

COMPENSATION FOR DIRECTORS

As of December 31, 2015

GOCC Class per EO 24:

Class C

Per Diem for Board Meetings:

Chairman - P18,000 per meeting

Member - P15,000 per meeting

Per Diem for Committee Meetings:

Chairman - P10,800 per meeting

Member - P9,000 per meeting

<i>NAME OF DIRECTOR</i>	<i>Regular Meetings Attended</i>	<i>Total BOD Per Diems</i>	<i>Committee Membership</i>	<i>Committee Meetings Attended</i>	<i>Total Committee Per Diems</i>	<i>TOTAL</i>
1. Roberto T. Muldong	22	396,000.00	Executive, Audit, Governance, Nomination & Remunerations	10	108,000.00	504,000.00
2. Peter Anthony A. Abaya	22	330,000.00	Business Development & Marketing, Executive, Reclamation Projects, Nomination and Remunerations	9	81,000.00	411,000.00
3. Virgilio T. Ambion	22	330,000.00	Construction & Building Projects, Governance, Nomination and Remunerations	13	117,000.00	447,000.00
4. Edilberto C. De Jesus	21	315,000.00	Governance, Reclamation Projects, Risk Management and Building Projects	13	117,000.00	432,000.00
5. Manuel C. Medina	22	330,000.00	Nomination & Remunerations, Executive, Governance, Construction and Building Projects	8	72,000.00	402,000.00

COMPENSATION FOR DIRECTORS

As of December 31, 2015

GOCC Class per EO 24: Class C

Per Diem for Board Meetings: Chairman - P18,000 per meeting
Member - P15,000 per meetingPer Diem for Committee Meetings: Chairman - P10,800 per meeting
Member - P9,000 per meeting

<i>NAME OF DIRECTOR</i>	<i>Regular Meetings Attended</i>	<i>Total BOD Per Diems</i>	<i>Committee Membership</i>	<i>Committee Meetings Attended</i>	<i>Total Committee Per Diems</i>	<i>TOTAL</i>
6. Reynaldo B. Robles	22	330,000.00	Reclamation Projects, Executive Risk Management, Business Development & Marketing	7	63,000.00	393,000.00
7. Rene Enrique M. Silos	21	315,000.00	Risk Management , Reclamation Projects, Audit, Business Development and Marketing	12	108,000.00	423,000.00
TOTAL		2,346,000.00			666,000.00	3,012,000.00

Prepared by:

*- Original Signed -***ROSALIE N. TIMOTEO**

OIC, Human Resource Management Division

Certified Correct:

*- Original Signed -***NOEL F. CASIN**

OIC, Administrative Services Dept.

PHILIPPINE RECLAMATION AUTHORITY
SCHEDULE OF PER DIEM
FOR CY 2015

NO.	BOARD OF DIRECTORS	January	February	March	April	May	June	July	August	September	October	November	December	Total	TOTAL PER DIEM	NO. OF MEETINGS ATTENDED
1	ABAYA PETER ANTHONY A															
	Board Meeting	15,000.00	60,000.00	15,000.00	30,000.00	15,000.00	30,000.00	15,000.00	30,000.00	30,000.00	60,000.00	15,000.00	15,000.00	330,000.00	411,000.00	22.00
	Committee Meeting		18,000.00	9,000.00	9,000.00	9,000.00	9,000.00	9,000.00			9,000.00	9,000.00		81,000.00		9.00
2	MULDONG ROBERTO T.															
	Board Meeting	18,000.00	72,000.00	18,000.00	36,000.00	18,000.00	36,000.00	18,000.00	36,000.00	36,000.00	72,000.00	18,000.00	18,000.00	396,000.00	504,000.00	22.00
	Committee Meeting		21,600.00			32,400.00	10,800.00	10,800.00	10,800.00	10,800.00			10,800.00	108,000.00		10.00
3	AMBION VIRGILIO T.															
	Board Meeting	15,000.00	60,000.00	15,000.00	30,000.00	15,000.00	30,000.00	15,000.00	30,000.00	30,000.00	60,000.00	15,000.00	15,000.00	330,000.00	447,000.00	22.00
	Committee Meeting		18,000.00			36,000.00	9,000.00	18,000.00	9,000.00	9,000.00	9,000.00		9,000.00	117,000.00		13.00
4	DE JESUS EDILBERTO C.															
	Board Meeting	15,000.00	60,000.00	15,000.00	30,000.00	15,000.00	15,000.00	15,000.00	30,000.00	30,000.00	60,000.00	15,000.00	15,000.00	315,000.00	432,000.00	21.00
	Committee Meeting		9,000.00	9,000.00	9,000.00	18,000.00	18,000.00	18,000.00	9,000.00		18,000.00	9,000.00		117,000.00		13.00
5	MEDINA MANUEL															
	Board Meeting	15,000.00	60,000.00	15,000.00	30,000.00	15,000.00	30,000.00	15,000.00	30,000.00	30,000.00	60,000.00	15,000.00	15,000.00	330,000.00	402,000.00	22.00
	Committee Meeting		9,000.00			27,000.00	9,000.00	9,000.00	9,000.00		9,000.00			72,000.00		8.00
6	ROBLES REYNALDO															
	Board Meeting	15,000.00	60,000.00	15,000.00	30,000.00	15,000.00	30,000.00	15,000.00	30,000.00	30,000.00	60,000.00	15,000.00	15,000.00	330,000.00	393,000.00	22.00
	Committee Meeting		9,000.00	9,000.00	9,000.00		9,000.00	9,000.00			9,000.00	9,000.00		63,000.00		7.00
7	SILOS RENE ENRIQUE															
	Board Meeting	15,000.00	60,000.00	15,000.00	30,000.00	15,000.00	30,000.00	15,000.00	30,000.00	30,000.00	45,000.00	15,000.00	15,000.00	315,000.00	423,000.00	21.00
	Committee Meeting		18,000.00	9,000.00	9,000.00	9,000.00	9,000.00	18,000.00		9,000.00	9,000.00	9,000.00	9,000.00	108,000.00		12.00
	TOTAL	108,000.00	534,600.00	144,000.00	252,000.00	239,400.00	274,800.00	199,800.00	253,800.00	244,800.00	480,000.00	144,000.00	136,800.00		3,012,000.00	

Prepared by:

Certified Correct:

- Original Signed -

ROSALIE N. TIMOTE0

OIC, Human Resource Management Division

- Original Signed -

NOEL F. CASIN

OIC, Administrative Services Dept.

COMPENSATION OF OFFICER AS OF 31 DECEMBER 2015

Position/Title	Job Grade/Job Level	Annual Basic Salary		Annual Benefits, Bonuses & Incentives		TFC (Basic Salary + Benefits)		PBI / PBB for CY-2014		No. Of officers
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	
General Manager	30	957,780.00	957,780.00	478,630.00	478,630.00	1,436,410.00	1,436,410.00	360,000.00	360,000.00	1
Assistant General Manager	28	812,208.00	859,712.20	430,368.00	456,403.00	1,242,576.00	1,300,321.00	71,489.00	104,913.00	3
Department Manager A	26	696,336.00	744,942.00	375,056.00	412,332.00	1,071,392.00	1,127,872.00	58,028.00	92,947.00	11
Special Assistant to the Corporate Head	27	760,320.00	760,320.00	397,720.00	397,720.00	1,158,040.00	1,158,040.00	158,400.00	158,400.00	1

Name of Benefit	Position	Amount per Officer	Coverage	Legal Basis
Representation Allowance (RA)	General Manager	11,000.00	Monthly	NBC 548 s 2013
Transportation Allowance (TA)		11,000.00	Monthly	NBC 548 s 2013
Representation Allowance (RA)	Assistant General Manager	10,000.00	Monthly	NBC 548 s 2013
Transportation Allowance (TA)		10,000.00	Monthly	NBC 548 s 2013
Representation Allowance (RA)	Special Assistant to the Corporate Head	9,000.00	Monthly	NBC 548 s 2013
Transportation Allowance (TA)		9,000.00	Monthly	NBC 548 s 2013
Representation Allowance (RA)	Department Manager A	8,500.00	Monthly	NBC 548 s 2013
Transportation Allowance (TA)		8,500.00	Monthly	NBC 548 s 2013
Personnel Economic Relief Allowance (PERA)		2,000.00	Monthly	Budget Circular No. 2009-3
* Rice Allowance		1,250.00	Monthly	EO 654 / LOI No. 97
* Food Subsidy/Meal Allowance	P25/day	550.00	Monthly	EO 654 / LOI No. 97 / CCC No. 10 s 1989
* Child Allowance	P30/child		Monthly	EO 654 / LOI No. 97
Birthday Allowance		1,000.00	Annual	PEA PRAISE
Clothing/Uniform Allowance		5,000.00	Annual	DBM Budget Circular No. 2012-1
* Medical Benefit		2,500.00	Annual	EO 654 / LOI No. 97
13th Month Pay/Year-End Bonus		One (1) month Basic Salary	Annual	DBM Budget Circular No. 2010-1
Cash Gift		5,000.00	Annual	DBM Budget Circular No. 2010-1
Performance Enhancement Incentive (PEI)		One (1) month Basic Salary	Annual	EO No. 181 series 2015
Performance Based Bonus (PBB)			Annual	GCG MC No. 2014-05

* Incumbent employees

Prepared by:

- Original Signed -

ROSALIE N. TIMOTEO

OIC - HRMD

Certified correct:

- Original Signed -

NOEL F. CASIN

OIC - Administrative Services Department