

COMPENSATION FOR OFFICERS for CY 2016											
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								
Vice- President	SG 29	100,000	160,000								
Corporate Secretary	DENR Employee	no additional compensation from PMDC									
Treasurer	PNOC employee	no additional compensation from PMDC									
<b>LIST OF BENEFITS</b>											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
Communication Allowance	President & CEO	P5,000/mo.									
	Vice President	P4,000/mo.									
Gasoline	President & CEO	Actual									
	Vice President	Actual									
Business Meetings	President & CEO	Actual									
	President & CEO	1 month salary									
Mid Year Bonus	Vice President	1 month salary									
	President & CEO	P5,000									
Productivity Enhancement Incentive (PEI)	President & CEO	P5,000									
	Vice President	P5,000									
<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									
		<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 (unpaid Per Diem in 2012)</b>	<b>Total</b>			
Per Diem for Committee Meetings:											
<b>Name of Director</b>											
Atty. Lito A. Mondragon		3	P15,000.00					P15,000.00			
Christopher L. Carrion		2	P10,000.00					P10,000.00			
Federico C. Gaspar		2	P10,000.00					P10,000.00			
Sec. Ramon J. Paje		-	-					none			
Usec. Analiza R. Teh		3	-					none			
Antonio M. Cailao		3	-					none			
Cecilio B. Lorenzo		2	-		1	-		none			
Donato D. Marcos		1	-		1	-		none			
Ma. Teresa S. Habitan		2	-					none			
Toni Angeli V. Co		1	-					none			
Ma. Lourdes F. Rebuena		2	-		1	-		none			
Saturnino H. Mejia		2	-					none			
<b>REIMBURSABLE EXPENSES (if applicable)</b>											
<b>Name of Director</b>	<b>Total</b>	<b>Breakdown</b>									
Not Applicable											
<b>COMPENSATION FROM INVESTEE COMPANIES (if applicable)</b>											
<b>Name of Director</b>	<b>Investee Company</b>	<b>Total Compensation Received</b>	<b>Breakdown</b>	<b>Total Reimbursed Expenses</b>	<b>Breakdown</b>						
Not Applicable											