

LBP LEASING and FINANCE CORPORATION

Yr. 2017

(All Amounts in Php)

COMPENSATION FOR OFFICERS										
Position/Title	Salary Grade	Basic Salary per Annum		Benefits per Annum		TCF per Annum		No of Officers	Position TCF	
		Min (Step1)	Max (Step 8)	Min	Max	Min	Max		Min	Max
President*	28	1,156,356.00	1,271,544.00	367,251.00	386,449.00	1,523,607.00	1,657,993.00	1	1,523,607.00	1,657,993.00
Executive Vice President	27	1,046,748.00	1,151,100.00			1,046,748.00	1,151,100.00	0		
Vice President	26	947,520.00	1,041,900.00	416,445.00	432,175.00	1,363,965.00	1,474,075.00	3	4,091,895.00	4,422,225.00
Assistant Vice President	25	857,712.00	943,140.00	389,477.00	403,715.00	1,247,189.00	1,346,855.00	3	3,741,567.00	4,040,565.00
Senior Manager	24	772,992.00	849,984.00	363,357.00	376,189.00	1,136,349.00	1,226,173.00	2	2,272,698.00	2,452,346.00
Manager	23	699,720.00	769,416.00	339,145.00	350,761.00	1,038,865.00	1,120,177.00	2	2,077,730.00	2,240,354.00
Assistant Manager	22	633,396.00	696,480.00	316,091.00	326,605.00	949,487.00	1,023,085.00	6	5,696,922.00	6,138,510.00
<i>*Under Transition Allowance</i>										
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; LLFC Board Res. No. 13-052						
Representation Allowance		varies according to rank	monthly	DBM NBC 546, s. 2013;LLFC Board Res. No. 13-052						
Personal Economic Relief Allowance (PERA)		2,000.00	monthly	DBM BC No. 2009; JR 4; GCG Authorization on SSL Adoption						
Uniform Allowance		6,000.00	annual for all employees	DBM BC No. 2018-1						
Mid-Year Bonus		1 month basic salary	annual for all employees	GCG MC No. 2018-03						
Year-end Cash Gift		5,000.00	annual for all employees	GCG MC No. 2018-04						

Year-end Bonus		1 month basic salary	annual for all employees	GCG MC No. 2018-05						
Productivity Enhancement Incentive				GCG MC No. 2017-05; JR 4; GCG Authorization on SSL Adoption						
Performance-Based Bonus		Depends on Performance Ranking	annual for all employees	GCG MCs and LLFC Board Approval						

COMPENSATION FOR DIRECTORS

	Chairman	Member								
GOCC Class per EO 24: D										
Per Diem for Board Meetings:	12,000.00	10,000.00								
Per Diem for Committee Meetings:	6,000.00	6,000.00								

Name of Director	Head Count	2017 BOD Meetings Attended	Total BOD Per Diems	Committee Membership	2017 Committee Meetings Attended*	Total Committee Per Diems	Reimbursements	2017 Total		
Alex V. Buenaventura	1	8	96,000	-		-		96,000.00		
Silvestre Manuel C. Punsalan	2	9	90,000	ExCom; Governance & Audit	17	102,000.00		192,000.00		
Manuel H. Lopez	3	8	80,000	ExCom	16	96,000.00		176,000.00		
Julio D. Climaco, Jr.	4	3	30,000	Risk & Governance	3	18,000.00		48,000.00		
Edward John T. Reyes	5	7	70,000	ExCom; Risk	15	90,000.00		160,000.00		
Francisco J. Leonor, Jr.	6	9	90,000	ExCom/Governance	16	96,000.00	293,045.00	186,000.00		
Joel R. Caminade	7	9	90,000	Risk/Audit/ExCom	17	102,000.00	160,228.00	192,000.00		
Fritz M. Salazar	8	8	80,000	Audit Com	3	18,000.00	78,638.00	98,000.00		
Roberto U. Teo	9	6	60,000	Risk Com	2	12,000.00		72,000.00		
Conrado S. Minano, jr.	10	5	50,000	Risk & Audit	-	-		50,000.00		
Carel D. Halog	11	9	90,000	Risk & Audit	6	36,000.00		126,000.00		
John E. Ayudtud	12	7	70,000	Audit & Governance	6	36,000.00		106,000.00		
Felix L. Manlangit	Corp. Sec.	5	20,000					20,000.00		

COMPENSATION FROM INVESTEE COMPANIES (if applicable)

Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown					
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.					