

JOHN HAY MANAGEMENT CORPORATION

COMPENSATION FOR DIRECTORS FOR CY 2020

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:

PhP 3,000.000

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.	21	126,000.00	Chairperson, Executive Committee	18	54,000.00	60,194.53	240,194.53
			Chairperson, Governance Committee				
Allan R. Garcia	21	105,000.00	Chairperson, Business Development Committee	22	66,000.00	0.00	171,000.00
			Member, Executive Committee				
			Chairperson, Nominations, Remunerations and Organizational Development Committee				
			Chairperson, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Eduardo B. Davalan	21	105,000.00	Member, Finance Committee	37	72,000.00	108,816.89	285,816.89
			Member, Nominations, Remunerations and Organizational Development Committee				
			Chairperson, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Charito R. Dulay	21	105,000.00	Member, Audit Committee	31	72,000.00	101,862.04	278,862.04
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Alejandro F. Fernandez	21	105,000.00	Member, Audit Committee	29	72,000.00	186,872.06	363,872.06
			Member, Business Development Committee				
			Member, Governance Committee				
Rufino G. Ibay Jr.	21	105,000.00	Member, Finance Committee	34	72,000.00	79,727.49	256,727.49
			Member, Governance Committee				
			Member, Risk Management Committee				
Rudolph Steve E. Jularbal	16	80,000.00	Member, Audit Committee	22	66,000.00	0.00	146,000.00
			Member, Business Development Committee				
			Member, Risk Management Committee				
Ceasar G. Oracion	21	105,000.00	Member, Business Development Committee	33	72,000.00	87,206.02	264,206.02
			Member, Finance Committee				
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Gloria F. Peralta	21	105,000.00	Member, Audit Committee	34	72,000.00	69,097.82	246,097.82
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Monico A. Puentevella Jr.	21	105,000.00	Member, Business Development Committee	26	72,000.00	330,075.34	507,075.34
			Member, Finance Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Christian Paul L. Ulpindo	21	105,000.00	Member, Audit Committee	31	72,000.00	121,725.78	298,725.78
			Member, Risk Management Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

REIMBURSABLE EXPENSES FOR CY 2020 (if applicable)

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Silvestre C. Afable Jr.	Transportation	240,000.00	17,027.34	60,194.53
	Representation		0.00	
	Communication	30,000.00	14,564.19	
	Travelling*		28,603.00	
Allan R. Garcia	Transportation	240,000.00	0.00	0.00
	Representation		0.00	
	Communication	30,000.00	0.00	
	Travelling*		0.00	
Eduardo B. Davalan	Transportation	240,000.00	15,049.82	108,816.89
	Representation		0.00	
	Communication	30,000.00	25,000.00	
	Travelling*		68,767.07	

NOTE:

Chairman Afable resides in Baguio City

Pres. Garcia resides in Baguio City

Dir. Davalan resides in Baguio City

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Charito R. Dulay	Transportation	240,000.00	0.00	101,862.04
	Representation		49,254.62	
	Communication	30,000.00	29,903.50	
	Travelling*		22,703.92	
Alejandro F. Fernandez	Transportation	240,000.00	57,101.14	186,872.06
	Representation		35,003.45	
	Communication	30,000.00	22,200.00	
	Travelling*		72,567.47	
Rufino G. Ibay Jr.	Transportation	240,000.00	14,024.21	79,727.49
	Representation		39,970.26	
	Communication	30,000.00	14,600.00	
	Travelling*		11,133.02	
Rudolph Steve E. Jularbal	Transportation	240,000.00	0.00	0.00
	Representation		0.00	
	Communication	30,000.00	0.00	
	Travelling*		0.00	
Ceasar G. Oracion	Transportation	240,000.00	39,714.46	87,206.02
	Representation		0.00	
	Communication	30,000.00	29,996.99	
	Travelling*		17,494.57	
Gloria F. Peralta	Transportation	240,000.00	0.00	69,097.82
	Representation		5,675.00	
	Communication	30,000.00	28,779.00	
	Travelling*		34,643.82	
Monico A. Puentevella Jr.	Transportation	240,000.00	3,000.00	330,075.34
	Representation		237,000.00	
	Communication	30,000.00	26,999.01	
	Travelling*		63,076.33	
Christian Paul L. Ulpindo	Transportation	240,000.00	23,419.05	121,725.78
	Representation		44,189.73	
	Communication	30,000.00	29,998.00	
	Travelling*		24,119.00	

NOTE:

Dir. Dulay resides in Baguio City

Dir. Fernandez resides in Tarlac City, Tarlac

Dir. Ibay resides in Quezon City

Dir. Jularbal resides in Quezon City

Dir. Oracion resides in Baguio City

Dir. Peralta resides in Laoag City, Ilocos Norte

Dir. Puentevella resides in Bacolod City, Negros Occidental

Dir. Ulpindo resides in Baguio City

NOTE 1: Maximum Budget for the year

Transportation and Representation per month per Director	20,000.00
Communication per month per Director	2,500.00
*Travelling for the Board for the year (lump-sum)	1,500,000.00

Note 2: Board and Committee Meetings are held in Baguio (JHMC Office) and in Manila (BCDA Office in Taguig City) 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