

COMPENSATION FOR OFFICERS for CY 2014											
Position/Title	Job Grade / Job Level	Basic Salary per month		Benefits		TCF		PBB		No of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President and CEO	SG 30	125,000	200,000					157,892	394,730	1	
Vice- President	SG 29	100,000	160,000					146,198	365,495	1	
Corporate Secretary	DENR Employee	no additional compensation from PMDC									
Treasurer	PNOC employee	no additional compensation from PMDC									
<b>LIST OF BENEFITS</b>											
<b>Name of Benefit</b>		<b>Amount per Officer</b>	<b>Coverage</b>	<b>Legal Basis</b>							
Communication Allowance	President & CEO	P5,000/mo.									
	Vice President	P4,000/mo.									
Gasoline	President & CEO	P15,000/mo.									
	Vice President	P12,000/mo.									
Business Meetings	President & CEO	P10,000/mo.									
<b>COMPENSATION FOR DIRECTORS</b>											
GOCC Class per EO 24: Class E		P5,000 per meeting									
Per Diem for Board Meetings:		P3,000 per meeting									
Per Diem for Committee Meetings:		<b>BOD Meetings Attended</b>	<b>Total BOD Per Diems</b>	<b>Committee Membership</b>	<b>Committee Meetings Attended</b>	<b>Total Committee Per Diems</b>	<b>Reimbursements</b>	<b>Total</b>			
<b>Name of Director</b>											
Atty. Lito A. Mondragon		3	P15,000.00		1	P3,000.00		P18,000.00			
Christopher L. Carrion		3	P15,000.00		1	P3,000.00		P18,000.00			
Federico C. Gaspar		2	P10,000.00		2	P6,000.00		P16,000.00			
Sec. Ramon J. Paje		3						none			
Antonio M. Cailao		3						none			
Cecilio B. Lorenzo		3						none			
Zenaída Y. Monsada		1						none			
Mari Jennifer F. Bruce		3						none			
Ma. Lourdes F. Rebuena		1						none			
Saturnino H. Mejia		2						none			
<b>Total</b>		<b>Breakdown</b>									
<b>REIMBURSABLE EXPENSES (if applicable)</b>											
<b>Name of Director</b>											
Not Applicable											
<b>Investee Company</b>											
		<b>Total Compensation Received</b>	<b>Breakdown</b>	<b>Total Reimbursed Expenses</b>	<b>Breakdown</b>						
<b>COMPENSATION FROM INVESTEE COMPANIES (if applicable)</b>											
<b>Name of Director</b>											
Not Applicable											