

LBP LEASING and FINANCE CORPORATION

Yr. 2016

(All Amounts in Php)

COMPENSATION FOR OFFICERS												
Position/Title	Pay Grade	Basic Salary per Annum		Benefits per Annum		TCF per Annum		2015 PBB Actual		No of Officers	Position TCF	
		Min	Max	Min	Max	Min	Max	Min	Max		Min	Max
President	15	770,400.00	1,694,400.00	295,600.00	449,600.00	1,066,000.00	2,144,000.00	-	-	1	1,066,000.00	2,144,000.00
Vice President	13	639,600.00	1,017,600.00	357,800.00	420,800.00	997,400.00	1,438,400.00	74,300.00	121,950.00	3	2,992,200.00	4,315,200.00
Assistant Vice President	12	519,600.00	957,000.00	325,800.00	398,700.00	845,400.00	1,355,700.00	55,300.00	153,250.00	3	2,536,200.00	4,067,100.00
Senior Manager	11	433,200.00	678,000.00	299,400.00	340,200.00	732,600.00	1,018,200.00	na	38,400.00	1	732,600.00	1,018,200.00
Manager	10	361,200.00	577,200.00	275,400.00	311,400.00	636,600.00	888,600.00	19,050.00	51,150.00	2	1,273,200.00	1,777,200.00
Assistant Manager	9	300,000.00	483,600.00	253,200.00	283,800.00	553,200.00	767,400.00	24,640.00	50,250.00	4	2,212,800.00	3,069,600.00
LIST OF BENEFITS												
Name of Benefit/Allowance		Amount per Officer	Coverage	Legal Basis								
Transportation Allowance		varies according to rank	monthly	DBM NBC 546, s. 2013; LLC Board Res. No. 13-052								
Representation Allowance		varies according to rank	monthly	DBM NBC 546, s. 2013; LLC Board Res. No. 13-052								
Uniform Allowance		5,000.00	annual for all employees	DBM BC No. 2012-1; LLC Board Res. No. 13-017								
Medical Allowance		13,000.00	annual for all employees	LLC Board Approval in its mtg on 25 May 1988; Amended by LLC ExCom Res. No. 03-020								
Rice Allowance*		2,350.00	monthly for all employees	LLC Board Approval								
Year-end Bonus (13th Month Pay)		1 month basic salary	annual for all employees	LLC Board Approval								
Year-end Cash Gift		5,000.00	annual for all employees	LLC Board Approval								
14th Month Pay		1 month basic salary	annual for all employees	LLC Board Approval								
Anniversary Bonus		8,000.00	annual for all employees	LLC Board Res. No. 04-023; Amended by LLC Board Res. No. 08-035								
Performance-Based Bonus		Depends on Performance Ranking	annual for all employees	GCG MC and LLC Board Approval								
*based on budget per sack of rice / ** only for CY 2016												

