COMPENSATION FOR OFFICERS											
		Basic Salary		Benefits		TCF		PBB		No of Officers	Position TCF
Position/Title	Job Grade / Job Level	Min	Max	Min	Max	Min	Max	Min	Max		
President & CEO	Band Level 8	2,160,000.00	2,160,000.00	251,200.00	251,200.00	2,411,200.00	2,411,200.00			1	2,411,200.00
Department Head	Band Level 7	2,956,062.48	2,956,062.48	607,477.08	607,477.08	3,563,539.56	3,563,539.56			2	3,563,539.56
Division Head	Band Level 7	1,422,000.00	1,422,000.00	346,800.00	346,800.00	1,768,800.00	1,768,800.00			1	1,768,800.00

LIST OF BENEFITS			
Name of Benefit	**Amount per Officer**	**Coverage**	**Legal Basis**
Rice Subsidy	P2,700/month	All regular	DBP BR 3173 dated October 6, 1982
Anniversary Bonus	P3,000/year	All regular	DCI BR No. 16 dated November 27, 2001
Clothing/Uniform Allowance	P5,000/year	All regular	DBP BR 3173 dated October 6, 1982
Grocery Allowance	P30,000/year	All	DCI BR No. 12 dated November 14, 2000
Optical/Dental	P1,000/year	All regular	DBP BR 3173 dated October 6, 1982
Retirement Gratuity Plan	equivalent to one (1) month basic salary for every year of service upon separation from the Company	All qualified regular retiree	DCI Board Resolution in 1994
Productivity Enhancement Incentive	P5,000/year	All	GCG MC No. 2013-05 dated 11/6/2013
Mid-Year Bonus	equivalent to one (1) month basic salary	All	GCG Memorandum Circular No. 2018-03 dated May 9, 2018
Year-end Bonus	equivalent to one (1) month basic salary plus P5,000	All	GCG Memorandum Circular No. 2018-03 dated May 9, 2018

COMPENSATION FOR DIRECTORS	
GOCC Class per EO 24:	E
Per Diem for Board Meetings:	P5,000.00 / meeting
Per Diem for Committee Meetings:	P3,000.00 / meeting

Name of Director	Position	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Luis C. Bonguyan	Chairman	9	54,000.00			0.00	0.00	0.00
Alberto G. Romulo	Member	9	45,000.00			0.00	0.00	0.00
Emmanuel P. Galicia, Jr.	Member/Pres. & CEO	9	45,000.00			0.00	0.00	0.00
Teodoro M. Jumamil	Member	9	45,000.00			0.00	0.00	0.00
Jose C. Julio	Member	7	35,000.00			0.00	0.00	0.00
Ellen C. Niebres	Member	7	35,000.00			0.00	0.00	0.00
Kristjan Vicente T. Gargantiel	Member	8	40,000.00			0.00	0.00	0.00

REIMBURSABLE EXPENSES *(if applicable)*		
Name of Director	**Total**	**Breakdown**
Luis C. Bonguyan	0.00	
Alberto G. Romulo	0.00	
Emmanuel P. Galicia, Jr.	19091.00	
Teodoro M. Jumamil	0.00	
Jose C. Julio	56841.44	
Ellen C. Niebres	0.00	
Kristjan Vicente T. Gargantiel	0.00	

COMPENSATION FROM INVESTEE COMPANIES *(not applicable)*					
Name of Director	**Investee Company**	**Total Compensation Received**	**Breakdown**	**Total Reimbursed Expenses**	**Breakdown**