

LBP LEASING and FINANCE CORPORATION

Yr. 2018

(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	1,379,772.00	1,531,212.00	393,702.91	418,942.91	1,773,474.91	1,950,154.91	1	1,773,474.91	1,950,154.91
Executive Vice President	27	1,234,920.00	1,370,520.00			1,234,920.00	1,370,520.00	0		
Vice President	26	1,105,296.00	1,226,604.00	438,706.91	458,924.91	1,544,002.91	1,685,528.91	3	4,632,008.73	5,056,586.73
Assistant Vice President	25	989,268.00	1,097,844.00	407,368.91	425,464.91	1,396,636.91	1,523,308.91	3	4,189,910.73	4,569,926.73
Senior Manager	24	879,588.00	976,128.00	386,228.91	403,321.91	1,265,816.91	1,379,449.91	1	1,265,816.91	1,379,449.91
Manager	23	787,248.00	873,660.00	349,698.91	364,100.91	1,136,946.91	1,237,760.91	2	2,273,893.82	2,475,521.82
Assistant Manager	22	704,604.00	781,944.00	323,924.91	336,814.91	1,028,528.91	1,118,758.91	6	6,171,173.46	6,712,553.46
<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						
REIMBURSABLE EXPENSES (EME)										
Position	Ceiling per Month	Mode of Payment								
President	30,000.00	Reimbursable supported by Official Receipts								
Executive Vice President	20,000.00									
Vice President	15,000.00									
Assistant Vice President	5,000.00									
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	2018 BOD Meetings Attended	Total BOD Per Diems	Committee Membership	2018 Committee Meetings Attended*	Total Committee Per Diems	Reimbursements	2018 Total		
Alex V. Buenaventura	1	11	132,000	-		-		132,000.00		
Silvestre Manuel C. Punsalan	2	12	120,000	ExCom; Governance & Audit	8	48,000.00		168,000.00		
Manuel H. Lopez	3	11	110,000	ExCom	12	72,000.00		182,000.00		

Edward John T. Reyes	4	12	120,000	ExCom; Risk	16	96,000.00		216,000.00		
Francisco J. Leonor, Jr.	5	12	120,000	ExCom	14	84,000.00		204,000.00		
Joel R. Caminade	6	11	110,000	ExCom	12	72,000.00	26,677.14	182,000.00		
Fritz M. Salazar	7	12	120,000	Audit Com	4	24,000.00	1,889.39	144,000.00		
Roberto U. Teo	8	12	120,000	ExCom	12	72,000.00		192,000.00		
Conrado S. Minano, jr.	9	12	120,000	Risk & Audit	6	36,000.00	12,544.92	156,000.00		
Leticia V. Damasco	10	11	110,000	Risk & Governance	8	48,000.00	10,931.36	158,000.00		
John E. Ayudtud	11	4	40,000	Audit & Govern	1	6,000.00		46,000.00		
Felix L. Manlangit	Corp. Sec.	1	6,000					6,000.00		
COMPENSATION FROM INVESTEE COMPANIES <i>(if applicable)</i>										
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.					