

COMPENSATION FOR OFFICERS for CY 2020											
Position/Title	Job Grade / 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	175,184	196,206								
Vice- President CS	SG 29	155,030	173,634								
Vice- President OP	SG 29	155,030	173,634								
Corporate Secretary	PMDC Employee	No additional compensation from PMDC									
<b>LIST OF BENEFITS</b>											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
Representation Allowance	President & CEO	P11,000/mo.	2021	DBM National Budget Circular No. 548							
	Vice President-CS	P10,000/mo.	2021	DBM National Budget Circular No. 548							
	Vice President-OP	P10,000/mo.	2021	DBM National Budget Circular No. 548							
Transportation Allowance	President & CEO	P11,000/mo.	2021	DBM National Budget Circular No. 548							
	Vice President-CS	P10,000/mo.	2021	DBM National Budget Circular No. 548							
	Vice President-OP	P10,000/mo.	2021	DBM National Budget Circular No. 548							
Personal Economic Relief Allowance	President & CEO	P2,000/mo.	2021	DBM Budget Circular No. 2009-3							
	Vice President-CS	P2,000/mo.	2021	DBM Budget Circular No. 2009-3							
	Vice President-OP	P2,000/mo.	2021	DBM Budget Circular No. 2009-3							
Cash Gift	President & CEO	P5,000/mo.	2021	DBM Budget Circular No. 2016-4							
	Vice President-CS	P5,000/mo.	2021	DBM Budget Circular No. 2016-4							
	Vice President-OP	P5,000/mo.	2021	DBM Budget Circular No. 2016-4							
Clothing Allowance	President & CEO	P6,000/mo.	2021	DBM Budget Circular No. 2018-1							
	Vice President-CS	P6,000/mo.	2021	DBM Budget Circular No. 2018-1							
	Vice President-OP	P6,000/mo.	2021	DBM Budget Circular No. 2018-1							
Extraordinary and Miscellaneous Expense	President & CEO	Actual	2021	Section 19 and other related sections of RA 6688							
Mid Year Bonus	President & CEO	1 month salary	2021	DBM Budget Circular No. 2017-2							
	Vice President-CS	1 month salary	2021	DBM Budget Circular No. 2017-2							
	Vice President-OP	1 month salary	2021	DBM Budget Circular No. 2017-2							
Year End Bonus	President & CEO	1 month salary	2021	DBM Budget Circular No. 2016-4							
	Vice President-CS	1 month salary	2021	DBM Budget Circular No. 2016-4							
	Vice President-OP	1 month salary	2021	DBM Budget Circular No. 2016-4							
Productivity Enhancement Incentive (PEI)	President & CEO	P5,000	2021	DBM Budget Circular No. 2017-4							
	Vice President-CS	P5,000	2021	DBM Budget Circular No. 2017-4							
	Vice President-OP	P5,000	2021	DBM Budget Circular No. 2017-4							
Service Recognition Incentive (SRI)	President & CEO	P10,000	2021	Administrative Order No. 45 / DBM Budget Circular No. 2021-4							
	Vice President-CS	P10,000	2021	Administrative Order No. 45 / DBM Budget Circular No. 2021-4							
	Vice President-OP	P10,000	2021	Administrative Order No. 45 / DBM Budget Circular No. 2021-4							
<b>COMPENSATION FOR DIRECTORS</b>											
<b>GOCC Class per EO 24: Class E</b>											
Per Diem for Board Meetings:	P5,000 per meeting										
Per Diem for Committee Meetings:	P3,000 per meeting										
		<b>BOD Meetings Attended</b>	<b>Total BOD Per Diem</b>	<b>Committee Membership</b>	<b>Committee Meetings Attended</b>	<b>Total Committee Per Diems</b>	<b>PBI</b>	<b>Total</b>			
<b>Name of Director</b>											
Atty. Alberto B. Sipaco Jr.		13	65,000.00	N/A	2	6,000.00	N/A	71,000.00			
Jessie L. Casalda		14	70,000.00	N/A	3	9,000.00	N/A	79,000.00			
Sony Y. David		14	70,000.00	N/A	3	9,000.00	N/A	79,000.00			
Amador T. Tabuga Jr.		14	70,000.00	N/A	3	9,000.00	N/A	79,000.00			
Francis A. Calatrava		14	70,000.00	N/A	3	9,000.00	N/A	79,000.00			
Rolando C. Manalo		14	70,000.00	N/A	5	15,000.00	N/A	85,000.00			
Leo E. Hernandez		14	70,000.00	N/A	6	18,000.00	N/A	88,000.00			
<b>REIMBURSABLE EXPENSES (if applicable)</b>											
<b>Name of Director</b>	<b>Total</b>	<b>Breakdown</b>									
Leo E. Hernandez	18,747.53	Travel Expenses									
<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>						
N/A	N/A	N/A	N/A	N/A	N/A						