

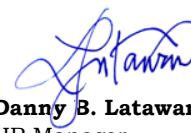
COMPENSATION FOR OFFICERS CY 2025										
Position/Title	Job Grade	Basic Salary		Benefits		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
President and CEO (PCEO)	17 Step 1	2,270,388.00	2,270,388.00	548,516.01	767,348.27	2,818,904.01	3,037,736.27	**Not yet released	122,979.35	1
Vice President and COO (VPCOO)	16 Step 2	2,043,624.00	2,043,624.00	491,811.31	688,786.83	2,535,435.31	2,732,410.83	**Not yet released	110,696.30	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 ALLOWANCES, BENEFITS AND INCENTIVES										
Name of Benefit	Amount per Officer	Coverage				Legal Basis				
A. Standard Allowances and Benefits										
Year End Bonus	Equivalent to their One (1) Month Basic Pay	Aggregate 4 months in service as of October 31,				CPCS Circular No. 2021-001				
Cash Gift	5,000.00	Aggregate 4 months in service as of October 31,				CPCS Circular No. 2021-001				
Uniform Allowance	7,000.00	6 months in service				CPCS Circular No. 2021-002				
Personnel Economic Relief Allowance	2,000.00	Active in Service				CPCS Circular No. 2021-003				
B. Specific-Purpose Allowances and										
Honorarium		Active in Service				DBM B.C. 2007-1, DBM B.C. No. 2007-2, DBM B.C. No. 2004-5, DBM B.C. No. 2004-5A, DBM B.C. No. 2007-3 , whichever is applicable				
Representation Allowance(PCEO)	10,000.00	Active in Service				CPCS Circular No. 2021-006				
Transportation Allowance(PCEO)	Company Vehicle provided	Active in Service				CPCS Circular No. 2021-006				
Representation Allowance(VPCOO)	8,500.00	Active in Service				CPCS Circular No. 2021-006				
Transportation Allowance (VPCOO)	Company Vehicle provided	Active in Service				CPCS Circular No. 2021-006				
C. Incentives										
Loyalty Incentive	Php10,000 for 10 years in Service	Active in Service				GCG APPROVED POLICY AND INTERNAL GUIDELINES ON LOYALTY AWARD				
	Php 5,000 for 15years, 20 years and 25 years in service									
Anniversary Bonus	Per milestone of the company (start on 10 years then every 5 years)	Active in Service				CPCS IRR 2021-01, A.O. 263 / NBC 452				

LIST OF ALLOWANCES, BENEFITS AND INCENTIVES									
Name of Benefit	Amount per Officer	Coverage			Legal Basis				
Mid-Year Bonus	Equivalent to their One (1) Month Basic Pay	Aggregate 4 months in service as of May 15,			CPCS Circular No. 2021-007				
Performance Enhancement Incentive	5,000.00	Employees who are in service as of October 31			CPCS Circular No. 2021-008				
C. Other Entitlements									
Communication Allowance		Active in Service			CPCS Circular No. 2021-010, JHMC-GSD-CD-2018				
Leave Credits		Active in Service			GCG APPROVED POLICY ON LEAVE CREDITS AND MONETIZATION OF LEAVE CREDITS				
Monetization of unused VL and SL	Equivalent to leave credits earned	Active in Service			GCG APPROVED POLICY ON LEAVE CREDITS AND MONETIZATION OF LEAVE CREDITS				
Terminal Leave Benefits		Active in Service			GCG APPROVED POLICY ON LEAVE CREDITS AND MONETIZATION OF LEAVE CREDITS				
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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