

## JOHN HAY MANAGEMENT CORPORATION

### COMPENSATION FOR DIRECTORS FOR CY 2016

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.	20	120,000.00	Chairman, Executive Committee Chairman, Governance Committee	13	39,000.00	34,232.64	193,232.64
Jamie Eloise M. Agbayani	24	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	40	72,000.00	12,441.98	199,441.98
Reynaldo U. Agranzamendez	21	105,000.00	Member, Audit Committee Member, Nominations, Remunerations and Organizational Development Committee Member, Risk Management Committee Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	36	72,000.00	203,253.62	380,253.62

Catherine Mary R. Biazon	17	85,000.00	Chairman, Business Development Committee	16	48,000.00	27,009.54	160,009.54
			Member, Finance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
Amel Paciano D. Casanova	15	50,000.00	Member, Executive Committee	12	15,000.00	0.00	65,000.00
			Member, Risk Management Committee				
			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	277,984.45	469,984.45
			Member, Finance Committee				
			Member, Risk Management Committee				
Ceasar G. Oracion	24	120,000.00	Member, Business Development Committee	25	72,000.00	179,190.61	371,190.61
			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	403,031.55	590,031.55
			Member, Governance Committee				
			Member, Risk Management Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				

Teddy Esteban F. Rigoroso	22	110,000.00	Member, Audit Committee	30	72,000.00	179,162.85	361,162.85
			Member, Governance Committee				
			Chairman, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Antonio H. Tengco	24	120,000.00	Member, Business Development Committee	20	60,000.00	307,335.52	487,335.52
			Chairman, Finance Committee				
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Vivencio B. Dizon	4	0.00	No Committee membership	0	0.00	0.00	0.00
Gregorio D. Garcia III	5	0.00	No Committee membership	0	0.00	0.00	0.00
Abraham B. Bagasin	1	5,000.00	No Committee membership	0	0.00	0.00	5,000.00

**REIMBURSABLE EXPENSES FOR CY 2016 (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	33,032.64	34,232.64
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		1,200.00	
Jamie Eloise M. Agbayani	Transportation	120,000.00	0.00	12,441.98
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		12,441.98	
Reynaldo U. Agranzamendez	Transportation	110,000.00	58,327.42	203,253.62
	Communication	27,500.00	26,507.00	
	Representation	110,000.00	0.00	
	Travelling*		118,419.20	
Abraham B. Bagasin	Transportation	10,000.00	0.00	0.00
	Communication	2,500.00	0.00	
	Representation	10,000.00	0.00	
	Travelling*		0.00	
Catherine Mary R. Biazon	Transportation	120,000.00	1,900.00	27,009.54
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		25,109.54	
Arnel Paciano D. Casanova	Transportation	80,000.00	0.00	0.00
	Communication	20,000.00	0.00	
	Representation	80,000.00	0.00	
	Travelling*		0.00	
Emerito P. Manalo	Transportation	120,000.00	80,147.08	277,984.45
	Communication	30,000.00	27,500.00	
	Representation	120,000.00	112,764.25	
	Travelling*		57,573.12	

**NOTE:**

Chairman Afable resides in Baguio City, Benguet

Pres. Jamie Agbayani resides in Baguio City, Benguet

Dir. Agranzamendez 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

Ceasar G. Oracion	Transportation	120,000.00	41,202.13	179,190.61
	Communication	30,000.00	30,000.00	
	Representation	120,000.00	0.00	
	Travelling*		107,988.48	
Gloria F. Peralta	Transportation	120,000.00	0.00	403,031.55
	Communication	30,000.00	24,498.13	
	Representation	120,000.00	0.00	
	Travelling*		378,533.42	
Teddy Esteban F. Rigoroso	Transportation	120,000.00	74,503.08	179,162.85
	Communication	30,000.00	28,035.77	
	Representation	120,000.00	51,413.27	
	Travelling*		25,210.73	
Antonio H. Tengco	Transportation	120,000.00	85,118.94	307,335.52
	Communication	30,000.00	22,500.00	
	Representation	120,000.00	96,322.94	
	Travelling*		103,393.64	
Vivencio B. Dizon	Transportation	40,000.00	0.00	0.00
	Communication	10,000.00	0.00	
	Representation	40,000.00	0.00	
	Travelling*		0.00	
Gregorio D. Garcia III	Transportation	40,000.00	0.00	0.00
	Communication	10,000.00	0.00	
	Representation	40,000.00	0.00	
	Travelling*		0.00	

Dir. Oracion resides in Baguio City, Benguet

Dir. Peralta resides in Laoag City, Ilocos Norte

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**