

UOG Endowment Foundation
Regular Board Meeting
November 12, 2024
Zoom.us/Raymond James
Maite, Guam

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3 **I. CALL TO ORDER**
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5 A. The Fifth 2024 Board of Directors Meeting of the Board was called to order at
6 4:39 pm on Tuesday, November 12, 2024.

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8 The following were present:

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10 **Board Members:**

11 Mr. Jesse J. Leon Guerrero, Chairman

12 Mr. John Calvo, Vice Chairman

13 Mr. George Chiu, Treasurer

14 Pres. Anita Borja-Enriquez, Executive Secretary

15 Gov. Joseph Ada, Director

16 Ms. Flo Martinez, Director

17 Ms. Lesley-Anne Leon Guerrero, BOR Representative

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19 **UOG Endowment Staff:**

20 Ms. Katrina T. Perez, Executive Director

21 Ms. Clara Grace Diaz, Administrative Assistant

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23 **Guests:**

24 Ms. Rachel Field, Acting Vice President, Administration & Finance, Chief
25 Business Officer

26 Mr. Glenn Leon Guerrero, Director, Facilities Management & Services

27 Mr. Zenon Belanger, Capital Projects Manager

28 Mr. Mark Mendiola, Interim Chief of Staff

29 Ms. Maree Sgro, BGIS

30 Ms. Amanda Gima, Raymond James

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32 **II. APPROVAL OF MINUTES**
33

34 A. Thursday, August 29, 2024 – Regular Board Meeting

35 **Motion to Approve Subject to Correction:** Ms. Flo Martinez

36 **Second:** Governor Joseph Ada

37 **Vote:** Unanimous
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39 **III. CHAIRMAN'S REMARKS**
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41 None
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3 **IV. PRESIDENT’S REPORT**
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5 President Enriquez presented three checks from Lisa
6 Henderson to Ms. Perez. The first check, for \$15,000, is designated for
7 the Bernadita Carbullido Scholarship, which will be awarded to two
8 students in the School of Education, each receiving \$7,000. The second
9 check, for \$25,000, is for establishing an elementary education fund
10 within the School of Education account, and the third check, for
11 \$35,000, is allocated to the UOGEF fund to support future
12 maintenance needs for the School of Education. President Enriquez
13 mentioned that Ms. Henderson will return to Guam to speak at UOG’s
14 Commencement Ceremony on December 15th. She further noted that
15 Ms. Henderson helped start a boutique accounting firm with an
16 affluent clientele and is hopeful that other members of the Carbullido
17 family will contribute to the \$15,000 scholarship donation. Ms.
18 Henderson is also a distant relative of Felix Carbullido, president of
19 Williams Sonoma, whom President Enriquez has invited to potentially
20 become a speaker or mentor, connecting him with Dr. Jones, the dean
21 of the School of Business and Public Administration.

22 President Enriquez also shared that the Board of Regents is
23 considering a new Vice President for University Advancement. This
24 individual will collaborate with her and UOGEF to drive the
25 university's fundraising campaign, with the goal of raising \$50 million
26 for naming opportunities in the four new buildings. She emphasized
27 the importance of maximizing these opportunities during the ribbon-
28 cutting ceremonies for these buildings. UOG is also targeting potential
29 donors for naming rights in key areas, such as the School of
30 Engineering and the Calvo Field House. Additionally, UOG is aiming
31 to cultivate further commitments for the School of Health and the
32 School of Business and Public Administration. To succeed, UOG
33 needs to prepare these spaces and rooms for donor engagement. A new
34 Vice President of University Advancement will focus on strategic
35 marketing, branding, and grants to facilitate fundraising.

36 President Enriquez also mentioned the availability of three
37 \$5,000 plaques and four \$1,000 plaques for UOG’s alumni donor
38 walls, with the funds dedicated to maintenance and possibly serving as
39 a revolving fund for emergency needs. She expressed the desire to
40 collaborate with Ms. Perez and UOGEF to identify UOG alumni
41 working in various companies through the Guam chapter of the Society
42 for Human Resource Management.

43 Regarding the university’s facilities maintenance, President
44 Enriquez explained that only \$3 million is allocated for the budget, and

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1 Mr. Mendiola noted that some buildings are over 50 years old,
2 contributing to the high maintenance costs. She emphasized the need
3 for more alumni support, with alumni donor walls being placed in
4 every facility to reengage alumni with the university. The donor walls'
5 designs are still under consideration, and she hopes to find an artist for
6 this task. Mr. Mendiola also discussed the importance of engaging
7 administrators and alumni to help identify potential donors.

8 President Enriquez shared that SSFM has committed \$150,000
9 for naming the conference room at the School of Engineering, with a
10 proposal for a \$30,000 down payment and \$12,000 annual installments
11 for 10 years. Mr. Mendiola highlighted that securing Mr. Ho's
12 commitment for \$5 million would contribute significantly to the
13 fundraising goal. He also noted that there are more than \$100 million
14 in naming opportunities within the university.

15 In the future, UOG plans to host an executive tour and
16 showcase student performances, working closely with UOGEF to
17 prepare for donor visits. Ms. Perez recommended informing
18 prospective donors in advance and creating a well-organized schedule.

19 The discussion also touched on facility maintenance plans and
20 challenges with the soil around newly planted trees. UOG is exploring
21 creative ways to address these issues, and there are plans to plant a tree
22 in memory of former Chair Dr. Wilfred Leon Guerrero. Mr. Mendiola
23 shared that UOG is trying to solve the issue of faculty turnover, with
24 efforts being made to improve salaries and retention. Furthermore,
25 President Enriquez shared plans to build a cybersecurity research
26 center with hopes of securing funding from the Department of Defense
27 or the Federal Government.

28 President Enriquez also introduced a new student fee for
29 facilities maintenance, set at \$200 per semester, which could generate
30 \$1.2 million annually. She highlighted other initiatives to involve
31 students in various programs and internships, such as dorm cleaning in
32 exchange for reduced fees and participation in the Guam Green
33 Growth Initiative.

34 Finally, President Enriquez confirmed that Ms. Moore-Lin's
35 last day at RCUOG will be December 31st, 2024. The search for a new
36 Vice President of RCUOG is underway, with Mr. Michael Connor
37 serving as interim Vice President. Additionally, Mr. Mendiola shared
38 that RCPUOG has facilitated approximately \$26 million in economic
39 recirculation. President Enriquez also mentioned key political
40 appointments, including leadership roles in the Senate and the tie
41 between Senators Gumataotao and Borja for the education oversight
42 committee.

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V. COMMITTEE REPORTS

A. Finance Committee – Ms. Flo Martinez, Committee Chair (Exhibit A)

i. Reports Enclosed Finance Committee Meeting held on Thursday,
November 7, 2024

ii. USDA Loan (SENG & SSC) & Interim Financing:

Mr. Belanger reported that the Student Success Center is about 46% complete, with contractors currently working on the second-floor columns and installing core bills that support the deck. UOG is still aiming for topping off in January. The School of Engineering building is 61% complete, with the last concrete pour happening today. Mr. Belanger noted that the building is nearly finished, and work is underway on the first floor, including the gib board walls, studs, bathrooms, air conditioning, and fire protection, which are also being installed in the first floor of the Student Success Center. The second floor of the School of Engineering has already begun, with gib board walls being added.

Mr. Belanger mentioned that UOG has been discussing furniture for the Student Success Center, with an estimated cost of \$700,000 to \$900,000. Mr. Camacho expressed concerns that if UOG announces this to USDA, they might require the funds to be spent before they contribute to the project. Mr. Belanger explained that they are working to address this issue. UOG is also awaiting an estimate for the powerline servicing the School of Engineering and the WERI building, which is expected in a week. Currently, UOG has an estimate of \$140,842 from Pacific Federal Management, the company handling the WERI building.

Regarding infrastructure, Mr. Belanger mentioned that UOG may need to wait until the Christmas break to complete a sewer connection that crosses University Drive. He noted that UOG has been working with GPA, GWA, and their computer department to map out underground utilities, and they are now down to 18 feet. UOG plans to finish the work during the Christmas break. Additionally, UOG received \$250,000 worth of materials from Hawaiian Rock and is considering the possibility of building a parking lot near the tennis courts.

Mr. Belanger also spoke to Ms. Field about potentially securing funds for the underground power extension or sewer line. Hawaiian Rock has offered to donate materials, and he is still awaiting a call back from Peter Eric or Jere Johnson to discuss this further.

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iii. Investment Advisor Report

a. BGIS

Ms. Sgro provided updates on the market, which has been rallying. The Federal Reserve made two rate cuts: 0.5% in September and 0.25% last week, totalling a 0.75% reduction. Ms. Sgro believes this will be the last Fed cut for the year and is awaiting the impact of President-elect Trump's policies before making further decisions. She also noted that the market responded positively to the election results, increasing by 4% shortly after the election. As of October, UOGEF had a 10.72% return, bringing its market value to \$9.1 million, with an expected 14.5% return for the year.

UOGEF's portfolio follows a moderate aggressive strategy, with 70% in equities (15% international) and 30% in fixed income. Both the capital campaign fund (\$636,000) and the general fund (\$8.4 million) have grown over 10% year-to-date, with a strong one-year return of 24%. The three-year return stands at 2.87%, and since inception in 2016, the annualized return is 8.1%. Ms. Sgro expects UOGEF will achieve a double-digit return by the end of 2024.

Ms. Sgro noted the market's favourable response to President Trump's business-friendly policies, such as deregulation and tax cuts, although concerns about trade and immigration remain. Inflation is around 2.5%, and unemployment remains low. Ms. Sgro believes that despite high valuations, the market still has positive growth potential due to strong earnings and cash flow.

UOGEF's portfolio showed diverse performance: the S&P 500 rose by 20% through October, large-cap value increased by 15%, and small-mid cap equities performed well. Small and mid-caps are expected to benefit from impending interest rate cuts. International investments underperformed at 6.75%, but fixed income showed positive results. Short-term and high-yield fixed income performed better than longer-term bonds, while the infrastructure fund gained 18%.

Ms. Sgro highlighted strong performance across all sectors, with further positive growth anticipated in fixed income as interest rates decrease. She noted that while some volatility could persist, UOGEF will likely end the year on a positive note.

Mr. Chiu asked Ms. Sgro if she expected a slight adjustment downward in the market before the end of the year. Ms. Sgro responded that UOGEF may experience some volatility in the near

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term, though she believes it will end the year positively, despite potential corrections as President Trump's agenda unfolds.

Mr. Chiu clarified with Ms. Sgro whether the overall outlook for 2025 would be positive. Ms. Sgro confirmed, explaining that UOGEF would benefit from further rate cuts and a strong economy, with inflation remaining below 3% and low unemployment. She emphasized that the market and economy, rather than the President's identity, will drive 2025's success.

Ms. Sgro also mentioned that UOGEF holds \$200,000 in cash, set aside for university support, and \$733,000 in USDA reserves, invested in FDIC-insured CDs earning 4.5% or higher. These funds will be used based on the Board of Regents' decisions.

b. Raymond James

Ms. Gima provided a brief overview and update on two major events since her last report. She mentioned the Presidential election, with Trump's win helping to stabilize markets, remove uncertainties, and boost the market over the past week. Ms. Gima also discussed the FOMC meeting, where the Fed cut rates by 25 basis points, in line with expectations. This follows a 50-basis point hike in September, and Ms. Gima anticipates another 25 basis point cut before the year's end.

Regarding UOGEF's investments, Ms. Gima noted that Aristotle Capital Management's large value investment is up by 1.3%, underperforming its benchmark by 1.77% (benchmark at 2.88%). Despite this underperformance, Ms. Gima explained that Raymond James is not concerned, as the overall strategy and long-term performance remain intact. Over time, Aristotle's performance since inception continues to outperform the index, despite a weaker year.

UOGEF's Clearbridge non-U.S. equity investment has underperformed, with a 5% decline compared to its benchmark of 5.24%. Ms. Gima highlighted that the moderate-duration base income has also been affected, down 2.42% versus the benchmark of 2.16%, and is currently about 2% underweight. The Blackrock iShares ETF, a fixed income diversifier, is down 47 basis points, with a portfolio return of 2.35% compared to the benchmark's 2.59%.

Summarizing the year-end report, Ms. Gima stated that U.S. equities performed well, while non-U.S. equities and fixed income have been more volatile. The Blackstone Group's private markets B fund, with an investment of \$111,000, is up 1.47%, but still 6% underweight compared to its benchmark of 42%. During a meeting with Blackstone representative Kevin Williams, Ms. Gima was informed that the B fund

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is still in its contribution phase, with returns not expected until around 2026, when investments and distributions will start to materialize.

Ms. Gima also mentioned that Raymond James is considering reallocating 5% of LPS allocations to Aristotle Capital Management’s large value fund to allow more flexibility in U.S. equities. UOGEF is currently 5% overweight in this area, and once they reach a 10% allocation, rebalancing discussions will take place.

Chairman Leon Guerrero inquired about UOGEF’s commitment to Blackstone’s B fund, which was \$250,000, but only 75% of that amount had been called. Ms. Gima explained that some investments are still being sought, which is why only 75% of the commitment is called, with the remaining capital netted out with distributions. She added that UOGEF would not reach the full \$250,000.

Ms. Gima provided an update on UOGEF’s fiscal quarter-to-date, which shows an increase of \$2,000,695, though down 58 basis points compared to the benchmark’s 0.3%. UOGEF is still 9.28% up with \$228,000 in the portfolio. She noted that discrepancies between the benchmark and UOGEF’s performance are due to the underperformance of Aristotle and an over-allocation to the fund of funds index, which could be addressed if the board approves the proposed reallocation of 5% from fixed income.

Ms. Gima also mentioned the HFRI fund’s return, which is expected to be 5% to 10% for the year due to UOGEF’s involvement with Blackstone. However, this has negatively impacted UOGEF’s policy index, further prompting Raymond James’ recommendation to shift allocations to U.S. equities.

Regarding the IPS fund, Chairman Leon Guerrero asked if UOGEF would need to make changes independently. Ms. Gima explained that adopting the IPS would be a simple process during the meeting, allowing Raymond James to implement the change immediately or after further discussion.

Finally, Ms. Gima provided an update on the Guam Board of Accountancy fund, which is a hybrid balance with half active and half passive. The fund is valued at \$5.6 million, up 89 basis points compared to its benchmark of 15%. Fiscal year-to-date, the fund has gained \$611,000, showing a return of 12% versus the benchmark’s 13.71%. She explained that the fund takes on less risk, resulting in a bit of a lower return but also reduced volatility.

iv. Fundraising Committee – Ms. Ramona Jones, Committee Chair

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Ms. Perez reported that the Tenelle concert generated a net profit of \$39,000, with a gross revenue of \$153,000 and total expenses of \$114,000, which includes in-kind donations and expenses. She explained that the proceeds from the concert will be divided into three categories: \$13,328 for student scholarships, \$13,328 for the endowed maintenance fund for new buildings, and \$12,005.44 for UOGEF operations.

Ms. Perez also mentioned that UOGEF has launched its annual G is for Giving Campaign, running from November to December, which supports President Enriquez's Tulos Mo'na strategy for raising funds for college affordability through scholarships. The campaign includes two raffle fundraising events, with one specifically targeting students to foster a giving culture and engage them further. Tickets for the raffle are priced at \$5, and the drawing will occur on Giving Tuesday.

In addition, Ms. Perez shared that UOGEF is hosting the "G is for Giveaway" raffle, with tickets on sale until December 31, 2024. The grand prize is a round-trip United Airlines ticket from Guam to Micronesia or the U.S., along with other prizes like fuel cards and overnight hotel stays. One raffle ticket costs \$25, or five tickets can be purchased for \$100.

Ms. Perez also discussed UOGEF's efforts to visit UOG alumni in their workplaces to encourage donor matching. She invited the board to suggest any businesses that might be interested in having UOGEF speak with them. In response, President Enriquez offered to reach out on her behalf.

B. Land Committee – Mr. John Calvo, Committee Chair

- i. Yona Lot 177-3-R1 (32,640sm) priced at \$62,434 or \$2.074/sm (terrain-extreme sloping/mountainous)
- ii. Yona Lot 209, Estate no. 278 (693,244sm) priced at \$1,432,242 or \$2.07/sm (terrain-extreme sloping/mountainous)
- iii. Ordot – Chalan Pago Lot 3426-R2
- iv. Inarajan Lot 244-R-1 (173,379sm) priced at \$345 or \$1.99/sm
Mr. Calvo shared that Mr. Santos completed the survey, which will be split with the buyer and will complete the process for filing the paperwork with Department of Land Management should be done by Thursday, 11/07/2024. He also shares that the prospective buyer, Mr. Castro plans to close by the 3rd week of December which is within his escrow period. Mr.

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Calvo shares that prior to the closing of the property, UOGEF will do a new title report that will hopefully reflect the filing of the map.

- v. Sasayan, Mangilao (4,047 sm) Lot Number 5354-3A-5-14

Mr. Calvo shared that there is a prospective donor which President Enriquez and Ms. Perez made. President Enriquez shares that they met with Ms. Sonomi Sasayama, who is representing owners of Makii Corporation. President Enriquez shared that the Makii Corporation is trying to get rid of property and would like to donate it to UOGEF. Chairman Leon Guerrero questions if this is the one acre of land next to Marbo Cave and President Enriquez confirms that is the same property. President Enriquez shares that the preliminary title report has been provided to UOGEF and UOG is currently working with general counsel to draft out the documents.

VI. NEW BUSINESS

Motion to approve updating the investment policy statement by reducing the strategic allocation of alternative investments by 5% and increasing U.S. equities by the same 5%: Ms. Flo Martinez

Second: George Chiu

Discussion:

Ms. Martinez shared that she believes this is a wise decision, as US markets have been strong and performing well in recent years. She expects this trend to continue, rather than opting for rebalancing. She feels this will be a smart choice for UOGEF.

Vote: Unanimous

Motion to approve signing an MOU with UOG and UOG Employee Association to manage UOGEA funds: Ms. Flo Martinez

Second: George Chiu

Discussion:

Ms. Perez explained that this initiative stems from a conversation with Mr. Mendiola, and she understands it aligns with President Enriquez's strategic campaign. According to Mr. Mendiola, an Employee Association was established many years ago, but due to a lack of consistent annual filings with the Department of Revenue and Tax, it became inactive. He also noted that part of the strategic plan includes boosting employee morale at UOG. The Employee Association, which began in 1984, has had just one employee consistently contributing \$5 annually for over 20 years, totaling \$5,000. Mr.

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1 Mendiola mentioned that the Employee Association often participates in
2 activities like the Liberation Day parade float and the Labor Day picnic, and
3 President Enriquez emphasizes the importance of UOG's involvement in these
4 government events.

5 Mr. Mendiola explained that the association was intended to assist
6 employees, especially those with sick family members or those dealing with
7 bereavement. The President's office has been involved in providing flowers
8 for these situations, and employees have expressed a desire to do more to help.
9 They are currently working on creating an incentive for joining the
10 membership. Mr. Mendiola is serving as the interim president until a general
11 election is held. To become a member, employees would pay a one-time fee of
12 \$5, followed by a \$5 contribution each pay period, amounting to around \$130
13 annually. With 800 employees at UOG, the goal is to recruit 200 members,
14 which could generate about \$26,000 annually to fund activities such as family
15 days. Additionally, Mr. Mendiola mentioned Charter Day as another
16 opportunity to benefit employees. He approached Ms. Perez with ideas, and
17 she expressed support but emphasized the need for due diligence, including
18 obtaining a legal opinion to assess viability.

19 Mr. Mendiola explained that there are two challenges: UOG's staff
20 Senate or internal policies prevent solicitation for donations and gifts, as
21 government entities are restricted in this regard. One option is to go under the
22 staff Senate, while another is for UOG to incorporate as a nonprofit. The goal
23 is to build a relationship with UOGEF to manage funds and ensure compliance
24 with fundraising regulations.

25 In the meantime, Mr. Mendiola is organizing a raffle and hopes to host
26 a Christmas party. The first meeting secured donations, including an iPhone
27 15, a Bose S1 speaker, a bush cutter from ERC, five \$100 Payless gift
28 certificates, and \$100 from Home Depot. Each unit is required to sell 200
29 tickets at \$20 each, potentially raising \$40,000 by the end of the year, which
30 would fund the Christmas party and serve as seed money for President
31 Enriquez's Charter Day plans.

32 Mr. Mendiola also discussed the possibility of creating a nonprofit
33 organization for the Employee Association, an option the board would need to
34 consider. If the MOU is approved, direct deposits could be made from UOG to
35 UOGEF. He mentioned that while a lawyer suggested re-filing the Employee
36 Association with the Department of Revenue and Tax, it would take about six
37 months. President Enriquez set a timeline for executing the employee
38 association and generating revenue. Mr. Mendiola believes one positive
39 outcome will be fostering a culture of giving among employees. During an
40 employee pep rally, 60 employees signed up, and he intends to continue
41 encouraging participation.

42 Finally, Mr. Mendiola noted that UOG's involvement in Labor Day
43 was a success, with many staff members attending and bringing their families.
44 It marked UOG's first participation in years, and the event helped UOG secure

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a larger budget allocation. Chairman Leon Guerrero expressed that he believes the MOU is the ideal approach for this initiative.

Vote: Unanimous

Motion to approve 2025 UOGEF Operations Budget: Ms. Flo Martinez

Second: George Chiu

Discussion:

Ms. Martinez mentioned that UOGEF is currently under budget this year, which is positive news. She highlighted significant changes, starting with salary adjustments, including approved pay increases and the filling of positions. She also pointed out an unexpected major expense—re-registering the bank stocks, which cost \$10,500. Additionally, there was a slight increase in travel expenses due to recognizing the passing of a major donor, but this was offset by reductions in other areas. Chairman Leon Guerrero asked for the total amount, and Ms. Martinez clarified that for 2025, the figure is \$657,000. When asked if this amount includes the UOG death service, Ms. Martinez confirmed it does.

Mr. Chiu inquired about the salary budget reserve of \$45,000, which was not included in the 2024 budget. Ms. Perez explained that the 2024 budget had a \$50,000 reserve, and Mr. Chiu clarified that UOGEF had used \$44,395 of that reserve, which Ms. Perez confirmed.

Ms. Martinez then shared the expected revenue for 2025, which is projected at \$829,000. Mr. Chiu questioned the \$200,000 increase in the budget, and Ms. Perez explained that the rise is due to the additional administrative fees UOGEF is eligible to collect. Mr. Chiu asked if UOGEF should aim for an aggressive revenue target. Ms. Martinez responded that they had considered this and mentioned that one significant source could be the \$1.5 million expected to be returned by UOG in the second quarter, from which UOGEF would receive a 2.5% administrative fee, generating about \$37,000.

Mr. Chiu pointed out the surplus of \$171,003.53 and questioned whether UOGEF should be more conservative with its targets. From a private business standpoint, he suggested that UOGEF should aim for a revenue target of \$8.29 million, with some flexibility built in case of any issues. He proposed lowering the \$6.49 million administrative fee target by \$100,000. Ms. Martinez and Ms. Perez agreed to adjust the administrative fees by reducing them by \$100,000.

Vote: Unanimous

VII. EXECUTIVE SESSION

NONE

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VIII. ANNOUNCEMENTS AND ADJOURNMENT

- a. President Enriquez announced that, effective November 1st, 2024, Ms. Lesley-Anne Leon Guerrero has been appointed Chair of the Board of Regents, and Mr. Agapito Diaz has been named Vice Chair. She also mentioned that Mr. Roland Certeza has submitted his resignation. President Enriquez believes that Mr. Paul Ulloa and Ms. Christine Baletto will apply for positions, and there are currently two vacancies on the board. She added that UOG is waiting to see who will be appointed and emphasized her goal of bringing someone with a stronger legal background onto the Board of Regents.
- b. Mr. Mendiola conveyed Ms. Look's greetings and shared that she has committed an additional \$10,000 to the residence halls, bringing her total donation to \$20,000. He also mentioned that she donated stocks. Ms. Perez explained that these properties were likely acquired by Ms. Look's father during his lifetime, and she decided to pass them on.
- c. The 5th Meeting of the Board of Directors for 2024 was adjourned at 6:20PM.
Motion to Adjourn: Ms. Flo Martinez
Second: Governor Joseph Ada
Vote: Unanimous

AFFIRMED/APPROVED ON:

Jesse J. Leon Guerrero
Jesse J. Leon Guerrero (Jan 17, 2025 11:26 GMT+10)
Jesse J. Leon Guerrero
CHAIRMAN

ATTESTED BY:

Dr. Anita Borja-Enriquez, DBA, Executive Secretary (Jan 17, 2025 12:11 GMT+10)
Dr. Anita Borja Enriquez, DBA
EXECUTIVE SECRETARY










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Final Audit Report

2025-01-17

Created:	2025-01-17
By:	Clara Grace Diaz (claragrace@uogendowment.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA1K9h1PRTpd7NUghZFY_GiDlocpj162fu

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-  Document created by Clara Grace Diaz (claragrace@uogendowment.org)
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2025-01-17 - 0:29:25 AM GMT
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