LBP LEASING and FINANCE CORPORATION

Yr. 2020

(All Amounts in Php)

COMPENSATION FOR OFFICE	RS									
	Salary Grade	Basic Salary per Annum		Benefits per Annum		TCF per Annum		No of Officers	Position TCF	
Position/Title		Min (Step1)	Max (Step 8)	Min	Мах	Min	Max		Min	Max
President	28	1,646,340.00	1,843,896.00	900,390.00	933,916.00	2,546,730.00	2,777,812.00	1	2,546,730.00	2,777,812.00
Vice President	26	1,289,328.00	1,444,044.00	636,888.00	662,674.00	1,926,216.00	2,106,718.00	4	7,704,864.00	8,426,872.00
Assistant Vice President	25	1,140,996.00	1,277,916.00	480,166.00	602,986.00	1,621,162.00	1,880,902.00	1	1,621,162.00	1,880,902.00
Senior Manager	24	1,000,872.00	1,120,980.00	384,812.00	404,830.00	1,385,684.00	1,525,810.00	1	1,385,684.00	1,525,810.00
Manager	23	885,732.00	992,016.00	353,622.00	371,336.00	1,239,354.00	1,363,352.00	1	1,239,354.00	1,363,352.00
Assistant Manager	22	759,828.00	877,884.00	324,638.00	340,314.00	1,084,466.00	1,218,198.00	7	7,591,262.00	8,527,386.00
* One of the Director was appointed	l as Officer-in-	Charge of LLFC ef	fective October 1,	2020 due to resignatio	n of the President.					
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						
nctioning as oic		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 (EM	E)								
Position	Ceiling per Month	Mode of Payment							
President	30,000.00	Reimbursable							
Executive Vice President	20,000.00	supported by							
Vice President	15,000.00	Official Receipts							
Assistant Vice President	5,000.00								
COMPENSATION FOR DIRECTOR	9								
	Chairman	Member							
GOCC Class per EO 24: D	onannan	monibol							
Per Diem for Board Meetings:	12,000.00	10,000.00							
Per Diem for Committee Meetings:	6,000.00	6,000.00							
i el blem for committee meetings.	0,000.00	0,000.00	<u> </u>		<u> </u>	<u> </u>			
Name of Director	Head Count	2020 BOD Meetings Attended	Total BOD Per Diems	Committee Membership	2020 Committee Meetings Attended*	Total Committee Per Diems	Reimbursements	2020 Total	
Cecilia C. Borromeo	1	12	144,000	Governance	4	24,000.00		168,000.00	
Michael Aranas	2	7	70,000	ExCom; Governance & Audit	5	30,000.00		100,000.00	
Sivester Punzalan	3	5	50,000		9	54,000.00		104,000.00	
Edward John T. Reyes	4	12		ExCom; Risk	18	108,000.00		228,000.00	
Francisco J. Leonor, Jr.	5	8		ExCom; Audit	10	60,000.00		140,000.00	
Fritz M. Salazar	6	12		Risk & Audit	13	78,000.00		198,000.00	
Roberto U. Teo	7	12		Excom & Governance	17	102,000.00		222,000.00	
Conrado S. Minano, Jr.	8	12	120,000	ExCom; Risk & Governance	15	90,000.00	3,262.35	213,262.35	
Leticia V. Damasco	9	12		Risk & Governance	8	48,000.00		168,000.00	
Virgilio M. Sangutan	10	12	120,000		4	24,000.00		144,000.00	
Nanziancino M. Dilay	11	12	120,000	Audit	9	54,000.00	11,378.32	185,378.32	ļ
Edgar Violan	12	10	100,000		7	42,000.00		142,000.00	ļ
Atty. Felix L. Manlangit	Corp. Sec.	7	42,000			-		42,000.00	ļ
Atty. Jan Michael S. De la Cruz	Corp. Sec.	3	24,000					24,000.00	
COMPENSATION FROM INVESTE	E COMPANIE								
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.				