

COMPENSATION FOR OFFICERS for CY 2019											
Position/Title	Job Grade / Job Level	Basic Salary per month		Benefits		TCF		PBB		No of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President and CEO	SG 30	175,184	196,206								
Vice- President CS	SG 29	155,030	173,634								
Vice- President OP	SG 29	155,030	173,634								
Corporate Secretary	PMDC Employee	no additional compensation from PMDC									
<b>LIST OF BENEFITS</b>											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
Communication Allowance	President & CEO	P5,000/mo.	2019								
	Vice President-CS	P4,000/mo.	2019								
	Vice President-OP	P4,000/mo.	2019								
Representation Allowance	President & CEO	P11,000/mo.	2019								
	Vice President-CS	P10,000/mo.	2019								
	Vice President-OP	P10,000/mo.	2019								
Transportation Allowance	President & CEO	P11,000/mo.	2019								
	Vice President-CS	P10,000/mo.	2019								
	Vice President-OP	P10,000/mo.	2019								
Personal Economic Relief Allowance	President & CEO	P2,000/mo.	2019								
	Vice President-CS	P2,000/mo.	2019								
	Vice President-OP	P2,000/mo.	2019								
Cash Gift	President & CEO	P5,000/mo.	2019								
	Vice President-CS	P5,000/mo.	2019								
	Vice President-OP	P5,000/mo.	2019								
Clothing Allowance	President & CEO	P6,000/mo.	2019								
	Vice President-CS	P6,000/mo.	2019								
	Vice President-OP	P6,000/mo.	2019								
Business Meetings	President & CEO	Actual	2019								
Mid Year Bonus	President & CEO	1 month salary	2019								
	Vice President-CS	1 month salary	2019								
	Vice President-OP	1 month salary	2019								
Year End Bonus	President & CEO	1 month salary	2019								
	Vice President-CS	1 month salary	2019								
	Vice President-OP	1 month salary	2019								
Productivity Enhancement Incentive (PEI)	President & CEO	P5,000	2019								
	Vice President-CS	P5,000	2019								
	Vice President-OP	P5,000	2019								
<b>COMPENSATION FOR DIRECTORS</b>											
GOCC Class per EQ 24: Class E		P5,000 per meeting									
Per Diem for Board Meetings:		P3,000 per meeting									
Per Diem for Committee Meetings:		BOD Meetings Attended	Total BOD Per Diem	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	PBI	Total			
<b>Name of Director</b>											
Atty. Alberto B. Sipaco Jr.		3	P15,000		-			P15,000			
Jessie L. Casalda		2	P10,000		-			P10,000			
Edgar Crisanto R. Violan		3	P15,000		-			P15,000			
Sony Y. David		2	P10,000		-			P10,000			
Amador T. Tabuga Jr.		3	P15,000		-			P15,000			
Francis A. Calatrava		1	P5,000		-			P5,000			
<b>REIMBURSABLE EXPENSES (if applicable)</b>											
<b>Name of Director</b>	<b>Total</b>	<b>Breakdown</b>									
Jessie L. Casalda	4,620.20	Travel Expenses									
<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>						
Not Applicable											