

JOHN HAY MANAGEMENT CORPORATION

COMPENSATION FOR DIRECTORS FOR CY 2015

GOCC Class per EO 24:

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Per Diem for Board Meetings:

PhP 5,000.00 (for Directors)

PhP 6,000.00 (for Chairman)

Per Diem for Committee Meetings:

PhP3,000.000

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Silvestre C. Afable Jr.	24	144,000.00	Chairman, Executive Committee Chairman, Governance Committee	15	45,000.00	67,745.97	256,745.97
Jamie Eloise M. Agbayani	23	115,000.00	Member, Business Development Committee Member, Executive Committee Member, Finance Committee Chairman, Nominations, Remunerations and Organizational Development Committee Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	32	72,000.00	14,254.34	201,254.34
Reynaldo U. Agranzamendez	24	120,000.00	Member, Audit Committee Member, Nominations, Remunerations and Organizational Development Committee Member, Risk Management Committee Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	43	72,000.00	205,620.06	397,620.06
Alexander L. Bangsoy	13	65,000.00	Member, Finance Committee Member, Governance Committee Member, Nominations, Remunerations and Organizational Development Committee	16	48,000.00	35,297.91	148,297.91
			Chairman, Business Development Committee				

Catherine Mary R. Biazon	18	90,000.00	Member, Finance Committee	20	60,000.00	68,459.48	218,459.48
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Executive Committee				

Arnel Paciano D. Casanova	18	90,000.00	Member, Risk Management Committee	10	30,000.00	0.00	120,000.00
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Emerito P. Manalo	24	120,000.00	Member, Business Development Committee	32	72,000.00	297,201.70	489,201.70
			Member, Finance Committee				
			Member, Risk Management Committee				
Ceasar G. Oracion	23	115,000.00	Member, Business Development Committee	24	72,000.00	161,077.31	348,077.31
			Member, Finance Committee				
			Chairman, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Gloria F. Peralta	23	115,000.00	Chairman, Audit Committee	43	72,000.00	375,351.99	562,351.99
			Member, Governance Committee				
			Member, Risk Management Committee				
Teddy Esteban F. Rigoroso	22	110,000.00	Member, Nominations, Remunerations and Organizational Development Committee	34	72,000.00	195,522.29	377,522.29
			Member, Audit Committee				
			Member, Governance Committee				
			Chairman, Risk Management Committee				
Antonio H. Tengco	21	105,000.00	Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	39	72,000.00	333,591.35	510,591.35
			Member, Business Development Committee				
			Chairman, Finance Committee				
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				

		Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
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REIMBURSABLE EXPENSES FOR CY 2014 (if applicable)

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Silvestre C. Afable Jr.	Transportation	120,000.00	62,061.17	67,745.97
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		5,684.80	
Jamie Eloise M. Agbayani	Transportation	120,000.00	1,828.28	14,254.34
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		12,426.06	
Reynaldo U. Agranzamendez	Transportation	120,000.00	69,642.86	205,620.06
	Communication	30,000.00	27,494.00	
	Representation	120,000.00	0.00	
	Travelling*		108,483.20	
Alexander L. Bangsoy	Transportation	120,000.00	0.00	35,297.91
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		35,297.91	
Catherine Mary R. Biazon	Transportation	120,000.00	19,420.91	68,459.48
	Communication	30,000.00	2,500.00	
	Representation	120,000.00	0.00	
	Travelling*		46,538.57	
Arnel Paciano D. Casanova	Transportation	120,000.00	0.00	0.00
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		0.00	
Emerito P. Manalo	Transportation	120,000.00	66,344.14	297,201.70
	Communication	30,000.00	26,475.90	
	Representation	120,000.00	120,000.00	
	Travelling*		84,381.66	
Ceasar G. Oracion	Transportation	120,000.00	39,206.89	161,077.31
	Communication	30,000.00	29,639.28	
	Representation	120,000.00	0.00	
	Travelling*		92,231.14	
Gloria E. Peralta	Transportation	120,000.00	0.00	275,251.00
	Communication	30,000.00	27,500.00	

NOTE:

Chairman Afable resides in Baguio City, Benguet

Pres. Jamie Agbayani resides in Baguio City, Benguet

Dir. Agranzamendez resides in Baguio City, Benguet

Dir. Bangsoy resides in Baguio City, Benguet

Dir. Biazon resides in Muntinlupa City, Metro Manila

Dir. Casanova resides in San Juan City, Metro Manila

Dir. Manalo resides in Parañaque, Metro Manila

Dir. Oracion resides in Baguio City, Benguet

Dir. Peralta resides in Laoag City, Ilocos Norte

Glenn F. Felicia	Representation	120,000.00	1,173.22	373,551.99
	Travelling*		346,678.77	
Teddy Esteban F. Rigoroso	Transportation	120,000.00	90,270.07	195,522.29
	Communication	30,000.00	7,127.00	
	Representation	120,000.00	60,375.13	
	Travelling*		37,750.09	
Antonio H. Tengco	Transportation	120,000.00	90,606.27	333,591.35
	Communication	30,000.00	12,330.00	
	Representation	120,000.00	95,035.05	
	Travelling*		135,620.03	

Dir. Rigoroso resides in
Quezon City, Metro Manila

Director Tengco resides in
Malolos City, Bulacan

NOTE 1: Maximum Budget for the year

Transportation per month per Director	10,000.00
Communication per month per Director	2,500.00
Representation per month per Director	10,000.00
*Travelling for the Board for the year (lump-sum)	1,000,000.00

Note 2: Board and Committee Meetings are held in Baguio (JHMC Offices) and in Manila (BCDA Offices) alternatively, for facilitation coordination and decision making

Note 3: Board Members arrive for Board Meetings by air or land transport, as necessary, from their respective places of residence

Note 4: Some Board Members directly represent the Corporation, pro bono, in legal proceedings and in client meetings relative to marketing, finance and investments