

COMPENSATION PACKAGE FOR OFFICERS

as of December 2017

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	-	156,000.00	156,000.00	120,033.33	120,033.33	276,033.33	276,033.33	0	0.65 x monthly	1	na
Executive Vice President		206,000.00	206,000.00	40,200.00	40,200.00	246,200.00	246,200.00	0	0.65 x monthly	0	na
Senior Vice President	17	73,304.00	170,000.00	29,142.00	37,200.00	102,446.00	207,200.00	0	0.65 x monthly	0	na
First Vice President	16	66,339.00	130,000.00	25,561.58	30,866.67	91,900.58	160,866.67	0	0.65 x monthly	0	na
Vice President	15	60,035.00	120,000.00	22,536.25	36,533.33	82,571.25	156,533.33	0	0.65 x monthly	12	na
Senior Asst. Vice President	14	54,330.00	84,284.00	17,560.83	20,057.00	71,890.83	104,341.00	0	0.65 x monthly	0	na
Asst. Vice President	13	49,168.00	76,275.00	17,130.67	19,389.58	66,298.67	95,664.58	0	0.65 x monthly	5	na

LIST OF BENEFITS

Name of Benefit	Amount per Officer	
	min	max
RATA (Representation Allowance/Transportation Allowance)		
President and CEO(previous)	₱104,000.00	₱104,000.00
Executive Vice President	₱20,000.00	₱20,000.00
Senior Vice President	₱20,000.00	₱20,000.00
First Vice President	₱17,000.00	₱17,000.00
Vice President	₱14,500.00	₱23,500.00
Senior Asst. Vice President	₱10,000.00	₱10,000.00
Asst. Vice President	₱10,000.00	₱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