

# JOHN HAY MANAGEMENT CORPORATION

## COMPENSATION FOR DIRECTORS FOR CY 2021

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.	11	66,000.00	Chairperson, Executive Committee	10	30,000.00	8,576.94	104,576.94
			Chairperson, Governance Committee				
Allan R. Garcia	24	120,000.00	Chairperson, Business Development Committee	27	72,000.00	0.00	192,000.00
			Member, Executive Committee				
			Chairperson, Nominations, Remunerations and Organizational Development Committee				
			Chairperson, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Edward E. Carranza	6	30,000.00	Member, Audit Committee	4	12,000.00	17,801.04	59,801.04
			Member, Governance 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
Eduardo B. Davalan	24	120,000.00	Member, Finance Committee	38	72,000.00	78,443.29	270,443.29
			Member, Nominations, Remunerations and Organizational Development Committee				
			Chairperson, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Charito R. Dulay	24	120,000.00	Member, Audit Committee	33	72,000.00	66,529.42	258,529.42
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Alejandro F. Fernandez	24	120,000.00	Member, Audit Committee	32	72,000.00	104,800.99	296,800.99
			Member, Business Development Committee				
			Member, Governance Committee				
Rufino G. Ibay Jr.	24	120,000.00	Member, Executive Committee	35	72,000.00	16,400.00	208,400.00
			Member, Finance Committee				
			Member, Governance Committee				
			Member, Risk Management Committee				
Rudolph Steve E. Jularbal	24	120,000.00	Member, Audit Committee	36	72,000.00	12,500.00	204,500.00
			Member, Business 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
Ceasar G. Oracion	24	120,000.00	Member, Business Development Committee	39	72,000.00	92,293.87	284,293.87
			Member, Executive Committee				
			Member, Finance Committee				
			Member, Governance Committee				
			Member, Risk Management Committee				
Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities							
Gloria F. Peralta	24	120,000.00	Member, Audit Committee	35	72,000.00	44,999.59	236,999.59
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Monico A. Puentevella Jr.	15	75,000.00	Member, Business Development Committee	19	57,000.00	131,749.30	263,749.30
			Member, Finance Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Christian Paul L. Ulpindo	24	120,000.00	Member, Audit Committee	34	72,000.00	132,326.93	324,326.93
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

**REIMBURSABLE EXPENSES FOR CY 2021 (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	1,000.00	8,576.94
	Representation		0.00	
	Communication	30,000.00	7,576.94	
	Travelling*		0.00	
Allan R. Garcia	Transportation	240,000.00	0.00	0.00
	Representation		0.00	
	Communication	30,000.00	0.00	
	Travelling*		0.00	
Edward E. Carranza	Transportation	240,000.00	0.00	17,801.04
	Representation		0.00	
	Communication	30,000.00	0.00	
	Travelling*		17,801.04	
Eduardo B. Davalan	Transportation	240,000.00	48,443.29	78,443.29
	Representation		0.00	
	Communication	30,000.00	30,000.00	
	Travelling*		0.00	
Charito R. Dulay	Transportation	240,000.00	0.00	66,529.42
	Representation		36,529.42	
	Communication	30,000.00	30,000.00	
	Travelling*		0.00	
Alejandro F. Fernandez	Transportation	240,000.00	54,853.84	104,800.99
	Representation		9,387.15	
	Communication	30,000.00	30,000.00	
	Travelling*		10,560.00	
Rufino G. Ibay Jr.	Transportation	240,000.00	0.00	16,400.00
	Representation		0.00	
	Communication	30,000.00	0.00	
	Travelling*		16,400.00	

**NOTE:**

Chairman Afable resides in Baguio City

Pres. Garcia resides in Baguio City

Dir. Carranza resides in Silang, Cavite

Dir. Davalan resides in Baguio City

Dir. Dulay resides in Baguio City

Dir. Fernandez resides in Tarlac City, Tarlac

Dir. Ibay resides in Quezon City

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Rudolph Steve E. Jularbal	Transportation	240,000.00	0.00	12,500.00
	Representation		0.00	
	Communication	30,000.00	12,500.00	
	Travelling*		0.00	
Ceasar G. Oracion	Transportation	240,000.00	64,803.62	92,293.87
	Representation		0.00	
	Communication	30,000.00	27,490.25	
	Travelling*		0.00	
Gloria F. Peralta	Transportation	240,000.00	0.00	44,999.59
	Representation		1,085.00	
	Communication	30,000.00	30,000.00	
	Travelling*		13,914.59	
Monico A. Puentevella Jr.	Transportation	240,000.00	3,000.00	131,749.30
	Representation		112,515.85	
	Communication	30,000.00	16,233.45	
	Travelling*		0.00	
Christian Paul L. Ulpindo	Transportation	240,000.00	44,974.66	132,326.93
	Representation		57,352.27	
	Communication	30,000.00	30,000.00	
	Travelling*		0.00	

**NOTE:**

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)	650,000.00

**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**