

2017 EMPLOYEE WELFARE AND BENEFITS

- **UNIFORM ALLOWANCE**

A uniform allowance equivalent to Six Thousand Pesos (₱6,000.00) is granted to all officers and regular employees per year. The uniform allowance shall be paid directly to the supplier or manufacturer of uniform.

- **RETIREMENT PLAN**

All employees of LLFC are automatically considered members of the Retirement Benefit Plan and are entitled to receive its benefits in accordance with its policies and guidelines. Membership thereof shall continue until the member retires, resigns or is separated from the service, or upon transfer to another office, or upon his death.

- **LBP'S MOBILE LOAN PROGRAM** which is extended to LLFC personnel.

2017 EMPLOYEE DEVELOPMENT

- Participation in the annual bowling tournament spearheaded by the Philippine Finance Association (PFA) and participated in by different leasing and financing companies in the Philippines. The tournament was held from October 3 to November 28, 2017.
- Participation in the annual clean-up program of Manila Bay S.U.N.S.E.T. Partnership Program Inc., through volunteerism to promote and implement sustainable and supplementary efforts to improve the environmental quality of Manila Bay. This activity develops environmental awareness as well as reinforces commitment to corporate social responsibility. It was conducted on August 12, 2017 at Manila Bay near the US Embassy Area.
- Participation in the annual Manila Bay Clean-Up Run on July 23, 2017 in support of the Manila Bay S.U.N.S.E.T partnership Program, Inc.
- **14 February 2017: Annual Ice Cream Party**

An event held in February every year where the officers and employees of the Corporation are gathered for an Ice Cream Party. The Party demonstrates the value and importance that Management gives to the rank and file employees through the uniqueness of the way the event is conducted. The Corporate Officers, including the President and CEO, are the ones who serve the ice cream and other snack items to the rank and file employees in this annual event.

- **07 December 2017: Year-End Fellowship**

Held annually before the end of the year, the event endeavors to strengthen the camaraderie among the workforce in the event regardless of the position and/or rank as a means of establishing the significance of each one's vital role in the accomplishment of the undertakings of the Corporation. New employees, those hired during the year, are given the chance to have a special participation in the event as a means of reinforcing the significance of their roles as new members of the corporate team.

Trainings Attended CY 2017				Participants			
Particulars	Objectives/Details	Venue	Date of Seminar	Male	Female	Organizer	No. of Training Hour
Effective Prospecting and Converting Leads into Sales Opportunities Seminar		Lourdes Suites, Makati	March 16, 2017	0	3	Harry Pound Consultants & Training for Less	8 hours
Problem Accounts Handling and Negotiation for Credit and collection professionals		Heritage Hotel Manila	February 22, 2017	0	1	Harry Pound Consultants	8 hours
GFA Re-Orientation and Walk through		The Bayleaf Intramuros	March 10, 2017	0	3	PS-PhilGEPS	5 1/2 hours
Prof. Collection Skills & Enhancement Workshop		Holiday Inn	March 24, 2017	1	1	Harry Pound	8 hours
Time Management for Effective Job Performance		Makati City	May 12, 2017	1	5	Training for Less	4 hours
Real Estate Appraiser on Property Measurement Standard		CityLand Tower 1, Salcedo Village Makati City	May 27 & 28, 2017; June 3 & 4, 2017; June 10 & 11,	1	0	Philippine Association of Realty Appraiser, Inc	48 hours

			2017				
Real Estate Appraisers Update Seminars		LBP Plaza/NCCP Q.C.	May 11 & 12, 2017; May 20 & 21, 2017; May 27 & 28, 2017	2	0	Insat. Of Phil. Real Estate Appraisers (IPREA)	48 hours
Seminar on Sexual Harassment		LLFC Conference Room	July 17, 2017	16	30	CSG	4 hours
Seminars of DDP & KSS		PICPA Bldg	August 11,22,23,24,25 & 29, 2017	1	1	PICPA	48 hours
Effective Inventory Planning and Control		RCBC Plaza Makati	August 24, 2017	0	1	Powermax Consulting Group	8 hours
PFRS Updates -KSS		PICPA Bldg	September 9, 2017	1	0	PICPA	8 hours
Compliance to IRR of Data Privacy Act & Implementation Best Practice		Manila Marriott Hotel, Pasay City	September 20, 2017	0	2	The Center for Global Practices	8 hours
PICPA NMMC Seminars of LMN		PICPA Bldg	October 4,5,6,11,12,18,19,20,25 & 26, 2017	0	1	PICPA	80 hours
BIR CAS Seminar		EDSA Shangri-La, Mand. City	October 6, 2017	0	2	Center for Global Best Practices	8 hour
Pag-IBIG's Employers' Forum		Max Restaurant, Jupiter Makati City	October 12, 2017	2	0	Pag-IBIG	
AMLA Update Seminar 2017 Morning Session		LLFC Conference Room	October 20, 2017	16	30	LBP Compliance Mgmt. Group-AML Dept.	8 hours

Gender Analysis and Harmonized Gender and Development Guidelines for LBP		LBP, Malate	October 23-24, 2017	1	0	LBP ERD	16 hours
Data Privacy Act		LLFC Conference Room	November 15, 2017	20	36	LBP-Risk Mgmt-Sofia C. Ladores c/o RLG	2 hours
PFA IFRS Seminar		Ateneo Professional Schools, Rockwell Center, Makati City	November 24, 2017	1	1	PFA	8 hours
Enterprise Content Management Training		Microsoft Phils, Ayala Tower	November 27,28 &29, 2017	0	1	Tech One Global	21 hours
Seminar/Briefing to Large Taxpayers under RDO 125 on Year-End Tax Reminders and Tax Updates.		BIR, QC	December 1, 2017	1	0	BIR	4 hours