

COMPENSATION FOR OFFICERS											
POSITION / TITLE	JOB GRADE / JOB LEVEL	BASIC SALARY		BENEFITS		TCF		PBB		NO. OF OFFICERS	POSITION TCF
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		
General Manager	30	1,722,408.00	1,911,456.00	N/A	608,670.00	N/A	2,520,126.00	Per GCG Circular		1	N/A
Assistant General Manager	29	1,541,604.00	1,710,792.00	552,686.00	567,086.00	2,094,290.00	2,227,878.00	Per GCG Circular		2	N/A
Department Manager	26	1,105,296.00	1,226,604.00	404,216.00	415,510.00	1,509,512.00	1,642,114.00	Per GCG Circular		2	N/A

COMPENSATION FOR OFFICERS										
NAME OF BENEFIT	AMOUNT PER OFFICER							COVERAGE	LEGAL BASIS	
	GENERAL MANAGER	ASSISTANT GENERAL MANAGER	ASSISTANT GENERAL MANAGER B	DEPARTMENT MANAGER A	DEPARTMENT MANAGER B					
PERA	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	12 months	DBM Circular 2011-2	
Representation Allowance***	132,000.00	120,000.00	120,000.00	120,000.00	90,000.00	90,000.00	90,000.00	12 months	DBM National Budget Circular 546	
Transportation Allowance**	132,000.00	120,000.00	120,000.00	120,000.00	90,000.00	90,000.00	90,000.00	12 months	DBM National Budget Circular 546	
Rice Subsidy	0.00	14,400.00	0.00	0.00	0.00	0.00	0.00	12 months	RA 6758	
Uniform Allowance	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	12 months	DBM Budget Circular No. 2018-1	
13th Month	152,335.00	136,343.00	136,343.00	136,343.00	97,755.00	97,755.00	92,108.00	1 month	GCG Memorandum Circular No. 2018-3	
14th Month	152,335.00	136,343.00	136,343.00	136,343.00	97,755.00	97,755.00	92,108.00	1 month	GCG Memorandum Circular No. 2018-3	
Cash Gift	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	12 months	GCG Memorandum Circular No. 2018-3	
PEI	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	12 months	DBM Budget Circular 2017-4	

COMPENSATION FOR DIRECTORS										
GOCC Class per EO 24	C									
Per Diem for Board Meetings	15,000.00									
Per Diem for Committee Meeting	9,000.00									

Name of Director	BOD MEETINGS ATTENDED	TOTAL BOD PER DIEMS	COMMITTEE MEMBERSHIP	COMMITTEE MEETINGS ATTENDED	TOTAL COMMITTEE PER DIEMS	REIMBURSEMENTS	TOTAL
Ma. Lourdes F. Rebuena	3	45,000.00	1	0	-	N/A	45,000.00

REIMBURSABLE EXPENSES (if applicable)		
NAME OF DIRECTOR	TOTAL	BREAKDOWN
N/A	N/A	N/A

COMPENSATION FROM INVESTEE COMPANIES (if applicable)

*** Not Receiving RATA ** Not Receiving TA
1. Ma. Lourdes F. Rebuena 1. Saturnino H. Mejia
2. Lilia L. Arce