

# LBP LEASING and FINANCE CORPORATION

Yr. 2018

(All Amounts in Php)

COMPENSATION FOR OFFICERS										
		Basic Salary per Annum		Benefits per Annum		TCF per Annum		No of Officers	Position TCF	
Position/Title	Salary Grade	Min (Step1)	Max (Step 8)	Min	Max	Min	Max		Min	Max
President*	28	1,379,772.00	1,531,212.00	393,702.91	418,942.91	1,773,474.91	1,950,154.91	1	1,773,474.91	1,950,154.91
Executive Vice President	27	1,234,920.00	1,370,520.00			1,234,920.00	1,370,520.00	0		
Vice President	26	1,105,296.00	1,226,604.00	438,706.91	458,924.91	1,544,002.91	1,685,528.91	3	4,632,008.73	5,056,586.73
Assistant Vice President	25	989,268.00	1,097,844.00	407,368.91	425,464.91	1,396,636.91	1,523,308.91	3	4,189,910.73	4,569,926.73
Senior Manager	24	879,588.00	976,128.00	386,228.91	403,321.91	1,265,816.91	1,379,449.91	1	1,265,816.91	1,379,449.91
Manager	23	787,248.00	873,660.00	349,698.91	364,100.91	1,136,946.91	1,237,760.91	2	2,273,893.82	2,475,521.82
Assistant Manager	22	704,604.00	781,944.00	323,924.91	336,814.91	1,028,528.91	1,118,758.91	6	6,171,173.46	6,712,553.46
*Under Transition Allowance										
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; LLFC Board Res. No. 13-052						
Representation Allowance		varies according to rank	monthly	DBM NBC 546, s. 2013;LLFC Board Res. No. 13-052						
Personal Economic Relief Allowance (PERA)		2,000.00	monthly	DBM BC No. 2009; JR 4; GCG Authorization on SSL Adoption						
Uniform Allowance		6,000.00	annual for all employees	DBM BC No. 2018-1						

Mid-Year Bonus		1 month basic salary	annual for all employees	GCG MC No. 2018-03						
Year-end Cash Gift		5,000.00	annual for all employees	GCG MC No. 2018-04						
Year-end Bonus		1 month basic salary	annual for all employees	GCG MC No. 2018-05						
Productivity Enhancement Incentive				GCG MC No. 2017-05; JR 4; GCG Authorization on SSL Adoption						
Performance-Based Bonus		Depends on Performance Ranking	annual for all employees	GCG MCs and LLFC Board Approval						
<b>REIMBURSABLE EXPENSES (EME)</b>										
<b>Position</b>	<b>Ceiling per Month</b>	<b>Mode of Payment</b>								
President	<b>30,000.00</b>	Reimbursable supported by Official Receipts								
Executive Vice President	<b>20,000.00</b>									
Vice President	<b>15,000.00</b>									
Assistant Vice President	<b>5,000.00</b>									
<b>COMPENSATION FOR DIRECTORS</b>										
	<b>Chairman</b>	<b>Member</b>								
GOCC Class per EO 24: <b>D</b>										
Per Diem for Board Meetings:	12,000.00	10,000.00								
Per Diem for Committee Meetings:	6,000.00	6,000.00								
<b>Name of Director</b>	<b>Head Count</b>	<b>2018 BOD Meetings Attended</b>	<b>Total BOD Per Diems</b>	<b>Committee Membership</b>	<b>2018 Committee Meetings Attended*</b>	<b>Total Committee Per Diems</b>	<b>Reimbursements</b>	<b>2018 Total</b>		
Alex V. Buenaventura	1	11	132,000	-		-		132,000.00		
Silvestre Manuel C. Punsalan	2	12	120,000	ExCom; Governance & Audit	8	48,000.00		168,000.00		
Manuel H. Lopez	3	11	110,000	ExCom	12	72,000.00		182,000.00		

Edward John T. Reyes	4	12	120,000	ExCom; Risk	16	96,000.00		216,000.00		
Francisco J. Leonor, Jr.	5	12	120,000	ExCom	14	84,000.00		204,000.00		
Joel R. Caminade	6	11	110,000	ExCom	12	72,000.00	26,677.14	182,000.00		
Fritz M. Salazar	7	12	120,000	Audit Com	4	24,000.00	1,889.39	144,000.00		
Roberto U. Teo	8	12	120,000	ExCom	12	72,000.00		192,000.00		
Conrado S. Minano, jr.	9	12	120,000	Risk & Audit	6	36,000.00	12,544.92	156,000.00		
Leticia V. Damasco	10	11	110,000	Risk & Governance	8	48,000.00	10,931.36	158,000.00		
John E. Ayudtud	11	4	40,000	Audit & Govern	1	6,000.00		46,000.00		
Felix L. Manlangit	Corp. Sec.	1	6,000					6,000.00		
<b>COMPENSATION FROM INVESTEE COMPANIES</b> <i>(if applicable)</i>										
<b>Name of Director</b>	<b>Investee Company</b>	<b>Total Compensation Received</b>	<b>Breakdown</b>	<b>Total Reimbursed Expenses</b>	<b>Breakdown</b>					
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.					