

# Judy Alice Repol-Guillemot



418 F. Blumentritt Street  
San Juan, Metro Manila, Philippines  
+639178424814  
[judy.guillemot@gmail.com](mailto:judy.guillemot@gmail.com)

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## Employment

*Legal Counsel, Ayala Group Legal, November 2017- present*

- Legal counsel in Ayala Group Legal, the exclusive legal center of Ayala Corporation and its affiliates.
  - Provides full range of legal services to various companies and lines of business of the Ayala Group. Specifically assigned to hotels and resorts, offices, residential developments, malls, industrial parks, infrastructure projects, and special projects.
  - Issues legal opinions and provides advice on various management queries on operations, acquisitions, compliance, project proposals, and anticipated corporate actions.
  - Works with business units on developing and improving practices and procedures to conform to legal and regulatory requirements and internal policies.
  - Engaged in capability building by designing and conducting learning sessions and trainings for business units on latest legal and regulatory developments such as data privacy and competition regulations.
  - Conducted data privacy impact assessments for key business operations such as hotels, resorts, and office leasing.
  - Serves as liaison with external counsel on major projects.
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- *Legal and Business Consultant, France, April 2016- September 2017*
  - Provided legal and consulting work for individuals and small businesses while pursuing French language studies in France.

- ***Consultant, San Miguel Corporation, June 2011- March 2016***
  - Legal counsel for infrastructure, public-private partnerships, toll ways, airports, and aviation projects of San Miguel Corporation.
  - Assigned to San Miguel Corporation's subsidiaries, and served as:
  
- ***Chief In-House Legal Counsel, Trans Aire Development Corporation, June 2011-June 2012***
  - Served as legal counsel in Trans Aire Development Holdings Corporation (TADHC), a wholly-owned subsidiary of San Miguel Corporation, which holds the concession rights to operate and develop Boracay International Airport in Caticlan, Aklan, Philippines.
  - Drafted and reviewed contracts and provided full range of legal and compliance services involving the company's operations and interests as operator of Boracay International Airport and with respect to the further implementation of the Caticlan Airport Development Project.
  - Served as government relations and liaison with regulatory agencies relevant to the Caticlan Airport Development Project, such as the Civil Aviation Authority of the Philippines, the Department of Transportation and Communications, the Office of Transport Security, and the Department of Environment and Natural Resources.
  
- ***Head of Contracts Division- Officer-in-Charge, Philippine Airlines, December 2013-September 2014***
  - Supervised team of lawyers and staff in projects and in providing legal services of Contracts Division for various departments of Philippines Airlines (PAL) and its affiliate airline company, PAL express.
  - Legal counsel for PAL and PAL express for multi-million dollar transactions involving the financing, acquisition, and leasing of aircraft, including syndicated loans, and loans guaranteed by Export Credit Agencies and the Export-Import Bank of the United States.
  - Handled review and clearance of contracts specific to the airline business such as charter contracts, domestic and international sales agency agreements, catering, ground handling, and training agreements, as well as general types of contracts such as purchase and supply contracts, loan agreements, service contracts, leases, confidentiality agreements, and performance guarantees.
  - Represented PAL and PAL express in contract negotiations with various domestic and foreign counter-parties.

- Advised management on business and legal queries and formulated legal strategies and policies, as well as advised on structuring of business transactions.
  - Drafted and reviewed standard form contracts and recommended improvement of contractual provisions and alignment of processes.
  - Recommended and implemented improvements in the system of contracts review, clearance, and management to achieve prompt and efficient delivery of legal services to various departments.
  - Drafted and prepared pertinent legal reports, and provided recommendations on proposed contracts and monitored compliance of the company with legal and regulatory requirements.
- ***Legal Consultant, Philippine Airlines, June 2012- September 2014***
    - Acted as legal representative for the company in the purchase, acceptance, and delivery of Airbus A330 aircraft in Toulouse, France in October 2013.
    - Acted as legal representative for the company in the purchase, acceptance, and delivery of Airbus A321 aircraft in Hamburg, Germany in September 2013.
    - Acted as legal representative for the company in the purchase, acceptance, and delivery of Boeing B777 aircraft in Washington, USA in April 2013.
    - Advised departments of PAL and PAL express on various legal queries, and provided legal opinions.
    - Acted as member of the Business Review Team for the audit of processes and services in PAL and PAL express and recommended points for improvement.
    - Involved in special projects initiated by management, including alignment of products and services of PAL and PAL express.
    - Made representations for the company before various government agencies and regulators, including the Civil Aviation Authority of the Philippines, Civil Aeronautics Board, Manila International Airport Authority, Board of Investments, Department of Foreign Affairs, and Securities and Exchange Commission.
- ***Associate, Angara Abello Concepcion Regala & Cruz Law Offices (ACCRALAW) Corporate & Special Projects Department, November 2007- May 2011***
    - Practice areas included general corporate work, mergers and acquisitions, foreign investments and joint ventures, banking and finance, infrastructure, establishment of various business structures, special registrations with government agencies, real estate, insurance, taxation, power and energy specialization, mining and natural resources.

- Reviewed and assisted various corporate clients in the drafting, negotiation, and review of contracts involving project finance, mergers, and structuring of corporate transactions and formation of domestic entities in compliance with regulatory requirements, particularly the relevant nationalization laws.
- Provided legal advice in share and asset acquisitions of various companies engaged in businesses such as insurance, infrastructure, airport management, telecommunications, toll road operation, semiconductors, power projects, tobacco, shipping, money remittance, real estate, mining, build-operate-transfer projects, and other public-private partnership projects.
- Involvement in legal due diligence examinations of different companies in the context of mergers and acquisitions.
- Provided advice on corporate governance and compliance.
- Provided corporate secretarial and corporate housekeeping work for various companies.
- Rendered legal assistance for clients in the bidding and negotiation of contracts for various government projects, including the bidding for the supply and delivery of oil-based fuels conducted by the National Power Corporation.
- Rendered legal advice and assistance for the simultaneous approval and registration of loans with the Bangko Sentral ng Pilipinas.
- Exposure to various government agencies and regulators such as the Securities and Exchange Commission, the Philippine Stock Exchange, the Bangko Sentral ng Pilipinas, the Bureau of Internal Revenue, the Philippine Economic Zone Authority, the Department of Transportation and Communications, the Civil Aeronautics Board, the Insurance Commission, the Department of Public Works and Highways, the Department of Environment and Natural Resources, the Maritime Industry Authority, the Register of Deeds, and various local government units.
- Headed and organized various events for the firm's legal and non-legal staff, such as anniversary and Christmas parties, as well as hiring and recruitment events.
- Involved in the legislation of Republic Act No. 9856 or The Real Estate Investment Trust (REIT) Act of 2009 and its Implementing Rules and Regulations.

**Bar Admission**

Philippine Bar, 2008

- Education**
- Diplôme Universitaire d'études Françaises (DUEF Niveau B1), Université de Nantes, September 2016- April 2017
  - Bachelor of Laws, University of the Philippines College of Law, ranked 7<sup>th</sup> in graduating class, 2003-2007.
  - Bachelor of Science in Management, Major in Legal Management, Ateneo de Manila University, graduated *cum laude*, 1999-2003.
- Certifications & Other Employment Related Experience**
- Certificate in Teaching English to Speakers of Other Languages, TESOL Asia, February 2016
  - Litigation experience as Law Intern in the University of the Philippines Office of Legal Aid, 2006-2007
  - Apprentice, ACCRALAW Summer Apprenticeship Program, April-May 2005
  - Graduate Assistant, Internet & Society Program, University of the Philippines Law Center, 2005
- Publications**
- *A Legal Guide to Doing Business in the Asia Pacific*, chapter contributor, American Bar Association publication, 2010
  - *Doing Business 2010* and *Doing Business 2011*, contributor, World Bank publication
  - *Pharmaceutical Patents Protection vs. Public Health: Towards Striking A Balance*, Legal Research Paper, 2006.
  - *The Supreme Court's Limited Construction of the Prior Consultation & Approval Requirement in Province of Rizal v. Executive Secretary*, published in Vol. 80 of the Philippine Law Journal, 2005.
  - Article contributor, *Youngblood* in the Philippine Daily Inquirer, 2001 & 2003.
- Volunteer Experience**
- Provides pro bono corporate secretarial and legal counsel services for Angels Institute of Learning, an educational institution in Manila, Philippines, and its affiliate Angeli Dei Schools, a non-stock non-profit educational institution specializing in children with special needs.
- Memberships**
- Editor, Philippine Law Journal, 2005-2006
  - Member, University of the Philippines Delta Lambda Sigma Sorority - Grand Archon, UP Delta Lambda Sigma Sorority, 2006
  - Member, University of the Philippines Women in Law