

COMPENSATION PACKAGE FOR OFFICERS

as of December 2016

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	120,619.83	120,619.83	276,619.83	276,619.83	0	2.5 x monthly	1	na
Executive Vice President		206,000.00	206,000.00	40,786.50	40,786.50	246,786.50	246,786.50	0	2.5 x monthly	1	na
Senior Vice President	17	73,304.00	170,000.00	29,728.50	37,786.50	103,032.50	207,786.50	0	2.5 x monthly	0	na
First Vice President	16	66,339.00	130,000.00	26,148.08	31,453.17	92,487.08	161,453.17	0	2.5 x monthly	1	na
Vice President	15	60,035.00	120,000.00	23,122.75	37,119.83	83,157.75	157,119.83	0	2.5 x monthly	13	na
Senior Asst. Vice President	14	54,330.00	84,284.00	18,147.33	20,643.50	72,477.33	104,927.50	0	2.5 x monthly	0	na
Asst. Vice President	13	49,168.00	76,275.00	17,717.17	19,976.08	66,885.17	96,251.08	0	2.5 x monthly	5	na

LIST OF BENEFITS

Name of Benefit	Amount per Officer	
	min	max
RATA (Representation Allowance/Transportation Allowance)		
President and CEO	₱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	
13th month pay	one month basic salary
Cash gift	₱5,000.00
HMO	₱7,038.00
PEI	₱5,000.00 or 1 month BS
Uniform	₱6,000.00
Rice Allowance	₱14,400.00
Medical Allowance	₱6,000.00