

LBP LEASING and FINANCE CORPORATION

Yr. 2021

(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	1,646,340.00	1,843,896.00	900,390.00	933,916.00	2,546,730.00	2,777,812.00	1	2,546,730.00	2,777,812.00
Executive Vice President*	27	1,456,932.00	1,631,772.00	736,822.00	765,962.00	2,193,754.00	2,397,734.00	1	2,193,754.00	2,397,734.00
Vice President	26	1,289,328.00	1,444,044.00	636,888.00	662,674.00	1,926,216.00	2,106,718.00	4	7,704,864.00	8,426,872.00
Assistant Vice President	25	1,140,996.00	1,277,916.00	480,166.00	602,986.00	1,621,162.00	1,880,902.00	2	3,242,324.00	3,761,804.00
Senior Manager	24	1,000,872.00	1,120,980.00	384,812.00	404,830.00	1,385,684.00	1,525,810.00	1	1,385,684.00	1,525,810.00
Manager	23	885,732.00	992,016.00	353,622.00	371,336.00	1,239,354.00	1,363,352.00	2	2,478,708.00	2,726,704.00
Assistant Manager	22	759,828.00	877,884.00	324,638.00	340,314.00	1,084,466.00	1,218,198.00	6	6,506,796.00	7,309,188.00
* The EVP has been acting as OIC of the Agency since September 30, 2020 until October 28, 2021.										
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						
Acting as oic		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	Remarks						
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							
GOCC Class per EO 24: C*									
Per Diem for Board Meetings:	18,000.00	15,000.00							
Per Diem for Committee Meetings:	9,000.00	9,000.00							
<i>*Effective September 2021, the GCG approved the reclassification of LBP-LFC to Class C GOCC</i>									
Name of Director	Head Count	2021 BOD Meetings Attended	Total BOD Per Diems	Committee Membership	2021 Committee Meetings Attended	Total Committee Per Diems	Reimbursements	2021 Total	
Cecilia C. Borromeo	1	12	168,000	ExCom	11	78,000.00	-	288,000.00	
				Governance	6	42,000.00			
Michael P. Arañas	2	12	138,500	ExCom	2	18,000.00	17,177.58	239,677.58	
				Risk	5	33,000.00			
				Audit	5	33,000.00			
Edward John T. Reyes	3	3	30,000	ExCom	4	24,000.00	-	54,000.00	
Roberto U. Teo	4	12	140,000	ExCom	12	84,000.00	-	266,000.00	
				Governance	6	42,000.00			
Fritz M. Salazar	5	12	140,000	ExCom	12	84,000.00	30,111.79	293,111.79	
				RPT	6	39,000.00			
Conrado S. Minano, Jr.	6	11	130,000	ExCom	12	84,000.00	18,448.00	265,448.00	
				RPT	5	33,000.00			
Leticia V. Damasco	7	12	140,000	Governance	6	42,000.00	24,458.15	248,458.15	
				Risk	6	42,000.00			
Virgilio M. Sangutan	8	12	140,000	Audit	1	9,000.00	24,984.00	254,984.00	
				Risk	6	42,000.00			
				RPT	6	39,000.00			
Nanziancino M. Dilay	9	12	140,000	Governance	6	42,000.00	34,992.75	267,992.75	
				Audit	7	51,000.00			
Edgar Crisanto R. Violan	10	12	140,000	Governance	6	42,000.00	26,160.00	250,160.00	
				Audit	6	42,000.00			
Alvin I. Kong	11	9	108,500	Audit	1	9,000.00	6,500.00	124,000.00	
Atty. John Michael S. Dela Cruz	Corp. Sec.	11	75,000					75,000.00	
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.				