


COMPENSATION FOR OFFICERS AS OF October 4, 2021										
Position/Title	Salary Grade	Basic Salary		Benefits		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
President and CEO (PCEO)	29 Step 2	1,890,732.00	1,890,732.00	482,715.29	664,954.25	2,373,447.29	2,555,686.25	**Not yet released	102,414.65	1
Vice President and COO (VPCOO)	27 Step 2	1,480,716.00	1,480,716.00	394,732.64	537,452.05	1,875,448.64	2,018,168.05	**Not yet released	80,205.45	1
Compliance Officer and a Department Manager	24 Step 1	1,000,872.00	1,000,872.00	330,831.56	427,301.01	1,331,703.56	1,428,173.01	**Not yet released	54,213.90	1
Corporate Secretary (Not a Plantilla Position)	Per Diem Only	60,000.00	120,000.00	30,000.00	30,000.00	90,000.00	150,000.00			1
LIST OF BENEFITS										
Name of Benefit		Amount per Officer		Coverage		Legal Basis				
Personnel Economic Relief Allowance		2,000.00		Active in Service		DBM Budget Circular No. 2011-2				
Representation Allowance(PCEO)		10,000.00		Active in Service		DBM Budget Circular No. 548				
Transportation Allowance(PCEO)		Company Vehicle provided		Active in Service		DBM Budget Circular No. 548				
Representation Allowance(VPCOO)		8,500.00		Active in Service		DBM Budget Circular No. 548				
Transportation Allowance (VPCOO)		Company Vehicle provided		Active in Service		DBM Budget Circular No. 548				
Representation Allowance(Dep't Manager)		5,000.00		Active in Service		DBM Budget Circular No. 548				
Transportation Allowance (Dep't Manager)		5,000.00		Active in Service		DBM Budget Circular No. 548				
Uniform Allowance		6,000.00		6 months in service		DBM Budget Circular No. 2018-1				
Mid-Year Bonus		Equivalent to their One (1) Month Basic Pay		Agregate 4 months in service as of May 15,		GCG Memorandum Circular No. 2018-03,s. 2018				
Year End Bonus		Equivalent to their One (1) Month Basic Pay		Agregate 4 months in service as of October 31,		GCG Memorandum Circular No. 2018-03,s. 2018				
Cash Gift		5,000.00		Agregate 4 months in service as of October 31,		GCG Memorandum Circular 2017-4				
Perfomance Enhancement Incentive		5,000.00		Employees who are in service as of October 31		GCG Memorandum Circular No. 2017-05, s. 2017				
Loyalty Incentive		Php10,000 for 10 years in Service Php 5,000 for 15years, 20 years and 25 years in service		Active in Service		CSC MC No. 06, s. 2002 / CSC Resolution No. 020295/ COA Circular No. 2013-003A, s. 2013				
Monetization of unused VL and SL		Equivalent to leave credits earned		Active in Service		DBM Joint Circular No. 2-97 /DBM BC No. 2016-2				
Anniversary Bonus		Per milestone of the company (start on 10 years then every 5		Active in Service		A.O. 263 / NBC 452				
Communication Allowance for Secretary		2,500.00 Monthly		Active in Service		JHMC BOD Resolution No. 2021-0405-071				
Per Diem for Corporate Secretary		5,000.00 per Meeting attended		Active in Service		JHMC BOD Resolution No. 2021-0405-071				

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