

**LBP LEASING and FINANCE CORPORATION**
**Yr. 2019**
*(All Amounts in Php)*

<b>COMPENSATION FOR OFFICERS</b>												
		<b>Basic Salary per Annum</b>		<b>Benefits per Annum</b>		<b>TCF per Annum</b>		<b>2017 PBB Actual</b>		<b>No of Officers</b>	<b>Position TCF</b>	
Position/Title	Salary Grade	Min (Step1)	Max (Step 8)	Min	Max	Min	Max	Min	Max		Min	Max
President*	28	1,646,340.00	1,843,896.00	393,702.91	418,942.91	2,040,042.91	2,262,838.91	-	-	1	2,040,042.91	2,262,838.91
Executive Vice President	27	1,456,932.00	1,631,772.00			1,456,932.00	1,631,772.00			0		
Vice President	26	1,289,328.00	1,444,044.00	438,706.91	458,924.91	1,728,034.91	1,902,968.91	-	-	3	5,184,104.73	5,708,906.73
Assistant Vice President	25	1,140,996.00	1,277,916.00	407,368.91	425,464.91	1,548,364.91	1,703,380.91	-	-	3	4,645,094.73	5,110,142.73
Senior Manager	24	1,000,872.00	1,120,980.00	386,228.91	403,321.91	1,387,100.91	1,524,301.91	-	-	1	1,387,100.91	1,524,301.91
Manager	23	885,732.00	992,016.00	349,698.91	364,100.91	1,235,430.91	1,356,116.91	-	-	2	2,470,861.82	2,712,233.82
Assistant Manager	22	783,828.00	877,884.00	323,924.91	336,814.91	1,107,752.91	1,214,698.91	-	-	6	6,646,517.46	7,288,193.46
*Under Transition Allowance												
<b>LIST OF BENEFITS</b>												
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								
REIMBURSABLE EXPENSES (EME)												
Position	Ceiling per Month	Mode of Payment										
President	30,000.00	Reimbursable supported by Official Receipts										
Executive Vice President	20,000.00											
Vice President	15,000.00											
Assistant Vice President	5,000.00											
COMPENSATION FOR DIRECTORS												
	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	2019 BOD Meetings Attended	Total BOD Per Diems	Committee Membership	2019 Committee Meetings Attended*	Total Committee Per Diems	Reimbursements	2019 Total		2019 Total		
Cecilia C. Borromeo	1	10	120,000	Governance	4	24,000.00				144,000.00		
Silvestre Manuel C. Punsalan	2	11	110,000	ExCom; Governance & Audit	15	90,000.00				200,000.00		
Manuel H. Lopez	3	4	40,000	ExCom	5	30,000.00				70,000.00		
Edward John T. Reyes	4	11	110,000	ExCom; Risk	17	102,000.00				212,000.00		
Francisco J. Leonor, Jr.	5	12	120,000	ExCom; Audit	13	78,000.00				198,000.00		
Fritz M. Salazar	6	12	120,000	Risk & Audit	10	60,000.00	669.91			180,669.91		
Roberto U. Teo	7	12	120,000	Excom & Governance	16	96,000.00	-			216,000.00		
Conrado S. Minano, Jr.	8	12	120,000	ExCom; Risk & Governance	12	72,000.00	14,640.65			206,640.65		
Leticia V. Damasco	9	12	120,000	Risk & Governance	9	54,000.00	21,544.28			195,544.28		
Virgilio M. Sangutan	10	8	80,000	Audit	4	24,000.00	-			104,000.00		
Nanziancino M. Dilay	11	6	60,000	Audit	2	12,000.00	4,977.46			76,977.46		
Alex V. Buenaventura	12	2	24,000			-				24,000.00		
Felix L. Manlangit	Corp. Sec.	12	72,000							72,000.00		
COMPENSATION FROM INVESTEE COMPANIES (if applicable)												
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown							
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.							