LBP LEASING and FINANCE CORPORATION

Yr. 2016

(All Amounts in Php)

COMPENSATION FOR OFFICERS												
Position/Title		Basic Salary per Annum		Benefits per Annum		TCF per Annum		2015 PBB Actual		No of Officers	Position TCF	
	Pay Grade	Min	Max	Min	Max	Min	Max	Min	Max		Min	Max
President	15	770,400.00	1,694,400.00	295,600.00	449,600.00	1,066,000.00	2,144,000.00	-	-	1	1,066,000.00	2,144,000.00
Vice President	13	639,600.00	1,017,600.00	357,800.00	420,800.00	997,400.00	1,438,400.00	74,300.00	121,950.00	3	2,992,200.00	4,315,200.00
Assistant Vice President	12	519,600.00	957,000.00	325,800.00	398,700.00	845,400.00	1,355,700.00	55,300.00	153,250.00	3	2,536,200.00	4,067,100.00
Senior Manager	11	433,200.00	678,000.00	299,400.00	340,200.00	732,600.00	1,018,200.00	na	38,400.00	1	732,600.00	1,018,200.00
Manager	10	361,200.00	577,200.00	275,400.00	311,400.00	636,600.00	888,600.00	19,050.00	51,150.00	2	1,273,200.00	1,777,200.00
Assistant Manager	9	300,000.00	483,600.00	253,200.00	283,800.00	553,200.00	767,400.00	24,640.00	50,250.00	4	2,212,800.00	3,069,600.00
LIST OF BENEFITS				,	,	,	,	,			, , , , , , , , , , , ,	-,,
Name of Benefit/Allowance		Amount per Officer	Coverage	Legal Basis								
Transportation Allowance		varies according to rank	monthly	DBM NBC 546, s. 2013; LLC Board Res. No. 13-052								
Representation Allowance		varies according to rank	monthly	DBM NBC 546, s. 2013;LLC Board Res. No. 13-052								
Uniform Allowance		5,000.00	annual for all employees	DBM BC No. 2012-1; LLC Board Res. No. 13-017								
Medical Allowance		13,000.00	annual for all employees	LLC Board Approval in its mtg on 25 May 1988; Amended by LLC ExCom Res. No. 03-020								
Rice Allowance*		2,350.00	monthly for all employees	LLC Board Approval								
Year-end Bonus (13th Month Pay)		1 month basic salary	annual for all employees	LLC Board Approval								
Year-end Cash Gift		5,000.00	annual for all employees	LLC Board Approval								
14th Month Pay		1 month basic salary	annual for all employees	LLC Board Approval								
Anniversary Bonus		8,000.00	annual for all employees	LLC Board Res. No. 04-023; Amended by LLC Board Res. No. 08-035								
Performance-Based Bonus		Depends on Performance Ranking	annual for all employees	GCG MC and LLC Board Approval								
*based on budget per sack of rice / ** or	nly for CY 2016											

LBP LEASING and FINANCE CORPORATION

Yr. 2016

(All Amounts in Php)

COMPENSATION FOR DIRECTORS	3										
	Chairman	Member									
GOCC Class per EO 24: D											
Per Diem for Board Meetings:	12,000.00	10,000.00									
Per Diem for Committee Meetings:	6,000.00	6,000.00									
-					•	•	•				
Name of Director	Head Count	2016 BOD Meetings Attended	Total BOD Per Diems	Committee Membership	2016 Committee Meetings Attended*	Total Committee Per Diems	Reimbursement s	2016 Total			
Gilda Pico	1	6	72,000.00	Governance	2	12,000.00	-	84,000.00			
Manuel H. Lopez	2	12	120,000.00	ExCom; Governance	17	102,000.00	-	222,000.00			
Domingo I. Diaz	3	6	60,000.00	ExCom; Governance	2	12,000.00	-	72,000.00			
Silvestre M. C. Punsalan	4	12		ExCom; Governance	21	126,000.00	-	246,000.00			
Rodrigo B. Supeña	5	11	110,000.00	ExCom; Audit	20	120,000.00	-	230,000.00			
Cecilia C. Borromeo	6	10	100,000.00	ExCom; Governance	16	96,000.00	-	196,000.00			
Julio D. Climaco, Jr.	7	11	110,000.00		8	48,000.00	-	158,000.00			
Edward John T. Reyes	8	12	120,000.00	Governance; Risk	6	36,000.00	-	156,000.00			
Andres C. Sarmiento	9	7	70,000.00	ExCom; Audit	3	18,000.00	-	88,000.00			
Alvin G. Dans	10	1		ExCom; Governance	2	12,000.00	-	22,000.00			
Carel D. Halog	11	8	80,000.00	Risk; RPT	4	24,000.00	-	104,000.00			
Joel R. Caminade	12	1	10,000.00		-	-	-	10,000.00			
Francisco J. Leonor, Jr.	13	1	10,000.00		-	-	5,030.00	10,000.00			
REIMBURSABLE EXPENSES (if ap	plicable)										
Name of Director	Total	Breakdown									
Francisco J. Leonor, Jr.	5,030.00	Lodging									
COMPENSATION EDOM IN VEGETE	COMPANIE	O (if a realizable)									
COMPENSATION FROM INVESTEE		Total									
Name of Director	Investee Company	Total Compensatio n Received		Total Reimbursed Expenses	Breakdown						
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.				·		