

COMPENSATION FOR DIRECTORS

As of December 31, 2013

GOCC Class per EO 24: Class C
 Per Diem for Board Meetings: Chairman – Php18,000 per meeting
 Member – Php15,000 per meeting
 Per Diem for Committee Meetings: Chairman – Php10,800 per meeting
 Member – Php9,000 per meeting

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	PBI	Total
1. Roberto T. Muldong	23	414,000	Executive, Audit, Governance, Nomination & Remunerations	15	151,200	272,812.11	0	838,012.11
2. Peter Anthony A. Abaya	21	315,000	Business Dev't. & Marketing, Executive, Reclamation Projects, Nomination & Remunerations	12	108,000	202,507.20	0	625,507.20
3. Reynaldo B. Robles	23	345,000	Reclamation Projects, Executive, Risk Mgmt., Business Dev't. & Marketing	10	90,000	110,000	0	545,000.00
4. Rene Enrique M. Silos	23	345,000	Risk Mgmt., Reclamation	14	126,000	110,000	0	581,000.00

			Projects, Audit, Business Dev't. & Marketing					
5. Manuel C. Medina	23	345,000	Nomination & Remune- rations, Executive, Governance, Construction and Building Projects	8	72,000	110,000	0	527,000.00
6. Virgilio T. Ambion	22	315,000	Construction & Building Projects, Governance, Nomination & Remune- rations, Audit	11	99,000	120,000	0	534,000.00
7. Sherisa P. Nuesa	22	315,000	Governance, Reclamation Projects, Risk Mgmt., Construction and Building Projects	5	45,000	0	0	360,000.00

REIMBURSABLE EXPENSES

Name of Director	Total	Breakdown
1. Roberto T. Muldong	272,812.11	Charged to the GM/CEO's Extraordinary and Miscellaneous Expenses
2. Peter Anthony A. Abaya	202,507.20	Extraordinary and Miscellaneous Expenses
3. Reynaldo B. Robles	110,000	Representation Allowance
4. Rene Enrique M. Silos	110,000	Representation Allowance
5. Manuel C. Medina	110,000	Representation Allowance
6. Virgilio T. Ambion	120,000	Representation Allowance
7. Sherisa P. Nuesa	0	

COMPENSATION FOR OFFICERS										
Position/Title	Job Grade/ Job Level	Annual Basic Salary		Annual Benefits, Bonuses & Incentive		TCF (Basic Salary + Benefits)		PBB		No. of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
General Manager	30	957,780.00	957,780.00	385,815.00	385,815.00	1,343,595.00	1,343,595.00	n/a	n/a	1
Assistant General Manager	28	812,208.00	867,312.00	349,684.00	378,376.00	1,161,892.00	1,245,688.00	n/a	n/a	4
Department Manager A	26	696,336.00	743,580.00	304,028.00	307,965.00	1,000,364.00	1,051,545.00	n/a	n/a	9
Special Assistant to the Corporate Head	27	760,320.00	760,320.00	321,360.00	321,360.00	1,081,680.00	1,081,680.00	n/a	n/a	1

LIST OF BENEFITS				
Name of Benefit		Amount per Officer	Coverage	Legal Basis
Representation Allowance	General Manager	11,000.00	Monthly	NBC No. 548 s 2013
Transportation Allowance		11,000.00	Monthly	NBC No. 548 s 2013
Representation Allowance	Assistant General Manager	10,000.00	Monthly	NBC No. 548 s 2013
Transportation Allowance		10,000.00	Monthly	NBC No. 548 s 2013
Representation Allowance	Department Manager A	8,500.00	Monthly	NBC No. 548 s 2013
Transportation Allowance		8,500.00	Monthly	NBC No. 548 s 2013
Representation Allowance	Special Assistant to the Corporate Head	9,000.00	Monthly	NBC No. 548 s 2013
Transportation Allowance		9,000.00	Monthly	NBC No. 548 s 2013

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	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	Budget Circular No. 2010-1
Cash Gift		5,000.00	Annual	Budget Circular No. 2010-1
Productivity Enhancement Incentive (PEI)		5,000.00	Annual	Budget Circular No. 2013-3
Productivity Incentive Bonus (PIB)		2,000.00	Annual	National Compensation Cir. No. 73, s 1994