

COMPENSATION PACKAGE FOR OFFICERS

as of December 2019

Position/Title	Job Grade / Job Level	Basic Salary		Benefits		TCF		PBB		No of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President and CEO (seconded)	na	na	na	na	na	na	na	na	na	na	na
Senior Vice President	17	73,304.00	170,000.00	24,142.00	37,200.00	97,446.00	207,200.00	0	0.65 x monthly	0	na
First Vice President	16	66,339.00	130,000.00	23,061.58	33,866.67	89,400.58	163,866.67	0	0.65 x monthly	0	na
Vice President	15	60,035.00	120,000.00	22,536.25	31,033.33	82,571.25	151,033.33	0	0.65 x monthly	4	na
Senior Asst. Vice President	14	54,330.00	84,284.00	17,560.83	21,057.00	71,890.83	105,341.00	0	0.65 x monthly	0	na
Asst. Vice President	13	49,168.00	76,275.00	17,130.67	20,389.58	66,298.67	96,664.58	0	0.65 x monthly	1	na

LIST OF BENEFITS

Name of Benefit	Amount per Officer	
	min	max
RATA (Representation Allowance/Transportation Allowance)	min	max
President and CEO	na	na
Senior Vice President	17	₱15,000.00
First Vice President	16	₱14,500.00
Vice President	15	₱14,500.00
Senior Asst. Vice President	14	₱10,000.00
Asst. Vice President	13	₱10,000.00

Annual Benefit	
Mid-Year Bonus	one month basic salary
Year-End Bonus	one month basic salary
Cash gift	₱5,000.00
PEI	₱5,000.00
Uniform	₱6,000.00
Rice Allowance	₱14,400.00
Medical Allowance	₱6,000.00