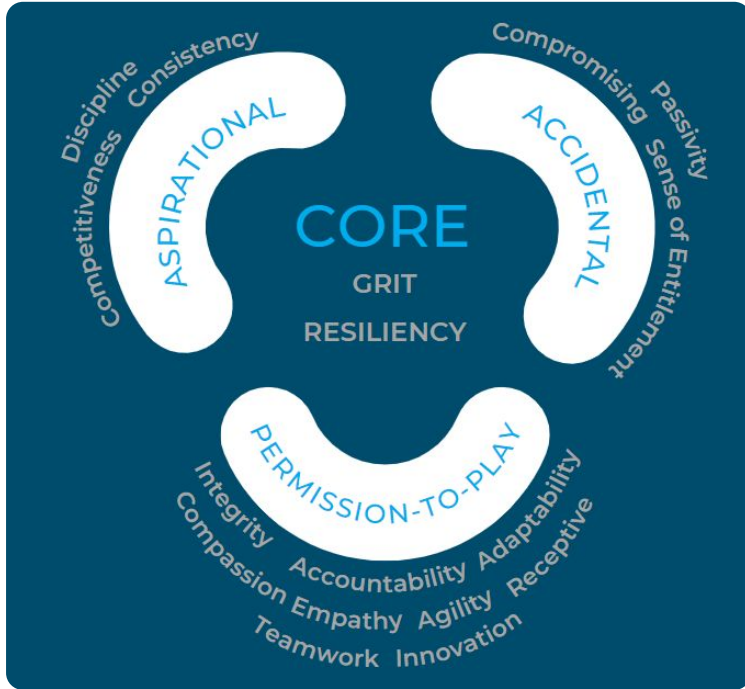
Mission

- We, Roxas Cruz Tagle and Co., are a transformative professional services provider of consistent personalized client service which truly stands out to domestic and multinational clients. We offer innovative and relevant ideas, solutions, insights, and business advice that clients can trust. Our in-depth knowledge of national regulations combined with an understanding of our clients' local business needs allow us to offer our clients commercially astute and honest opinions.
- We inspire our people and provide them with the best in training, opportunity, and reward – as we create an environment that promotes continuous learning, and assuring common corporate values and principles are in place to become an employer of choice in professional services. We trust our people that they live by the highest business ethics, and to use their skills and experience in delivering personalized client service.
- Lastly, we involve our people and encourage our clients to participate in various corporate-responsibility projects, which also implies the volunteer support towards nation-building.

Vision

To be the trusted partner for growth and success of our clients, our people and the society.

OUR VALUES



Core Values

These are the few—just two or three—behavioral traits that are inherent in an organization. Core values lie at the heart of the organization's identity, do not change over time, and must already exist. In other words, they cannot be contrived.

An organization knows that it has identified its core values correctly when it will allow itself to be punished for living those values and when it accepts the fact that employees will sometimes take those values too far. Core values are not a matter of convenience. They cannot be extracted from an organization any more than a human being's conscience can be extracted from his or her person. As a result, they should be used to guide every aspect of an organization, from hiring and firing to strategy and performance management.

Permission-to-Play Values

- These values are the minimum behavioral standards that are required in an organization. Although they are extremely important, permission-to-play values don't serve to clearly define or differentiate an organization from others. Values that commonly fit into this category include honesty, integrity, and respect for others. If those sound generic, something you've seen on virtually all of the values statements plastered on the walls of every mediocre company you've ever visited, then you understand the problem. Permission-to-play values must be delineated from the core to avoid dilution and genericism.

Aspirational Values

- These are the characteristics that an organization wants to have, wishes it already had, and believes it must develop in order to maximize its success in its current market environment. Aspirational values are the qualities that an organization is aspiring to adopt and will do its best to manage intentionally into the organization. However, they are neither natural nor inherent, which is why they must be purposefully inserted into the culture. But they should not be confused with core values, which, again, do not change over time and do not come and go with the needs of the business.

Accidental Values

- These values are the traits that are evident in an organization but have come about unintentionally and don't necessarily serve the good of the organization. In many companies, behavioral tendencies develop over time because of history, or because people start to hire employees who come from similar backgrounds. One day everyone looks around and realizes that just about every employee who works in the organization shares some quality: socioeconomic status, introversion, or good looks. The question that needs to be asked is whether being middle class, introverted, or good looking is something that the company has cultivated for a purpose, or whether it came about accidentally. It's important that leaders guard against accidental values taking root because they can prevent new ideas and people from flourishing in an organization. Sometimes they even sabotage its success by shutting out new perspectives and even potential customers.

OUR SERVICES

AUDIT & ASSURANCE

- Agreed-upon Procedures
- Audit of Financial Statements
- Financial Due Diligence
- Limited Review
- US GAAP/IFRS Reporting

TAX

- Regulatory and Corporate Services
- Tax Compliance
- Tax Due Diligence
- Tax Planning and Advisory
- Tax Seminars
- Transfer Pricing and International Tax Services

ADVISORY

- Business Process Review and Internal Controls Improvement
- Government Risk and Compliance Services
- Information Security Review
- Internal Audit
- Service Auditor Reporting
- Systems Implementation Support Services
- Vulnerability Assessment and Penetration Testing

OUR SERVICES

BUSINESS SERVICES

- Financial Statement Reporting and Analysis
- Payroll Solution
- Other Administrative Services
- Xero Accounting Software

TALENT CENTER

- Virtual Secondment
- Back Office Audit Service
- Offshoring and Transaction Processing
- Shared Service Delivery Audit
- Tax Outsourcing
- Outsourcing of CFO / Accountant



OUR PEOPLE

Michael D. Roxas | Chairman & CEO

Gabriel D. Tabamo | Vice Chairman & COO

Warren M. Urriza | CFO, Audit and Assurance

Clark Joseph C. Babor | Partner, Audit and Assurance

Christian S. Felismino | Audit and Assurance Head; Isabela Office Head

Jay D. Fernandez | Partner, IT and Risk Advisory

Aljuver R. Gamao | Partner, Audit and Assurance; Cebu and CDO Offices Head

Dustin M. Ozoa | Partner, Business Services

Jarred D. Pereña | Partner, Audit and Assurance

Jeffrey T. Soliman | Partner, Business Services

Hazel P. Tabamo | Partner, Tax Services

Norman A. Turingan | Tax Services Head

Maria Carmina A. Ussher | Partner, Audit and Assurance

Arvin S. Velasquez | Partner, Audit and Assurance



**Over 250 People in
4 offices**



OUR OFFICES



MAKATI

2nd Floor Multinational
Bancorporation Centre
6805 Ayala Avenue, Makati City
1226, Philippines

T (+632) 8844 2016
F (+632) 8844 2045
E info@roxascruztagle.com



CAGAYAN DE ORO

2F ATC Building corner A. Luna
& A. Velez Streets
Cagayan de Oro City
9000, Philippines

T (+6388) 856 4532/852 4214/
(+638822) 727 431
F (+638822) 725 082
E cdo@roxascruztagle.com



CEBU

Unit 707, 7th Floor AppleOne
Equicom Tower
Mindanao Avenue cor. Biliran
Road
Cebu Business Park, Cebu City
6000, Philippines

T (+6332) 340 4033
F (+6332) 340 4037
E cebu@roxascruztagle.com



ISABELA

Casa Rosa
No. 3 M. Bucag Street,
Cauayan City,
Isabela, Cagayan Valley
3305, Philippines

T (078) 260 1008
E isabela@roxascruztagle.com

OUR ACCREDITATIONS



Bureau of Internal Revenue



Board of Accountancy

Bangko Sentral ng Pilipinas



Cooperative Development Authority



Insurance Commission



Securities and Exchange Commission

National Electrification Administration



PhilGEPS



Public Company Accounting Oversight Board



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2F Multinational Bancorporation Centre
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www.roxascruztagle.com



"Nurturing responsible and sustainable relationships."