



Performance-Based Bonus		Depends on Performance Ranking	Annual for all employees	GCG MCs and LLFC Board Approval									
<b>REIMBURSABLE EXPENSES (EME)</b>													
<b>Position</b>	<b>Ceiling per Month</b>	<b>Mode of Payment</b>											
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												
<b>COMPENSATION FOR DIRECTORS</b>													
	<b>Chairman</b>	<b>Member</b>											
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											
<b>Name of Director</b>	<b>Head Count</b>	<b>2019 BOD Meetings Attended</b>	<b>Total BOD Per Diems</b>	<b>Committee Membership</b>	<b>2019 Committee Meetings Attended*</b>	<b>Total Committee Per Diems</b>	<b>Reimbursements</b>	<b>2019 Total</b>		<b>2019 Total</b>			
Cecilia C. Borromeo	1	10	120,000	Governance	4	24,000.00				144,000.00			
Silvestre Manuel C. Punsalan	2	11	110,000	ExCom; Governance & Audit	15	90,000.00				200,000.00			
Manuel H. Lopez	3	4	40,000	ExCom	5	30,000.00				70,000.00			
Edward John T. Reyes	4	11	110,000	ExCom; Risk	17	102,000.00				212,000.00			
Francisco J. Leonor, Jr.	5	12	120,000	ExCom; Audit	13	78,000.00				198,000.00			
Fritz M. Salazar	6	12	120,000	Risk & Audit	10	60,000.00	669.91			180,669.91			
Roberto U. Teo	7	12	120,000	Excom & Governance	16	96,000.00	-			216,000.00			
Conrado S. Minano, Jr.	8	12	120,000	ExCom; Risk & Governance	12	72,000.00	14,640.65			206,640.65			
Leticia V. Damasco	9	12	120,000	Risk & Governance	9	54,000.00	21,544.28			195,544.28			
Virgilio M. Sangutan	10	8	80,000	Audit	4	24,000.00	-			104,000.00			
Nanziancino M. Dilay	11	6	60,000	Audit	2	12,000.00	4,977.46			76,977.46			
Alex V. Buenaventura	12	2	24,000			-				24,000.00			
Felix L. Manlangit	Corp. Sec.	12	72,000							72,000.00			
<b>COMPENSATION FROM INVESTEE COMPANIES (if applicable)</b>													
<b>Name of Director</b>	<b>Investee Company</b>	<b>Total Compensation Received</b>	<b>Breakdown</b>	<b>Total Reimbursed Expenses</b>	<b>Breakdown</b>								
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.								