

COMPENSATION PACKAGE OF LANDBANK SENIOR OFFICERS

ANNUAL COMPENSATION OF SENIOR OFFICERS										
Position Title	Pay Grade	Basic Salary		Allowances, Benefits & Incentives (ABIs)		Total Compensation Framework (TCF)		Performance Based Bonus (PBB)		No. of Senior Officers as of 05/31/18
		Min	Max	Min	Max	Min	Max	Min	Max	
President & CEO	18	1,722,408.00	1,911,456.00	501,068.00	532,576.00	2,223,476.00	2,444,032.00	In accordance with the issuance of guidelines by the GCG		1
Executive Vice President	17	1,541,604.00	1,710,792.00	458,934.00	487,132.00	2,000,538.00	2,197,924.00			5
Senior Vice President	16	1,464,372.00	1,531,212.00	446,062.00	457,202.00	1,910,434.00	1,988,414.00			7
First Vice President	15	1,379,772.00	1,442,748.00	419,962.00	430,458.00	1,799,734.00	1,873,206.00			25
Vice President	14	1,310,652.00	1,370,520.00	504,442.00	514,420.00	1,815,094.00	1,884,940.00			20
LIST OF ALLOWANCES, BENEFITS, AND INCENTIVES										
Name of ABIs	Amount	Frequency of Grant	Legal Bases							
Personal Economic Relief Allowance (PERA)	2,000.00	Monthly	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							
Uniform/Clothing Allowance	6,000.00	Yearly	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							
Year-End Bonus & Cash Gift	one month basic pay plus P5,000	Yearly	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							
Mid-Year Bonus	one month basic pay	Yearly	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							
Representation and Transportation Allowance (RATA)	17,000.00-22,000.00	Monthly	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							
Meal/Subsistence Allowance	750.00	Monthly	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							
Anniversary Cash Gift	8,000.00	every milestone year	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							
Collection Negotiation Ageement Incentive	max of 25,000.00	Yearly	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							
Productivity Enhancement Incentive	5,000.00	Yearly	GCG E. O. No. 36; GCG MC 2017-03; Congress J.R. No. 4; Approvals from Presidents Macapagal-Arroyo & Aquino							