

Compensation Package of the members of the Board of Directors

1. Per Diem (Current Rates)

TYPE OF MEETING	MAXIMUM PER DIEM PER MEETING	MAXIMUM PER DIEM PER ANNUM
Board	10,000.00 ¹	240,000.00 ²
Committee	5,000.00 ³	120,000.00 ⁴

- Travel Expenses (in accordance with the provisions of Executive Order No. 248 s. 1995 and E.O. 298 s. 2004)
- Performance-based incentives based on the guidelines set by the Governance Commission for GOCCs (GCG)

Compensation Package for DBP-LC Executives

Rate	Rank		
	Asst. Vice-President	Vice-President	President & CEO ⁵
Job Grade	15	16	NA
SSL Equivalent	28	30	NA

Direct Compensation

Monthly Salary and Allowances			
Monthly Basic Salary	52,800.00-66,400.00	62,400.00-76,000.00	Equiv. to Monthly Rate
Personnel Economic Relief Allowance	2,000.00	2,000.00	2,000.00
Representation and Transportation Allowance	13,200.00-16,600.00	15,600.00-19,000.00	15%-20% of the Monthly Rate
Monthly Total (Ave.)	66,000.00-75,000.00	78,000.00-95,000.00	NA
Annual Total (Ave.)	792,000.00-996,000.00	936,000.00-1,140,000.00	NA

Other Direct Compensation

Performance Based Bonus	(Based on organizational and individual performance and subject to GCG Guidelines and Approval)
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Cash Benefits

Clothing/Uniform Allowance	5,000.00	5,000.00	5,000.00
13 th Month	66,000.00-75,000.00	78,000.00-95,000.00	NA
14 th Month	66,000.00-75,000.00	78,000.00-95,000.00	NA
Cash Gift	5,000.00	5,000.00	5,000.00
Productivity Enhancement Incentive	(Subject to GCG Guidelines and Approval)		
Travel Expenses	in accordance with the provisions of Executive Order No. 248 s. 1995 and E.O. 298 s. 2004		

¹ Chairman – PhP 12,000 per Board Meeting

² Maximum of PhP 240,000 per director per year and PhP 288,000 per year for the Chairman of the Board of Directors

³ Chairman – PhP 7,000 per Committee Meeting

⁴ Maximum of PhP 120,000 annually and PhP 168,000 per year for the Chairman of the Board of Directors.

⁵ Salary Scale of the for the President & CEO do not apply to the current President & CEO to avoid diminution of pay.

Other Cash Benefits

Benefit/Allowance	Coverage of Grant	Legal Basis	Amount	Frequency of Grant
<i>SSS Contribution</i>	All Employees with Employer-Employee Relationship	RA 8282	% of Salary	Monthly
<i>PhilHealth Contribution</i>	All Employees with Employer-Employee Relationship	RA 7875 as amended by RA 10606	% of Salary	Monthly
<i>Pag-ibig Contribution</i>	All Employees with Employer-Employee Relationship	RA 9679 (2009) IRR-07/21/09	% of Salary	Monthly
<i>Retirement Benefit</i>	All Employees with Employer-Employee Relationship	RA 7641	One-Half Salary for every year of service	When the employee retires at the age of Sixty Years Old (60) or older.
<i>Maternity Benefit</i>	Female Employees	Social Security Law and RA 7322	60 Days Commutation (Normal Delivery) 78 Days Commutation (Caesarian Delivery)	Per childbirth, miscarriage or abortion

Non-Cash Benefits and Allowances

Benefit/Allowance	Coverage of Grant	Legal Basis	Amount	Frequency of Grant
<i>Vacation Leave</i>	Regular Employees	HR Manual	15 days per year	Monthly Accrual
<i>Sick Leave</i>	Regular Employees	HR Manual	15 days per year	Monthly Accrual
<i>Anniversary Leave/Special Leave</i>	Regular Employees	HR Manual	3 days per year	Monthly Accrual
<i>Paternity Leave</i>	Male Employees	RA 8187 & days/delivery	7 days per year	1 st Four deliveries of legitimate spouse
<i>Solo Parent Leave</i>	Solo Parent	RA 8972	7 days per year	Monthly Accrual
<i>Communication Allowance (Monthly)</i>	Qualified Employees	HRM Manual Board Resolution No. 2015-10-004	Max-2,500.00 Min-500.00	Monthly Accrual
<i>HMO⁶</i>	Regular Employees	HRM Manual Board Resolution No. 2016-09-A-01	Per Procurement	Annual
<i>Car Plan</i>	Manager Level & Above (JG 13 & Above)	HRM Manual Board Resolution No. 2014-09-05	Annual Gross Salary	Per Board Approval (included in COB)
<i>Employee Welfare Allowance⁷</i>	Regular Employees	HR Manual Board Resolution No. 2006-11-06	40,000	Annual

⁶ Grant of HMO is suspended effective CY 2017

⁷ Grant of Employee Welfare Allowance is discontinued due to the impending migration to the Modified Salary Structure.