

## **2018 EMPLOYEE WELFARE AND BENEFITS**

- **PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)**

PERA shall be given at Two Thousand Pesos (P2,000) per month to supplement pay due to the rising cost of living per DBM Budget Circular No. 2009-3.

- **UNIFORM ALLOWANCE**

A uniform allowance equivalent to Six Thousand Pesos (P6,000) 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.

## **2018 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 2 to December 4, 2018.

- 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.

- **14 February 2018:  
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.

- **April 6-7, 2018:**  
**2018 Summer Fellowship and Team-Building**

As part of its Personnel Development Program, a Summer Fellowship and Team Building Activity was conducted on April 6-7, 2018 at Shercon Resort and Ecology Park in Barangay, San Sebastian, Mataas na Kahoy, Batangas. The Officers and Staff participated in various activities that were aimed to improve communication, increase trust, collaboration and motivation.

- **14 December 2018**  
**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.

**Training Attended CY 2018**

Particulars	Venue	Date of Seminar	Participants		Organizer	No. of Training
			Male	Female		
Training/seminar on on Gov't . Procurement	Hotel Kimberly Malate Manila	February 21-23, 2018	1	0	Governemnt Internal Auditors, Inc	24 hours
General Analysis & Harmonized Gender and Development Guidelines	LBP Plaza	Februray 12 & 13, 20	1	1	Vinegas Development Consulting	16 hours
Seminar on Improving skills/Basics of Collection Negotiation	Lourdes Suites, Makati City	March 2, 2018	1	1	Training for Less	8 hours
PS-PhilGEPS Focus Group Discussion	PS Conference Room Cristobal Paco Manila	February 6, 2018	1	3	PhilGEPS	4 hours
Data Privacy Summit	Philippine International Convention Center, Pasay City	February 20, 2018	0	3	Home Credit and PFA	6 hours
Technical Training Workshop	Socual Hall, Malacañang Compound Manila	February 15, 2018	0	2	Presidential Communication Operation Office	4 hours
Masterclass on Writing Minutes of the Meetings	Bellevue Hotel Muntinlupa City	April 24, 2018	0	2	Global Best Practices	8 hours
Training/seminar on on Gov't . Procurement	Hotel Kimberly Malate Manila	April 11-13, 2018	0	1	Governemnt Internal Auditors, Inc	24 hours
Seminar on Financial Statement Demystified	RCBC Plaza Makati City	March 22, 2018	0	4	Powermax Consulting Group	8 hours
The Phil. Bidding Documents	Hotel Kimberly Malate Manila	May 23-25, 2018	1	2	Governemnt Internal Auditors, Inc	24 hours
Training on the Use of New APCPI System	PS Conference Room Cristobal Paco Manila	March 23, 2018	1	1	Government Procurement Policy Board.	8 hours
Dialogue with Large Taxpayers	BIR NOB Diliman Quezon City	April 4, 2018	1	0	BIR Head Office	4 hours
Philippine Bidding Documents	Hotel Kimberly Malate Manila	June 27-29, 2018	1	0	Governemnt Internal Auditors, Inc	24 hours
LBP Basic Credit Management Course	LBP Plaza	May 7-25, 2018	6	15	LBP-ODD	120 hours
NPC's National Data Privacy Conference	PICC Hall	May 28-29, 2018	0	2	National Privacy Commission	16 hours
Employer Forum -Pag-IBIG	McDonald's Greenbelt Makati City	May 31, 2018	0	2	Pag-Ibig Fund Buendia Branch	4 hours
Philippine Bidding Documents	Hotel Kimberly Malate Manila	June 27-29, 2018	0	1	Association of Governement Internal Auditors	24 hours
The BSMA Security Summit	SMX Aura Taguig City	June 21-22, 2018	0	1	Bank Security Management Association	16 hours
Comprehensive Expanded Withholding Tax How to Structure & Compute Salaries, Wages, & Ben. with the 2018 Train Incentives for Taxpayers	RCBC Plaza Makati City	July 4, 2018	0	1	Powermax Consulting Group	8 hours
	EDSA Shangri-La	July 6, 2018	0	1	Center for Best Practices	8 hours
Train Law Information Campaign-BIR Cebu	BIR Regional Bldg Cebu City	July 6, 2018	0	1	BIR Cebu	8 hours
Inventory Control Management	RCBC Plaza Makati City	August 30, 2018	1	0	Powermax Consulting Group	8 hours
Various PICPA Seminars	PICPA Bldg	November 1, 23 & December 6, 2018	0	1	PICPA	24 hours
BIR Tax Seminar Briefing with Large Taxpayers	BIR HO	December 3, 2018	0	1	BIR	8 hours