

2016 EMPLOYEE WELFARE AND BENEFITS

- **HMO**
All regular employees as of 01 January of each year are entitled to medical allowance - Total Annual Benefit (TAB) amounting to P13,000.00 which is earmarked for Health Maintenance Organization (HMO) premium payment.
- **RICE ALLOWANCE**
Regular employees are entitled to rice subsidy equivalent to one (1) sack of rice per month except those who are on leave without pay or suspended for the whole month. A monthly average of 47 LLFC personnel received rice allowance in 2016.
- **LOSS OF LIFE AND DISABILITY INSURANCE**
Regular employees are entitled to accidental death and disability (disablement) insurance with coverage in the amount as approved by the Board of Directors.
- **LOYALTY AWARD**
All employees of the Corporation who have rendered at least ten (10) years of continuous service to the Corporation and who have been given a performance rating of not lower than “Satisfactory” or “Acceptable” during the year immediately preceding the entitlement are entitled to the Loyalty Award. In 2016, three (3) employees were recipients of Loyalty Awards.
- **LENGTH OF SERVICE AWARD**
All full-time regular employees who have rendered at least ten (10) years of continuous service in LLFC are entitled to a corporate token corresponding to the respective milestone with the Corporation. There were three (3) employees who received Length of Service Awards in 2016.
- **RETIREMENT PLAN**
All employees of LLFC are automatically considered members of the Retirement Benefit Plan and are entitled to receive its benefits in accordance with its policies and guidelines. Membership thereof shall continue until the member retires, resigns or is separated from the service, or upon transfer to another office, or upon his death.
- **LBP’S MOBILE LOAN PROGRAM** which is extended to LLFC personnel.

2016 EMPLOYEE DEVELOPMENT

- **13 February 2016:
Annual Ice Cream Party**

An event held in February every year where the officers and employees of the Corporation are gathered for an Ice Cream Party. The Party demonstrates the value and importance that Management gives to the rank and file employees through the uniqueness of the way the event is conducted. The Corporate Officers, including the President and CEO, are the ones who serve the ice cream and other snack items to the rank and file employees in this annual event.



- **CLEAN-UP PROGRAMS OF Manila Bay S.U.N.S.E.T. Partnership Program Inc.**
Participation in annual and quarterly clean-up programs of **Manila Bay S.U.N.S.E.T. Partnership Program Inc.**, through volunteerism to promote and implement sustainable and supplementary efforts to improve the environmental quality of Manila Bay. This activity develops environmental awareness as well as reinforces commitment to corporate social responsibility.



- **ANNUAL BOWLING TOURNAMENT OF THE PHILIPPINE FINANCE ASSOCIATION**

Participation in the annual **bowling tournament** spearheaded by the Philippine Finance Association and participated in by different leasing and financing companies in the Philippines.



- **09 December 2016**
Year-End Fellowship

Held annually before the end of the year, the event endeavors to strengthen the camaraderie among the workforce in the event regardless of the position and/or rank as a means of establishing the significance of each one's vital role in the accomplishment of the undertakings of the Corporation. New employees, those hired during the year, are given the chance to have a special participation in the event as a means of reinforcing the significance of their roles as new members of the Corporate team.



2016 EMPLOYEE TRAININGS AND SEMINARS

Title of Seminar/Training attended	No. of Employees who Attended
2016 Revised Procurement Law & IRR	3
Accountancy as a Profession: Cases and Applications Seminar	1
Accounting for Non-Accountants	1
AMLA (January 2016)	22
AMLA (August 2016)	43
An Assessment of Internal Auditing in the Public Sector	1
Benefits of Corporate Governance	1
BOA Updates; Personal Planning	2
Breakthrough Innovations in the Modern Government	1
Briefing on Tax Update	1
CAATs Building your team	1
Common Errors in field taxation	1
Corporate Governance and Ethical Dilemmas	1
Culture of Excellence, Leadership and Loyalty Program	1
Double your collection efficiency	1
Effective First-Time Supervisor series of seminar	1
Employee's Withholding Fringe Benefits Tax	1
Financial Analysis to create Business value	1
Financial Management for small and medium enterprises	1
Financial Statement Compliance engagements (PSRS 4410)	1
Fraud Detection and Deterrence-Securing the Home Front	8
FS Analysis as a tool for decision-making	1
Full IFRS/PFRS seminar	1
GAD Planning and Budgeting	2
Government Procurement Reform Act (RA 9184) and its Revised IRR & Updates	4
Internal Control System for Property and Supply Management	2
Job Evaluation and Design of Salary Structure	6
Leadership Strategic Management for Managers	1

Orientation and Technical Workshop for Financial Companies (R.A no. 9510)	10
Orientation on Credit Information System Act	4
Orientation on the GOCC Monitoring System (GMS)	1
People Handling Skills	1
Title of Seminar/Training attended	No. of Employees who Attended
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PFRS Updates	1
Professional Collection Skills	1
Related Party Transaction	1
Risk Management tools	27
Roles and Responsibilities of Financing Companies in Enabling R.A 9510	2
Seminar for Risk Management for Effective Operations	1
Seminar on "How to Really read Financial Statement for Board & Directors & Decision -Makers	3
Seminar on Fraud Prevention	6
Seminar on How to comply with SSS, PhilHealth, Pag-IBIG and DOLE Regulations	2
Strategy Execution Pathways (STEP)	1
Tax Updates	1
Training for Financial Institution on Evaluating Industrial Energy efficiency Project	2
Training Workshop on High efficiency Motors (HEMs)	2
Workshop on Voluntary Quality Assurance Review	1